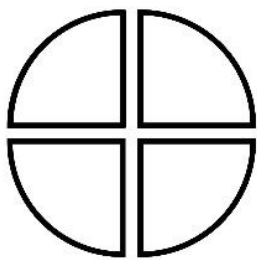


Combined Kids Church and Kids Plus Leaders

Kick-off meeting 2020



*St George North
Anglican Church*

Glorifying God by
Proclaiming Jesus | Growing Disciples | Serving Together

Name: _____

Program

Kids Church leaders only

8:30am – Kids Church leaders arrive

8:45am – Devotion and welcome

9:00am – All Kids Church teams together

9:30am – Kids Church team time

Kids Church and Kids Plus leaders

10:30am – Morning tea (Coffee and fruit)

11:00am – Safe ministry and training session

12:30pm – Lunch

Kids Plus leaders only

1:30pm – Devotion and welcome (repeated)

1:45pm – Carlton and Bexley North Kids Plus together

2:00pm – Kids Plus team time

3:15pm – Close

Psalm 119

Kids Church team together

Pre-school program (9am and 1030am Carlton only)

- Learning about God series

Wk	Date	Pre-school (Carlton only)	
		Unit	Notes
1	2 Feb	God speaks	1. God's book, the Bible
2	9 Feb		2. Learning at Sunday school
3	16 Feb	God knows	1. God knows all about the things he has made
4	23 Feb		2. God knows all about me
5	1 Mar		3. God knows my friends
6	8 Mar	Talking to God	1. We can talk to God
7	15 Mar		2. God hears us when we talk to him
8	22 Mar		Saying 'thank you God'
9	29 Mar		Saying 'sorry God'
10	5 Apr		Saying 'please God'
11	12 Apr	Easter	Easter - forthcoming

K-6 Program (9am and 1030am Carlton, 1030am Bexley North)

Grace and law

1. OT law follows OT grace (see Exodus 19:1-6; 20:1-2)
2. Christians are not under the law ... (see Rom 3:20-24. Also Gal 3)
3. ... and yet the law still teach us (2 Tim 3:16. Also Matt 5-7. James 2)

Program

Wk	Date	K-6	
		Lesson	Passage
1	2 Feb	God Grows His People	Exodus 1:1 – 2:10
2	9 Feb	God Reveals Himself	Exodus 3:1 – 4:17
3	16 Feb	God Shows His Power to Judge	Exodus 5:1 – 10:29
4	23 Feb	God Delivers His People	Exodus 11:1 – 12:42
5	1 Mar	God Destroys His Enemies	Exodus 13:17 – 14:31
6	8 Mar	God Feeds His People	Exodus 16:1–36
7	15 Mar	God Tests His People	Exodus 17:1–16
8	22 Mar	God Teaches His People	Exodus 19:1 – 20:21
9	29 Mar	Teaching on a cmd't (TBA)	Exodus 20:1-17
10	5 Apr	Teaching on a cmd't (TBA)	Exodus 20:1-17
11	12 Apr	Easter - forthcoming	TBA

Memory verse - 'Listen, Israel! The Lord our God is the only true God! So love the Lord your God with all your heart, soul, and strength.'

Deuteronomy 6:4-5 (CEV)

Our focus this term

1. Character of God

2. The right response to a holy God
 - a. Rely on Jesus
 - b. Grow in obedience

How are we going to do it ...

Training in term 2

- 4:45pm to 6pm on Sundays. All welcome.
- Session 1: Sunday 16th February
 - Topic: What does it mean to be a leader in God's household?
- Session 2: Sunday 22nd March
 - Topic: Leading group time
 - NB: In the training, we will prepare group time for one of the next two Sundays. LITs should be rostered for group time for that week.
- Please note that talk training will return in Term 2

Kids Church Team Time

Update on Safe Ministry

1. Working with children check
2. Safe ministry (online course)
3. Application form (including referees)

Keep your brain switched on ...

- Is it safe for the kids?
- Is it safe for the leaders?
- Is it above reproach?

Ministry code of Conduct - “Above Reproach”

We are so glad that you have decided to be involved in SNAC Youth and Children’s Ministry in 2020. These ministries are an exciting and important part of SNAC and it is wonderful to have you serve the families and young people of our church.

Seeing as unclear expectations often lead to hurt and disappointment, we want to love you by clearly outlining the kind of expectations that apply to anyone stepping up to lead in ministry. This is not a list of rules and regulations where any infraction instantly disqualifies you from leadership. This is our agreed code of conduct that helps you see what you are actually agreeing to do as a leader.

The Bible is concerned that leaders have a particularly high standard in their personal life. In short, the fact that someone is a Christian does not automatically qualify them to be a Christian leader. Instead Christian leadership is reserved for Christians who are ‘**above reproach**’ in every aspect of their lives. They are not perfect. They are not without fault. But they are known—both inside and outside the church community—to be a person whose actions are consistent with the Holy Spirit applying the teaching of Jesus to their hearts and lives.

Since that’s what the Bible expects, and since we take the leadership of children and youth very seriously, that’s what we expect at SNAC: leaders who are above reproach in their whole lives. Lives that are full of integrity and faithfulness, above and beyond what the law demands.

If you have any questions at all, feel free to chat to your ministry coordinator, your youth leader, your gospel team leader, Brendan or Kevin.

1. Being above reproach in WHAT WE SAY AND DO: (Eph 5:1-4)

- A. We desire to set an example in our language and humour to ensure it doesn't degrade God or anything good He has created (e.g. people). In particular, there is no place for jokes relating to race, gender or sexual orientation, or that use sexual innuendo.
- B. We strive to be genuine encouragers; speaking good words to each other and to the young people we serve.
- C. We seek to remove all cynicism (to sneer at, to mock, to deliberately find fault) from our hearts and our mouths. We replace this with prayer, encouragement and gentle wisdom.
- D. We are careful that nothing we say, or do, or wear, can be considered 'flirting' or sexually provocative with the children in our care. We seek to dress and behave modestly so that we might build others up and not lead brothers or sisters astray.

2. Being above reproach in OUR USE OF ALCOHOL: (Gal 5:19-21)

- A. Drinking alcohol is illegal for those under the age of 18. While the use of alcohol / smoking is a private decision for adults, leaders are encouraged to consider what affect they are having on those who follow our example.
- B. Drunkenness is regularly shown to be disobedient throughout the Bible [Ephesians 5:18]. All leaders must ensure that this does not happen – publicly or privately.
- C. Because of the high profile of alcohol / smoking in our society, and because of how 'memorable' it is in the minds of our young people when they see a leader get involved, and because of the easy misinterpretation by a young person of any 'approval' of this lifestyle of their leader, all leaders ought not to make a practice of consuming alcohol (or smoking) in front of our young people. It may be a stumbling block for many young people and also sets an example for actions that are only acceptable for people over the age of 18.

3. Being above reproach in OUR PERSONAL RELATIONSHIPS:

(1 Thess 4:1-8)

- A. Our relationships with any member of the opposite sex must be 'above reproach'. We ought not to place ourselves in situations where our purity in this matter may be - or even seen to be - compromised. For example we need to be careful about the 'uninterruptible aloneness' that we spend with our boyfriend/girlfriend.
- B. No leader ought to be sexually immoral.
- C. No youth or children's leader can date or be romantically linked to an unbeliever. Many Christian young people are begging to find a reason to date an unbeliever, and would love to see a leader do it. Our partners will be expected to reflect a mature faith in Jesus (shown in commitment to the body of believers and a genuine desire to follow Jesus).
- D. Leaders dating other leaders on the Children's or Youth team can be complicated. This ought to be taken seriously. If something does 'happen' between leaders, then three things must take place: First, for the sake of the group, Brendan/Kev are to be informed. Second, the couple ought to avoid 'couple-like' behaviour during leaders meetings and youth activities. Third, if problems do occur, then Brendan/Kev in consultation with Troy and Phil, reserve the right to 'take one or both off team'.
- E. It is not appropriate for a leader to date someone in the ministry they are serving in. This relationship has an inappropriate power imbalance and is contrary to safe ministry guidelines.

4. Being above reproach in OUR RELATIONSHIPS WITH YOUNG PEOPLE: (Matt 18:1-6)

Section 1 – Legalities

It is an amazing privilege and blessing that God has allowed us to work and serve the young people that come to SNAC. This section deals with how we as leaders should relate to our young people to ensure we care for them in a godly way. This section also outlines wisdom to ensure that our actions and love are 'above reproach' at all times. Finally this section is written to protect you from any situations where your integrity or actions may be questioned.

We live in a world where many children (0-17yrs) have been abused physically and emotionally by trusted members of their communities. In response, the Anglican Church has implemented a Child Protection Protocol, which all leaders (paid or voluntary) must comply with. This policy is to protect the children we care for and to protect you as a leader who faithfully serve and care for these children.

All SNAC Youth and Children leaders must complete these protocols

- **Working With Children Check** - Contact the Senior Minister immediately if the situation changes regarding your WWCC clearance
- Complete **Safe Ministry Course** – Essentials (Once) and the Refresher Course (Every three years)
- Read **The Anglican Church of Australia “Faithfulness in Service 2nd Ed.”** – Leader personal behaviour

Definition of a Child: For the purpose of the Working with Children Check, a child is defined as a person who is under 18 years of age. The definition of a child is different for reporting child abuse and neglect to FACS. In that case a child is a person who is under the age of 16. A young person means a person who is aged 16 years or 17 years of age.

Disclosure: It is the responsibility of all staff and volunteers to report suspected abuse to the proper authority; notwithstanding a person's right to make a direct report. In most cases it will be proper to report suspicions to the Youth/Children's Minister unless they are the subject of the allegation.

When a disclosure of abuse is made or a relevant event occurs:

- Stay Calm, write everything down after the event
- The staff person or volunteer must report the incident to the Youth/Children's Minister immediately.
- No staff or volunteer will ask a child or young person to repeat a story or insist a child tells more than he or she is willing to do. The staff person or volunteer will treat the matter in a confidential manner. No staff person or volunteer will attempt to counsel in areas where they are not qualified.
- The staff person or volunteer will offer reassurance and support in a sensitive and appropriate manner as directed by the Youth/Children's Minister. The matter will be referred to FACS under advice from the Anglican Diocese of Sydney.

This is a summary of the Safe Ministry Course that all leaders must complete every 3 years. Safe Ministry, not the above information, remains the final authority in all matters of disclosure. See <https://safeministry.training/resources/> for helpful resources.

Section 2 – SNAC Guidelines

Our relationships with younger people are extremely privileged. No abuse of this relationship is tolerated. There will be no 'protection' of those who abuse this trust. Moreover, we need to remember that Good Intentions do not always equal Good Practice. We must seek to be above reproach in all our dealing with young people. Being a leader is a 24/7 privilege. Whether at an official Youth and/or Children's event or not, we are always leaders and must seek to always live in such a way that is pleasing to our great God.

IMPORTANT NOTE:

*Many of those serving as leaders in Children's at SNAC are in fact classed as a 'child' [under 16 years of age] or a 'young person' [16 or 17 years of age] when it comes to Community Services and Safe Ministry guidelines. In order to protect these leaders who are under the age of 18, **SNAC policy is that the guidelines outlined below also apply in the context of a leadership team.** That means that the relationship between any leader over the age of 18 and any leader under the age of 18 must adhere to SNAC Child Protection Guidelines as outlined in points A-K below.*

- A. Male young people are to be counselled by male leaders. Female young people are to be counselled by female leaders. If a young person of the opposite sex requests counselling from you, then involve a leader of the opposite sex [preferably their leader] immediately.

- B. SNAC Youth and Children Ministry is a 'group based ministry'. While some Youth Ministry main contain 1-1 elements, 1-1 is not what these ministries are primarily based upon. You are to never be alone with any young person in a non-public place. If you need to talk privately [eg counselling, pastoral work (discipleship), or a question is asked of you], then do it where you can be seen, and where you can be easily interrupted. If you meet with a young person 1 on 1, then we must gain parental permission, ensure the meeting takes place in a public place and do not let the 1 on 1 ministry define your relationship. We seek to disciple the group into followers of Jesus.
- C. You ought not to visit a young person in their home unless there is a parent present - or unless it is a part of a whole group. You ought not to have lone young people in your home unless there are others present.
- D. You ought to avoid giving young people a lift home on your own. Get another leader to come with you. The only exception is that you call the parent and ask their permission as soon as you leave, stating that you'll be there in 5 minutes! Please let Brendan/Kev know when this occurs. *Note: This is a last resort scenario.*
- E. No leader on their RED Provisional license [Ps] can drive a young person. If you are a 'Green P' driver then you must gain individual **WRITTEN** permission from the parent of the young person.
- F. Leaders need to be careful that all is done to protect the young people, and that no hurt is caused [bruising alarms EVERY parent!]. Wrestling and rumbling have been identified by 'Child Protection Workers' as an area that require extreme wisdom with young men.
- G. Leaders need to make sure that their physical contact with young people is never open to misinterpretation. Physical contact that is 'normal' between adults at age 18 to 25 is not normal or appropriate between adults and children (0 to 17yr olds). Our young people are deeply affected by physical contact from the opposite sex, especially older leaders.

- H. Leaders need to make sure that their personal contact with young people is not open to misinterpretation. This communication includes visiting, phoning, emailing, Twitter/Instagram, Snapchat, writing to, sms'ing, Facebook, or any other virtual communication. No leader should be regularly communicating with a young person of the opposite sex. Communication may be done on occasion, but no lengthy, frequent or 'intense' discussions ought to take place. See [PSU Social Contact Policy](#) for more information.
- I. Leaders should not promise privacy before hearing a young person's personal issues. If the issue is illegal or life threatening [or you're not sure whether these things are true], then you will need to tell Brendan/Kev so that something appropriate can be done about it. It is best to say that you will be careful and appropriate with the information and act with the young persons best interests in mind. If that isn't good enough for the young person, it's best to suggest that they don't tell you. This includes thoughts of suicide; any inflicting of personal pain; the taking of drugs [too many Panadol or the like]; the abuse of a young person; excessive bullying or dealing in drugs. If you are not sure about any of this, speak to Brendan/Kev. Please understand that these issues are, by law, ones that must be reported.
- J. Relationships are one of the biggest blessings of Youth and Children's ministry. These young people change so quickly, have time available to spend with other young people/leaders and are passionate, inspiring and keen people. This relationship, though amazing, is not an equal relationship. They are people we have been given to serve and nurture under God and their parents. The relationship may have many qualities of friendship but we are their leaders and cannot treat them the same as we would a typical adult friendship. Dependency of any type is not acceptable in our ministry.

- K. We are called to serve the parents of our young people. Many parents of our young people praise our great God for the care and love we as leaders have for their children. Others are incredibly thankful for the love and care we have for their children.
- L. We as leaders must seek to support the parents and care givers of the young people in our care. We must never attempt to take the place of the parents but alternatively work in partnership with them. We are to actively keep them informed of activities that are organised. Parents and caregivers will be given full information about the program including starting and ending times. We will seek to have a transparent relationship with the parents of the youth.

5. Being above reproach in FINANCIAL RESPONSIBILITY: (1 Peter 5:2)

- A. Leaders need to be financially above reproach. All events must be organised in an orderly way. No leader may benefit financially from Youth or Children's Ministry. If there are any questions about how to run an event, then speak to Brendan/Kev.
- B. The utmost care must be taken when handling money in week to week Children's and Youth ministries. Please talk to your coordinator about the money handling procedure for your ministry.
- C. Leaders of all ages need to model kingdom values in our finances. This involves their personal commitment to giving to SNAC in response to the blessings that God has given to us. The Leadership of SNAC strongly suggests direct debiting as a way of consistent giving. Becoming a leader of SNAC gives permission for your leaders to ask you about your giving.

6. Being above reproach in OUR COMMITMENT:

A. We want our young people to not give up meeting together [Hebrews 10:25]. We want them to have a priority on studying the Bible and relating in community.

Therefore, we require that leaders be committed to the following times:

- All leaders are to be a committed member of at least one of our congregations at SNAC or SNAC Youth. They are to attend regularly in order to grow in their relationship with God and build up the community as they seek to serve those around them.
- All leaders are to attend a Gospel Team/SNAC Youth regularly. Growing in your relationship with God and building up the community are best done through small groups.
- Regular bible reading/quiet times and prayer are encouraged. We seek leaders who will model passion for God's word and personal growth.

B. We want to model that family is a priority and a blessing. To avoid stress and miscommunication, it is very helpful then to let your family know your diary so that if possible important events can be scheduled - as much as possible - for other days.

C. We want to model that school, uni, Tafe, work etc. is a priority and a blessing. We also know that many leaders attempt to fit too much into a week and get overloaded. In making your decisions for 2019 we ask you to consider your availability. Agreeing to lead at SNAC will mean that this ministry is a priority over some other things in your life (e.g. sport etc).

D. Always endeavour to be on time. Call (not SMS) the coordinator of the ministry you lead in if you will be late.

E. Your Commitment to Youth and Children's Ministry must be carefully, prayerfully and personally considered - and not compared to others.

7. Being above reproach in OUR DRIVING: (Rom 13:1)

- A. We need to model safe and responsible driving at all times and we need to submit to road rules in obedience to our Government.
- B. We need to assure parents that the way we drive with children is totally safe. The way we drive when their children are NOT in our car is what parents will base their assurance on.
- C. In the event that you incur a driving infringement you need to tell Kev/Brendan. If it becomes clear that you drive in a way that is unsafe it may be appropriate for you not to drive children and young people for a period of time at the discretion of the SNAC Kids and Youth Staff.

8. Being above reproach in OUR USE OF THE INTERNET:

- A. The Internet, in its free availability to pornography, is a great temptation to both young people and us. We need to model wise attitudes and actions in response to this temptation. (E.g. Having your computer in a publicly accessible area of the home.)
- B. We must not have anything to do with pornography or sexual immorality.
- C. We will take extreme care in what we post on our own Facebook, Twitter, etc. sites. Though allowing for your free expression of yourself, they are public in domain and access and will reflect you and your ability to lead.
- D. We need to understand that much of the Internet is rubbish. Great wisdom is required in how we fill our minds with the ideas of the world (Rom 12:1-4).
- E. We will never involve ourselves in any form of bullying through the internet.
- F. All leaders should consider installing accountability software on their home/main computer, or taking other measures to protect them from harm in this area. They should choose a reliable brother/sister to maintain internet accountability for them.

9. Being above reproach in OUR SUBMISSION: (Heb 13:17)

- A. We will need to model submission to all those who have pastoral oversight over us.
- B. We choose to model obedience to our own parents.
- C. These guidelines apply for every young person under our care. Whether the student is 18 or not does not deny any section of this paper.

Finally ...

For any breach of these guidelines - do not panic! Usually we can work it through. But if there is any breach - accidental or intentional -- Brendan Moar or Kevin Stepniewski should be notified, so that we can work with you to heal or resolve any misunderstanding. If you become aware of other leaders who are breaching these guidelines, then Brendan/Kevin will need to be notified.

The importance of prayer

Two resources

- Growing in Prayer by Stephen Shead. Normal price is \$12. Available for \$5 for those serving in children's ministry. Contact Kevin on 0421 286 835 or kevin@snac.org.au to order your copy.
- PrayerMate – www.prayermate.net
- Five suggested lists
 - Own Christian character
 - Family and friends
 - Evangelism
 - Leaders in your ministry team
 - Children in your small group

Final things ...

Need a red shirt?

Key dates

Term 1

- Sunday 16th February – LIT training session (all welcome)
- Sunday 8th March. Combined Children and Youth ministry team lunch. 12:30pm to 2:30pm. Location to be confirmed. \$10 donation per person to help cover the cost of food.
- Sunday 22nd March – LIT training session (all welcome)

Term 2

- Sunday 14th June – Children's ministry vision and information day
 - All together session: Our vision for children's ministry and explanation of SNAC pathways.
 - Electives
 - Pre-Yr 2: Setting up good habits for reading the Bible with kids
 - Yr3-4: How to disciple kids as they grow.
 - Yr5-6: Preparing for youth group

Kids Holiday Club

- Sunday 5th July – Leader training day
- Monday 13th to Friday 17th July – Kids Holiday Club
- Sunday 19th July – Kids Holiday Club Celebration service

Psalm 119

Carlton Kids Plus and Bexley North together

Kids Plus team time