

*St George North
Anglican Church*

SNAC

YOUTH

**Leader's
Handbook
2019**

This Handbook contains all the information you need to know to about leading youth at SNAC. Please keep it handy so that you can refer to it throughout the year. Here's what you'll find inside;

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ST GEORGE NORTH ANGLICAN CHURCH

“ABOVE REPROACH” JANUARY 2019

SETTING A BIBLICAL EXAMPLE IN YOUTH AND CHILDREN LEADERSHIP. 1 TIMOTHY 3:1-10

We are so glad that you have decided to be involved in SNAC Youth and Children’s Ministry in 2019. 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.

In this booklet you will find some of the practical ways on how you can be this type of leader.

Please read this document and return the response forms:

1. Leader Application Form (Including WWCC Number and D.OB. to Brendan Moar)

and/or

2. Safety and Volunteers commitment form

If you have any questions at all, feel free to ask Brendan or Kev

In him,
The SNAC Kids and Youth Staff

Leaders of SNAC Youth/Children's Ministry agree to the following:

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 (eg. 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:

(I 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 I – 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
- read **The Anglican Church of Australia “Faithfulness in Service 2nd Ed.”** – Leader personal behaviour
- Complete **Safe Ministry Course** – Essentials (Once) and the Refresher Course (Every three years)

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; not withstanding 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 Ministry (and possibly Youth Ministry) 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.*

I have read and understand this guideline.	Name	Date
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- 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.
- SNAC Youth and Children Ministry is a 'group based ministry'. While some Youth Ministry main contain I-I elements, I-I 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.
- 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.
- 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.**
- 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.

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.

10. Being above reproach in dealing with mistakes

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.

SAFETY AND VOLUNTEERS COMMITMENT FORM

SNAC JANUARY 2019

Full Name of person applying to work with children or young people:

Position of Ministry (E.g. Kids Church Leader, Youth Church Leader):

Form of Giving to SNAC in 2019:

DECLARATION

I declare that:

- I accept the leadership of SNAC
- I have read and will work within the procedures as laid out in SNAC "Above Reproach" policy
- I have completed and supplied a WWCC (or an Under 18 Volunteer Declaration)
- I have completed Safe Ministry Training within the last three years
- I have completed and supplied a Leader Application Form
- I have not been convicted or the subject of an allegation of child abuse sexual misconduct or act of violence, where the conduct involved children, was said to be directed at children, or took place in the presence of children.
- I understand that if an allegation is made against me about child abuse or neglect, the matter may be referred to the police or other relevant authority for investigation.
- I commit to modeling kingdom values with my finances.

Applicant Signature: _____ Date: _____

SNAC Youth Leader Commitments 2019

Job description: Colossians 1:28-29. How? Word/prayer/relationships.

Convictions: Reformed Evangelical. Creeds (Apostles, Nicene, Athanasian), AFES statement.

Character: 2 Tim 3:1-13; 1 Pet 5:1-4; "Above Reproach" document

Time commitments – ministry and training

- Friday Nights – 6:15 – 10:15 (every week)
- Sunday nights (every week)
- Prepare for your small group time (every week)
- Gospel Team (every week)
- Invest 2019: Friday 9 – Sunday 11 August
- Men's event x 2 or SNAC Women
- SNAC Youth and Children's Ministry Conference (includes Term 1 planning meetings)
- 3 x Term Planning Meetings
- Regular discipleship of the youth in your small group. This may look different depending on maturity of the youth in your group. Talk to Brendan to discuss how you will do this throughout the year
- Organise small group gatherings (at least one per term, outside Friday night)
- FIT Camp plus associated meetings (1x planning and 1 x debrief)
- Meet with Brendan twice a term. Dates will need to be locked in at the beginning of term.

Other training opportunities (if possible/appropriate)

- PTC
- Conferences:
 - Next Gen
 - MTS/Mission Minded

Other stuff to keep me in the loop about as necessary:

- Relationship status
- Mental health
- Holidays (do your best to organize holidays so that they don't interfere with Friday nights)

SNAC Youth Ministry Vision 2018

(for review)

The SNAC Vision

We are passionate about living our lives to glorify God.

In particular we are committed to three things:

1. **We proclaim Jesus.** We want everyone to hear the Good News about Jesus Christ so they can come to know him.
2. **We are on about growing disciples of Jesus.** We do that by sharing God's word together. Everything we do is about getting to know God better by learning from his word.
3. **We're on about serving together.** Jesus said that he didn't come to be served but to serve. He makes the same call on his followers. Ours is a church where we want every person to use the gifts God has given them to encourage and love and build other people.

Our Dreams for the SNAC Youth Ministry

General

We dream that in the next four years;

1. We will outgrow the site at St James, growing in number with people from outside the church coming in, being saved and staying.

Our Strategy:

- I. *Every youth member inviting one non-Christian friend to youth group every year.*
 - II. *Youth leaders to foster a culture of prayerful evangelism in their small groups.*
2. Every member of the youth ministry has a love for God's word and is equipped to independently engage with the Bible: they know the Bible well, know how to apply it in any situation they encounter in their lives and are being shaped by what they read.

Our Strategy:

- I. *Every youth member reading the Bible regularly with (at least) 1 other member of the SNAC Youth community.*
 - II. *Youth leaders to foster a love for Bible reading in their small groups, tailoring the way they cultivate this to each individual.*
3. Every member of the youth ministry practices prayerful dependence on the Lord.

Our Strategy:

- I. *Every youth member praying regularly with (at least) 1 other member of the SNAC Youth community.*
- II. *Youth leaders to model prayerful dependence on the Lord in their large and small group gatherings.*
- III. *Promote and equip parents to model prayerful dependence (see also 7 below).*

Specific

We dream that in the next four years;

4. Our leadership team will grow in number to support intentional discipleship of every member of the SNAC Youth community.

Our Strategy:

- I. *To grow the leadership pool through growth in the youth ministry (both in godliness and in number).*

5. The SNAC Youth community is marked by a strong culture of peer to peer ministry, particularly with respect to prayerfulness, edification through sharing the word and welcoming.

Our Strategy:

- I. *Structure our night to facilitate 'ministry of the pew'.*
- II. *Train Yr 10-12 and Commitments to model ministry of the pew.*

6. A strong culture of servant-leadership is evident among youth in the SNAC Youth community.

Our Strategy:

- I. *Identify and create opportunities for youth to be involved in serving both formally and informally on Friday nights.*
- II. *Youth leaders to continue to teach and model servant-leadership.*

7. A strong culture of parent-lead discipleship, where the youth ministry is viewed as a complement to the ministry in the home, becomes the norm.

Our Strategy:

- I. *In liaison with SNAC staff, identify and implement strategies that promote families as 'first church' and equip families – particularly dads – to fulfil this role.*
- II. *In liaison with SNAC staff, identify and implement strategies that educate, support and complement parent-led discipleship.*
- III. *In liaison with SNAC staff, identify and implement strategies that promote family-driven evangelism of non-Christian youth and their families.*

SNAC Youth Ministry Vision 2018 (note: under review)

The SNAC Vision

- We are passionate about living our lives to glorify God. In particular we are committed to three things:*
4. *We proclaim Jesus. We want everyone to hear the Good News about Jesus Christ so they can come to know him.*
 5. *We are on about growing disciples of Jesus. We do that by sharing God's word together. Everything we do is about getting to know God better by learning from his word.*
 6. *We're on about serving together. Jesus said that he didn't come to be served but to serve. He makes the same call on his followers. Ours is a church where we want every person to use the gifts God has given them to encourage and love and build other people.*

Our Dreams for the SNAC Youth Ministry

General

We dream that in the next four years;

8. *We will outgrow the site at St James, growing in number with people from outside the church coming in, being saved and staying.*

Our Strategy:

- III. *Every youth member inviting one non-Christian friend to youth group every year.*
- IV. *Youth leaders to foster a culture of prayerful evangelism in their small groups.*

Annotated Leader's Guide to the SNAC Youth Ministry Vision

The SNAC Vision is the core business of the youth ministry. This is who we are and what we are trying to achieve. You should know this off by heart!
(6 word version: Proclaim Jesus. Grow Disciples. Serve Together)

This is the basic job description of a youth leader. We want the youth under our care to be doing and growing in these three things.

You should regularly ask these two questions for each of the youth in your small group:

- 1) Are they Proclaiming Jesus. Growing (as) Disciples, and Serving Together?
- 2) How can I help them to be Proclaiming Jesus. Growing (as) Disciples, and Serving Together better?

The time frame four years is important. It means that we realise these changes won't happen overnight. We shouldn't get discouraged when things take a while — keep the four year timeframe in mind. At the same time, it gives us something to work towards: we want to see change happen by then, so we need to work hard and do everything humanly possible to reach that goal.

This is our core strategy for evangelism: youth evangelising youth on their own turf. Because we are placing the ball for evangelism totally in their court we need to make sure we are helping our teens to keep evangelism on the agenda — that is a responsibility we should take very seriously. We need to be talking about, equipping for and challenging about evangelism in our small groups every week.

We also want to make sure we make the most of the opportunity to share the gospel with teenagers while they are at high school — this is a huge mission field and we don't want to let that opportunity go by.

1 friend per year is a very low bar. We want to push this further, but the starting point it with just 1. Once we help out teens pass that initial hurdle we can help to share the gospel and invite more freely.

Praying constantly for our lost friends is so important. How are you modelling it in your group?

9. Every member of the youth ministry has a love for God's word and is equipped to independently engage with the Bible: they know the Bible well, know how to apply it in any situation they encounter in their lives and are being shaped by what they read.

Our Strategy:

- III. Every youth member reading the Bible regularly with (at least) 1 other member of the FIT community.
- IV. Youth leaders to foster a love for Bible reading in their small groups, tailoring this to each individual.

10. Every member of the youth ministry practices prayerful dependence on the Lord.

Our Strategy:

- IV. Every youth member praying regularly with (at least) 1 other member of the FIT community.
- V. Youth leaders to model prayerful dependence on the Lord in their large and small group gatherings.
- VI. Promote and equip parents to model prayerful dependence (see also 7 below).

Specific

We dream that in the next four years;

11. Our leadership team will grow to two leaders per year gender group.

Our Strategy:

- II. To grow the leadership pool through growth in the youth ministry (both in godliness and in number).



Leaders are expected to help every member of their group read the Bible and pray with at least one of the member of their group. How can we encourage and resource our youth in this area?

- Options:
- 1) 1-1
 - 2) Small groups or 3 or 4
 - 3) Larger groups

When facilitating youth meeting, consider the following:

- 1) Which youth already have existing connections that facilitate ease of meeting? Perhaps they go to the same school, live in the same street/walking distance, catch the same train to school, go to the same church service on Sunday, are able to come to youth early on Fridays.
- 2) Help them identify the least invasive time.
- 3) Occasionally the most obvious candidates for meeting up are not in the same year – that's ok, just co-ordinate with their leader and Brendan.
- 4) Model the conversation you want them to have with their parents about meeting up – be very clear on exactly what you want them to say. Must include things like – "I'd like to meet with X to read the B and pray. Is that OK? We thought the best time to do that was time and place. Will that work or do you think there is a better time to do it? What do you think?"

Work out how you will resource their meeting. What part of the Bible? What method? See Brendan (or other leaders too) for options. Check out the Youth Library as well. Have follow up conversations with them about what they've been reading. Ask them how they think they have they grown through their reading.

Work out how you will resource the individuals in the group for their own private Bible reading. When is the best time? What method will work best for each individual? REAP, Swedish, 365 day plan, Engage, Daily Reading Bible, Read and Draw a passage, Journal, etc. See Brendan if you are stuck for ideas.

Work out how to resource individuals in their own prayer lives. When is the best time? Is there a method (TSP, ACTS, lists) or app (prayer mate) that will help?

Model prayerful dependence in your group. Stop to pray often. Stop to pray in your general conversations with youth on Fridays.

12. The FIT community is marked by a strong culture of peer-to-peer ministry, particularly with respect to prayerfulness, edification through sharing the word and welcoming.

Our Strategy:

- III. *Structure our night to facilitate 'ministry of the pew.'*
- IV. *Train Yr 10-12 and Commitments to model ministry of the pew.*

In particular, as leaders we want to model and facilitate this. Get alongside youth at MOP and supper and help them to welcome newcomers – show them how to do it and help them connect with the new person. Help them to share about their faith and what they've been reading with each other. Model stopping and praying about things you talk about.

13. A strong culture of servant-leadership is evident among youth in Year 10 at FUEL.

Our Strategy:

- III. *Identify and create opportunities for Yr 10 to be involved in serving both formally and informally on Friday nights.*
- IV. *Youth leaders to continue to teach and model servant-leadership.*

Model service by taking initiative. Look for ways to serve others and invite some youth to join you. Eg, look for opportunities to clean up and say, "I'm going to help by cleaning that up, can you come and help me?" Or, "Let's go and see if Rick needs any help setting up in the church."

14. A strong culture of parent-led discipleship, where the youth ministry is viewed as a complement to the ministry in the home, becomes the norm.

Our Strategy:

- IV. *In liaison with SNAC staff, identify and implement strategies that promote families as 'first church' and equip families – particularly dads – to fulfil this role.*
- V. *In liaison with SNAC staff, identify and implement strategies that educate, support and complement parent-led discipleship.*
- VI. *In liaison with SNAC staff, identify and implement strategies that promote family-driven evangelism of non-Christian youth and their families.*

One of the best ways to help our youth is to connect with parents. Take time to meet them and say hi at supper. If you're bold, organise to have dinner with them! Some leaders have done that recently and found it super encouraging. Our new parent prayer partnership will help you connect with parents as well.

Quick Guide to Youth Discipleship Expectations at SNAC

In our SNAC Youth Leader Expectations document we hand out each year, it has the following points regarding discipleship:

- Regular discipleship of the kids in your small group. This may look different depending on maturity of the kids in your group. Talk to Brendan to discuss how you will do this throughout the year
- Organise small group gatherings (at least one per term, outside Friday night)

What does this regular discipleship look like?

The ideal scenario we want to move towards is one where every youth member meets regularly with a youth leader on a 1-1 basis. All contact with youth should be in accordance with our safe ministry guidelines. That means all 1 – 1 should occur in a highly visible public space, at a set time and location, with full (confirmed) parent permission.

A couple of points to note here are:

- As we move towards our goal of two leaders per year gender group this ideal will become more of a reality.
- 1 – 1 might be better as 2 – 1 in some cases (eg, where training 2 youth so that they can lead others in 1 – 1 discipleship, or for younger youth).
- 'Regular' could be defined in a number of ways. You might meet with every individual in your group once a term. You might meet with 2 youth, 1 – 1 on a rotating basis once a fortnight for a term, then meet with a different 2 the following term and so on. You might read through Colossians with one youth, once a week for a month before 6:30 Church, then repeat over again with another youth and so on.

The best way to determine what 'regular' is best for you and your group is to discuss and plan with Brendan in our 1 – 1 leader catch-ups twice a term (one of the reasons they are so important for what we do). Here are some of the factors that we will consider in planning your discipleship:

1) Age of the youth involved – are they FUEL or Ignite?

1 – 1 ministry with our senior youth (yr 10-11) is a great ministry to have and will often bear much fruit. When it comes to yr 7-9, we will probably look at a more 'group based' discipleship, with meetings of 2 or more youth with each leader, and they will probably be less frequent than they would with older youth.

2) Christian Maturity

The Christian maturity of the individuals we are discipling will impact on who, how and what we decide to do in discipling. Newcomers might benefit from a friendly gathering for coffee with a few members of the group. A super keen new Christian might want to meet for 6 weeks to do 'Just for Starters'. A more mature Christian might want to meet once a term to work out a plan for spiritual growth in the term ahead, or you might want them to meet for 4 weeks to tackle a particular issue or aspect of growth.

3) Your Circumstances

Each one of us has different skills, abilities, natural capacities, demands on our time and different times where we are available to meet up with others. Even our own circumstances can change as we get a new job, get sick or have new family responsibilities unexpectedly thrown at us. Some of us have 5 youth in our group, others have 10 or more. Often what we want to do and what we are able to do in terms of meeting up with our youth are two different things!

The most important thing you can do is: be realistic. If you can only meet with one youth once a term, then start there. Whatever you do, you need to make sure you keep Brendan in the loop. If we only work in what we want to do but not what I am doing then our youth will not be disciplined. If we are open and honest about the reality, then we can make a plan to ensure that they are disciplined appropriately. For example, if your group has 12 youth and one leader who can meet with all of them regularly – great! If not, then we need to work out how to care for your group together and look at other options to make that happen: find a second group leader, sharing pastoral care with other leaders or mature Christians at SNAC who might not be youth leaders, making a plan to cover your youth over the whole year, training one or two youth to help you in your pastoral care, Brendan helping you create material for your group to take home and work through, etc)

4 Simple Steps...

What do I do when my friend wants to come to youth group but lives far away?

1) *Do they really live too far away?* Have we made every effort to connect them to SNAC?

Talk to your leader and your parents and make a plan.

2) *Have our efforts at connecting them to SNAC failed?*

Have we really exhausted every option? Talk to your leader and Brendan and make a plan.

3) *Does your school have an ISCF/Christian group?*

Is your friend coming to this group regularly? Has Brendan connected with the co-ordinator of this group?

4) *Has Brendan connected with the co-ordinator of the link church and made a clear plan?*

Have you talked through the plan with Brendan? Is the link church clear on the plan?

This list is a starting point for thinking about Link Churches to connect your friend with. Your friend might travel a long way to get to your school, so the local church near your school might not be the most obvious choice. The best way to work out where to send your friend is to start a conversation with your leader and together we'll help your friend land somewhere.

SCHOOL	ISCF etc	Link CHURCH
St George Christian School	Yes	SNAC
Danebank	Yes	SNAC
Sydney Technical High School	Yes	SNAC
St George Girls High School	Yes	SNAC
Penshurst Girls	?	SNAC, Hurstville Grove
Hurstville Boys	?	SNAC
Kogarah HS	Yes	SNAC
James Cook HS	Yes	SNAC
Tempe HS	Yes	SNAC, Marrickville Road Church
Moorefield Girls	?	SNAC
Blakehurst High	Yes	SNAC, Blakehurst Anglican
Sydney Boys	Yes	St Matthias Paddington
North Sydney Boys	Yes	Narrurnburn Cameray Anglican Church
Caringbah HS	Yes	St Luke's Miranda
Kogarah Marist Brothers	?	SNAC
Bethany College	?	SNAC
Canterbury Girls	Yes	St Matt's Ashbury
Newtown Performing Arts School	Yes	St Stephen's Newtown or St Barnabas Broadway
Kingsgrove HS	?	SNAC Beverly Hills Anglican
Kingsgrove Nth HS	?	SNAC Beverly Hills Anglican
Trinity College	Yes	Summer Hill Anglican?
GRC Peakhurst	?	Hurstville Grove
Port Hacking	Yes	St Luke's Miranda

SNAC YOUTH Teaching Program

Cycle A	Term 1	Philippians + Bible Reading & Prayer
	Term 2	Joel + Topical
	Term 3	Titus + Gen 1-12
	Term 4	Luke
Cycle B	Term 1	Acts
	Term 2	Job + James
	Term 3	God's unfolding plan in OT or I Corinthians?
	Term 4	Mark 1-8
Cycle C	Term 1	Mark 8-16
	Term 2	Samuel—Kings Overview
	Term 3	Galatians + Jonah
	Term 4	Ephesians + Psalms
Cycle D	Term 1	Romans 1-4
	Term 2	SNAC Vision
	Term 3	I Timothy + Qn
	Term 4	B Th Overview
Cycle E	Term 1	I Peter
	Term 2	Romans 5-8
	Term 3	Isaiah: Character of God
	Term 4	Matthew: Kingdom Parables or SOTM
Cycle F	Term 1	John + Judges
	Term 2	Deuteronomy Overview
	Term 3	Revelation (1-4 + 21-22)?
	Term 4	John + Topical

Philosophy of Youth Ministry

SNAC

What follows is a list of key characteristics that I would consider essential to a faithful, Bible based youth ministry. These shape everything that we do in Youth Ministry at SNAC;

1) It is the Gospel that must be the reason for the group's existence, and must inform every aspect of the ministry.

It must be unavoidably obvious that the group is unashamedly and identifiably a Christian group. Everything about the group—its ethos, culture, content, mission—are informed by the gospel. It is first and foremost a group of Christian people who want to learn about Jesus, to sacrificially love and serve each other and who want others to know about him.

Key convictions behind this principle:

- i. Our sin means we are under God's judgment [Rom 3:23; Eph 2:1-3; Heb 9:27].
- ii. We are unable to know God by our own efforts [Rom 1:18-25; 1 Cor 1:21; 2:10-14, 16; 2 Cor 4:4].
- iii. We can have our sin forgiven, and know God *only* through the person of his Son, Jesus [Matt 11:27; John 1:18; 14:6; Acts 4:12; Rom 1:16].
- iv. We can only know Jesus through the Scriptures [Luke 24; Acts 17:11; 1 Cor 15:1-8; Gal 1:6-9], and the work of Holy Spirit [John 14:26; Acts 1:8; 1 Cor 2].
- v. We are called to be ambassadors of Christ [2 Cor 5:18-20], to be holy [1 Cor 1:2; 1 Pet 1:15-16] and to shine forth the love Christ in that we say and do [1 Cor 10:31; Phil 2:14-16]. We are to bring honour to God in everything we think, say and do [Matt 22:37-38; 1 Cor 10:31], and we are to love our neighbour as we love ourselves [Matt 22:39; Luke 10:27-37].
- vi. We are called to never be ashamed of the gospel, but to embrace it as the power of salvation [Rom 1:16; 1 Cor 1:17]. It is on the foundation of the gospel that we are called to build our ministries [1 Cor 3:10-15; Gal 1:6-9]. Similarly we are to use the spiritual weapons given us by God as the tools of our ministry [2 Cor 10:3-4; Eph 4:11-13; 6:10-18; 1 Tim 4:8].

2) Spiritual growth is primary, but the growth of the kingdom is the goal. I will briefly outline what I mean by this.

There are two key factors that are important here;

- a. it is still the case that around 80% of Christians in Australia are converted during their high-school/university years, and;
- b. it is the youth of today who will become the next generation of leaders in the church.

From a), the importance of evangelism to young people is obvious. From b), it is obvious that there is great need to be training and equipping those who will be the future leaders in our church. These two points do not exist in isolation from each other. There is a natural dove-tailing between the two. The best candidates for evangelism in the great mission fields of our high schools and universities are the young people from our churches who attend these institutions. It follows then, that to effectively reach these groups, we need to be training and equipping our young people for effective ministries *now*. While the youth might be future generation of leaders, it is also true that they are called to be ministers of the gospel *now* (eg, see 2 Cor 5:17ff).

What this means essentially, is that an effective youth ministry must aim to both nurture and evangelise, but in such a way that does not render the two mutually exclusive. In an effective youth ministry, the relationship between the two will be more organic.

3) In an effective youth ministry, the Youth Minister is 'expendable'. That is, an effective (established) youth ministry does not depend on any one person for its continued existence.

My approach as a youth minister is to primarily focus attention on training and equipping the leaders of the youth ministry so that they in turn can effectively train and equip the youth. Similarly, it is the culture of the leadership team which will impact and shape the culture of the youth. For this reason it is vitally important that the leadership team reflects the kind of values and relationships it hopes to see in the youth.

4) An effective youth ministry primarily operates through real, committed relationships, marked by submission to the lordship of Christ.

This flows on from point 3. It is through the relationships with the leaders who preach Christ, model Christian living and who are exemplars of Christ's love to the youth they minister to that an effective youth ministry seeks its growth.

Specifically, the youth leadership team must:

- a. genuinely love and care for the youth, and for each other;
- b. actively and intentionally model Christ-like living in their interactions with youth, and with each other;
- c. model evangelism;
- d. carefully, critically and prayerfully think about everything they do and say with the youth and each other, examining it in the light of the gospel and the goal of modeling a loving Christian community.

5) An effective youth ministry must flow.

There must be an intentional flow from the children's ministry, into the youth ministry, and on into the young adult's ministry. That is, it is counter productive if these ministries exist in isolation; they must function as a part of a larger ministry. That larger ministry is the local church as a whole.

6) An effective youth ministry must be couched in the support of the church community.

In particular, it must be couched in prayer! As I mentioned above, the youth ministry is a part of the larger ministry of the local church. It is important that the youth ministry does not function so that it is invisible to the rest of the life of the church. An effective youth ministry must both support the wider church community through involvement and prayer, just as the wider church community must do the same for the youth ministry.

As with any ministry, we plant and water the seeds of the gospel, but it is God who brings the growth [1 Cor 3:6-9]. If we seriously believe this, then we will want to pray as much as possible for our youth ministry.

7) In an effective youth ministry, parents are informed and involved.

It is crucial that Christian parents see the youth ministry team as partners in raising their children in Christ. In fact, 'partnership' can even be misleading. More correctly, the partnership is a 'complement' to the main ministry of the parents in the home. That is, the team is there to support and supplement Christian leadership in the home, or in the case of a youth from a non-Christian household, to provide Christian leadership. The youth group should investigate and implement appropriate opportunities for parents to be involved in the youth community (e.g., parent information nights, parent nights at youth group, support groups, opportunities to minister together etc.).

There should also be an established method of communicating with and informing parents, such as a parent email list where up to date information and notes (etc.) can be forwarded directly to parents.

A Youth Ministry Philosophy

You may have noticed that I do not outline a *model* of youth ministry above. Rather, what I have presented is a *philosophy* of youth ministry. Why have I chosen to do this? The main reason for presenting my thoughts in this way is because every church is different. While this philosophy will tend to produce a ministry that looks a certain way, the shape of that ministry will be nuanced according to the particular context. That is, while the philosophy itself is relatively static, the ministry itself will be more dynamic, taking on various guises in response to the changing communities, circumstances and resources surrounding it. To express this in another way; the philosophy provides the boundaries in which an effective youth ministry takes place.

SNAC Youth Ministry

Guidelines for Pastoral Care with Youth

Pastoral care is what we do as leaders. We teach the gospel and help young people apply it to their lives. We help them sort through the mess and pain of life, and see it through gospel eyes. We share our lives together and point out how every aspect of those shared lives can be used to honour Jesus—and we show them how to do it too. We offer love, support, encouragement and sometimes we discipline. In the end, pastoral care is just part of what it means for us to be discipling teenagers. Because we deal with people and the things we say and do have a massive and lasting impact on them—for good or bad—we want to think carefully about how we practice our pastoral care. This document is not meant to be an exhaustive theology of pastoral care, but will help us work out what the basic ground we need to be covering is when it comes to pastoral care of young people at SNAC.

This document is structured into two sections:

- 1) Pastoral Care Guidelines
- 2) Parent Communication

Part one is about pastoral care of the young people in our groups, while part two deals with the interaction between pastoral care of the young people and pastoral care of their parents.

Part I. Pastoral Care Guidelines

- I. As leaders, our aim is to see the young people under our care grow in Christian maturity and godliness. We want them to more and more have their hearts and lives shaped by the gospel, so that they desire to live more and more like Jesus. Col 1:28 puts it like this: “We proclaim Him, warning and teaching everyone with all wisdom, so that we may present everyone mature in Christ.” Later in 3:16 the Apostle Paul says a similar thing: “Let the message about the Messiah dwell richly among you, teaching and admonishing one another in all wisdom, and singing psalms, hymns, and spiritual songs, with gratitude in your hearts to God.”
In other words, the goal of our ministry is Christian maturity. We are always seeking to move the young people under our care forwards in their Christian maturity. No one will ever reach full maturity in Jesus this side of heaven, but we strive to conform more and more to the likeness of Jesus. The way we do it is through applying Jesus’ teaching to our lives, both positively (teaching) and negatively (warning or admonishing). Notice that *both* are part of what we are called to do.
- II. There is a key question we need to ask as we engage in pastoral care: Do I need to apply the word positively or negatively at this point? In other words, do I need to encourage someone to pursue a certain characteristic or do I need to rebuke them and call for repentance?

When to encourage?

- III. This is what we will do most of the time. We want to help our young people know what living a godly life and make godly choices looks like. We point them to the Bible and show them the character of God and the character of Jesus. We help them reflect on how they might choose to act in ways that reflect that character, and we help them reflect on how they might change their behavior to be more in line with God’s design for us. We show them what the Bible says, help them understand it and help them apply it. This is the teaching referred to in Colossians.
- IV. Where we need to be careful is in this last step of application. Not all behaviour changes are a result of growth in Christian maturity. Behaviour changes that reflect true growth in Christian maturity are

motivated by a desire to love and serve God. The Spirit convicts us of the truth of God's word and of our need to repent and helps us to shape our lives in accordance with God's word. Sometimes in our ministry to young people we create other motives for change. We so desire that they will love the Lord and serve him we take spiritual shortcuts and measure Christian maturity by an arbitrary display of observable behaviours and practices. In doing so, we emphasise outward behavior change over inward change of character and convictions. For example, we might say someone is mature if they are reading their Bible every day, praying regularly, attending church and youth group every week and leading in Kid's ministry. These may well all be things a mature Christian should be doing, but just because someone is doing all these things doesn't mean that they are actually a mature Christian. Other times the young people themselves come to us with other motives and our job is to be aware of them and encourage them to think differently. The most common examples of improper motives I can think of are:

1) Legalism. We make our application about do's and don'ts and enforce them as rules. The motive is either 'I don't want to get into trouble', or worse, a legalism that views rule keeping as making us right with God (or at least keeping us that way).

2) Pride. Our applications focus on the efforts of the individual and underplay the work of the Spirit. Like legalism, it creates a list of do's and don'ts that we can tick off and revel in the achievement. The result is a spiritual superiority complex where change is motivated by pride in our ability to do good. It might even go the other way, and the point of pride is with the leader: we measure our worth as a leader by how obedient our youth are, or how 'good they are going'. This is particularly dangerous as it means our ministry will be focused on our needs, not the needs of those entrusted to our care. We are at risk of placing unrealistic and unnecessary expectations on our youth and manipulating them into change.

3) Approval. We make our applications so much about the individual and our praise for them that they change out of a desire to be liked and lap up our approval. Their motivation is 'I feel valued when I am praised, X will result in praise.' This is especially appealing to a teenager whose brain is wired to thrive on reward and social interaction (due to dopamine and oxytocin). We need to be careful of creating the perception of a 'Gold-Class' of young people who we value because they behave in the way we want, or because we privilege certain expressions of godliness over others (e.g. public speaking over private prayerfulness or competency over character and convictions). We don't have 'good' and 'bad' kids that we care for: we minister to young people learning how to negotiate the mine-field of adolescent life. They will make mistakes. They will display their godliness inconsistently. They will make huge leaps ahead and fall over. There will be ups and downs. We need to remember that their godliness is not the measure of their worth: that comes from being created in the image of God and is confirmed when Jesus became human to redeem us.

V. Legalism, pride and approval are all linked and feed into each other, ending up with obedient compliance or 'keeping-up-appearances', but not necessarily Godly obedience. Remember that our goal here is to move young people forward in Christian maturity, not in their ability to adhere to the social norms of the youth ministry at SNAC. Each of the young people we meet at SNAC will be different. They are all at different stages in their Christian life and maturity. A step ahead in maturity for one would be a step back for another- but that step ahead is still a precious testimony to the grace of God in that young person's life! In the end, we cannot *make* or *force* anyone to change. Nor should we try: that is not our job. As we teach them, sharing our own godly wisdom and helping them to apply God's word to their own lives it is God working through his word in the power of the Holy Spirit that will bring about change. There is a sense where need to not try and do the Spirit's work for him. We need to allow for the fact that it might take a long time for someone to be convicted of the thing we are teaching them! This doesn't mean we sit back and do nothing. We keep on teaching it, keep on working through it with them, keep on praying that God will convict them of the truth of it and change their hearts.

VI. Sometimes, it will be appropriate to go further than just encouraging someone to change in light of the gospel. In this instance we are talking about a rebuke. Point 1b outlines some things we should consider when it comes to admonishing young people with the word of God.

When to rebuke?

- VII. A rebuke is what we do when we sit a believer down and make a strong and serious declaration of ongoing sinful behaviour in that person's life. If someone is a Christian, then being told that your life is in fact displeasing to God is a very serious and weighty thing to be confronted with. It should grieve you. It should force you to examine your actions and repent. The weight that comes with this kind of pastoral care means we should proceed with caution. Many a young person has been unnecessarily and unintentionally hurt by the stinging rebuke of their youth leader. So we want to be careful how we proceed. (Note: we don't rebuke an unbeliever. They don't love Jesus. They need to be saved before they can change out of gospel motivations. We'll still urge them not engage in sinful behaviour because we don't want them to be hurt, but our focus will be on evangelism, not rebuke.)
- VIII. I'm splitting hairs a little bit here, since we could really say that anything teaching that means we change our behaviour is a rebuke. In fact, you might have noticed that I've actually snuck a lot of the negative idea in the positive point on 'encouraging'. That's because an actual full-on-rebuke is not something we do every time someone seems to act in an ungodly way. Sure, we want to address the matter and urge them to change, but that is not the role reserved solely and exclusively for the rebuke! Most of the time, it is wiser and gentler to patiently and slowly work through issues of ungodliness by helping young people to assess the issue at hand themselves. We help them look at relevant Scriptures, share our wisdom, pray with them and let them make changes as their hearts are changed by the word. So for our purposes, we're reserving the word 'rebuke' for the conversation we have when there is consistent unrepentant sin in someone's life, or, a significant display that may not be ongoing, but needs to be addressed in much more serious terms.
- IX. All of the dangers raised in I.IV.1-3 are also relevant here. We don't want to 'bust' people for doing the wrong thing- they haven't broken the law! We want them to be convicted of the truth, repent and change their behaviour out of gospel motivations, not to gain our approval or avoid upsetting us (or any of the other things outlined above).
- X. So the negative can and should often be addressed through careful and sensitive teaching. But what about when things don't change? What about continuing patterns of ungodliness and unrepentant sin? How do we go about rebuking someone?
- XI. ***Before you rebuke someone you must talk to about it first.***

Teenagers are complicated (I'll say more about this in a minute). It is much safer to share the wisdom of people who have been working pastorally with teenagers for a long time before you have strong words with them. Each young person is unique, their situation will be unique, their relationship with you as a leader will be unique. We need to give their pastoral care the time it needs and process things carefully and prayerfully before we act. In particular, it may be the case that Brendan/Troy are aware of other factors that change the way we offer pastoral care in a particular instance. In the end, we want to make sure that you are best equipped to deal with the issue at hand so that the young person, their parents (and family) and you as a leader are all given the best pastoral care possible. (Caveat: It is inevitable that there will be things that happen that need an immediate response. These are more exceptions than the norm. In these cases, involve Brendan/Troy in follow up as soon as possible, if not immediately after the event.)

XII. Here are a few things to think about as you consider rebuking a young person:

1) Do:

a) Do be careful about misinterpreting inconsistent actions when it comes to teenagers.

Between the ages of about 15 and 25 (some say even up to 28!) a young person's brain undergoes an insanely significant amount of development. It restructures the way it processes information and how it interprets and makes sense of everything it sees, hears, smells, tastes, touches and thinks about! It really is amazing just how much is going on at this stage of life. Given that this is true, we have to be very mindful of the fact that *not every unwise or ungodly action is a sign of serious spiritual shipwreck!* One of the outcomes of the restructuring of the brain is that teenagers-in particular-are capable of holding completely incompatible views side by side without perceiving it or being bothered any implications that may arise. They are also more likely to do something without thinking about it first-including things they might actually believe to be wrong. Throw into this mix the way teenage brains respond to social interaction and reward (due to hormones involved in brain development), and we have a recipe for doing stuff that is just plain 'dumb'. (You know those things you look back on from when you were a teenager and wonder, 'What was I thinking?')

We also need to factor in the way that faith development and cognitive development are linked. A young teen may have a significantly mature faith, but lacks to cognitive development to express that faith in a way that we would call 'mature'. At the same time, we may mistake a more eloquent verbal display of faith (as cognitive ability develops) as a mark of spiritual maturity, when in fact the faith is still just as mature as it was last year—only the ability to express it has changed.

All of this means that we can't approach teenagers like adults. What might be worthy of a strong rebuke for an adult may just be a matter of working through the inconsistency for a teenager. We need to work through the 'dumb' behaviour—just because it is 'dumb' doesn't make it any less ungodly or unwise—but we need to do it in a way that is appropriate for a young person.

b) Do promote Positive Gospel Motivations to change.

We've already talked about this above. We don't want people to change because we asked them to, or because they don't want to disappoint us. Or for any other reason than they love Jesus and want to serve and honour him. In an odd way, that means people need to feel safe enough to say to us that they want to choose to be ungodly instead of repent. We can't force someone to serve Jesus, but we can show them how and show them why it is the most amazing blessing to do so. Our pastoral care needs to meet people in the place they are at and point them in the direction towards maturity in Jesus. They may choose not to go. We'll do everything we can to help them see the truth. We'll pray like crazy that the Spirit will change them. But we have to be ready to let them change in God's timing, not ours. This is hard for a leader. It's even harder for a parent.

c) Do proceed with grace, gentleness, compassion, forgiveness and a servant heart.

Our goal is to help the young person see the truth in the gospel, examine their life in the light of it and repent. We need to model the kind of maturity we are encouraging them to pursue. They need to see how Jesus' love for them shapes our motivation for rebuking them, and shapes our character as it is displayed in this situation.

2) Don't

a) Don't rebuke without taking to Brendan first. (see I.XI above)

b) Don't talk about consequences for ministry involvement. (Like, 'If this keeps happening, you won't be able to lead Kid's Church,')

There's a few reasons that I think this is wise. First, it introduces a potential ulterior motive to change. We don't want them to change so that they can lead, we want them to change because they love Jesus and are repentant. Second, even though you might have mentioned the consequence as a possible outcome down the track, there is every chance that they will hear, 'You can't lead Kid's Church'. Being rebuked is scary and emotional. Scared, emotional teenagers don't always think straight, so it's best not to muddy the waters with anything that can be misunderstood. The potential for unnecessary angst and hurt-

both for the young person involved and their family-is probably greater than we first realise. Third, if it were the case that ungodly behaviour might have consequences for ministry involvement, the responsibility to deal with that lies with Brendan and the relevant co-ordinator of the ministry involved.

2. Parent Communication Guidelines

- I. At SNAC we value the relationship between parents and the youth we lead. The primary responsibility of spiritual care rests with the family (see Deut 6) and our role as Youth Leaders is to assist parents in raising Christian kids. Statistically speaking, parents spend the most time with their kids and have the most influence over the way they view the word and try to navigate it. That means that in the long run, parents have far greater influence over the kids we lead than we ever will! With these things in mind, the importance of working with parents in our ministry seems pretty clear (and a no-brainer!).
- II. At the same time, what I've come to realize more and more is just how much of our job is about pastoral care of parents! We know how much we come to love and value the youth we lead- imagine how much a parent loves and values that same child. A parent lies awake at night wondering if their child will love Jesus, if they will walk away from him, if they will make mistakes that will hurt them for the rest of their lives. We think about these things too, but given the love a parent has for their child and the Deut 6 responsibility they have for that child, a parent feels these things more keenly than we ever will.
- III. All of these things together mean that Youth Ministry at SNAC is a partnership with parents. The importance of the way we communicate with them is hard to understate. What follows is a set of guidelines for communication that helps us do the best job we can of both caring for the youth entrusted to us and of ministering to and with their families.

Partner with Parents

- IV. Youth Leaders at SNAC work in partnership with parents. Our ministry does not exist in a vacuum where we have unlimited freedom to do what we like. Our ministry is part of the broader ministry of SNAC and part of the even broader ministry of the families within SNAC. The Children's, Youth and Young Adults team works hard to keep our ministry in partnership with the broader ministries at SNAC. It is part of our job as youth leaders to keep our ministry in partnership with parents. If you think about the number of families represented in the SNAC Youth Ministry you'll realise that's a lot of ministry partners sharing the ministry load together. You'll also realise that's a lot of people to keep informed and involved in what we are doing together. While Brendan and Troy will take the lead in making sure the communication between parents and the SNAC youth ministry team is open and effective, individual youth leaders need to be in partnership with the parents of the young people in their small group.
- V. Good relationships with the parents of your small group members are the key to real partnerships. Here are some of the ways you can be developing those partnerships:
 - I. *Time*

This is pretty self explanatory. You need to spend time with parents in order to build relationships. Find out what church service they attend and speak with them over morning tea. Organise dinners, lunches, coffee or other catch ups with parents—these can be parents of one group member or more. Organise to do some things with your group and their parents together. Seek out parents before or after youth group on a Friday night. Call parents, email them, text them, friend them on facebook. Whatever you decide to do, the key is **REGULAR TIME**. As you spend time together you will build trust, a common sense of direction and purpose and a more genuine relationship.
 - II. *Talk*

This is what you do when you spend time together. Talk about yourself, learn about them and share your lives together. Besides that, you should talk about the child you are leading. The things you will communicate about their child will generally fall into one of two categories: positive or negative. I've

outlined below what kind of things fall into these categories and how you should approach communicating these to parents (see Pastoral Care Traffic Light).

III. *Two Way*

Because your relationship is a partnership, communication needs to be two-way. Just as I am encouraging you to communicate with parents about pastoral care of their children, I'll be encouraging parents to involve you in their pastoral care.

Pastoral Care Traffic Light




Contact Brendan Immediately

Discuss with Brendan

Share Freely

IV. To help you think about the kinds of things that you should communicate to parents and the best manner in which to communicate them, we've put together the Pastoral Care Traffic Light. Outlined under each point are a list of scenarios and situations that you might encounter as you lead your small group. They are grouped in one of three categories that will help you decide the best course of action in pastoral care of your group member and their parents.


V. Green – Share Freely

 These are things that are ok to talk directly to parents about, and are the kind of things we should be making an effort to have conversations about. They are things that encourage parents and help them keep track of their child's spiritual development.

a. Examples:

- i. Encouragements (the way they pray, efforts in evangelism, making godly choices, maturing, key moments in their faith development, something that made you proud of them/warmed your heart).
- ii. Everyday things that show you care about their lives (recent holiday they had, the leaking tap disaster that dad solved, things they've shared about their interests).
- iii. Things you love about them and their character.
- iv. Your hopes and dreams for their child.
- v. Funny moments in the group.
- vi. Achievements.
- vii. Prayer points. (What can parents be praying for you? What can you be praying for them and their family?)

VI. Amber – Discuss with Brendan

 These are things that may or may not need to be serious. They are things that we might need further thought or investigation before we understand them. Brendan will help to gauge if there is an issue and its extent. If there is an issue, they will help gauge how parents need to be involved and the best way of communicating that information to the young person involved and their parents.

a. Examples:

- i. Ungodly/Sinful activity (eg, persistent swearing or lying, unloving actions towards others, gossip etc)
- ii. Unwise activity (eg, friends who are encouraging ungodliness or causing real temptation, overcommitting to activities at school, sport, church etc.)
- iii. Suspected mental health concerns
- iv. Spiritual struggles. (eg, disclosure of a deep struggle living as a Christian, doubts, struggling with temptation or a particular sin.)

VII. Red – Contact Brendan Immediately

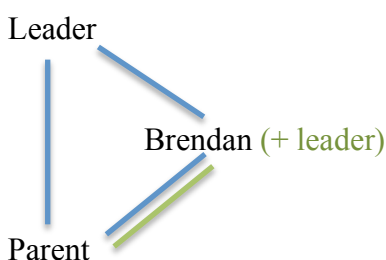
These are things that present a serious risk of harm to the young person under your care. It may be Physical, Psychological, Emotional or Spiritual harm (or a combination of any of these). Because of the seriousness of these issues, they need to be dealt with immediately if they are to be dealt with properly.

a. Examples:

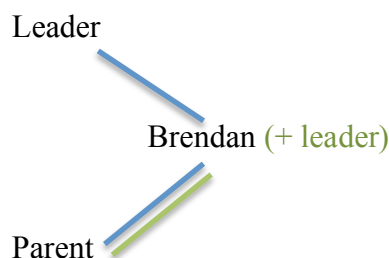
- i. Safe Ministry matters. These are issues that our child protection protocols require you to report to your supervising leader. They include disclosures or suspicions of any kind of abuse, neglect or risk of serious harm to the young person. See your Safe Ministry Training notes for more details. Please ask Brendan for a copy of the course notes if you can't find yours. You should have them handy to refer to. If in any doubt, contact Brendan.
- ii. Sexual Activity.
- iii. Drinking.
- iv. Drug Use or any other substance abuse.
- v. Obvious Mental health concerns. This includes disclosures made by the young person or about the young person, as well as clear indications that you may observe as a leader. Could include grief.
- vi. Illegal behaviour. Could include stealing, vandalism, tagging etc.
- vii. Serious spiritual troubles. (eg, Renouncing faith or close to it.)

VIII. Remember, we are in partnership with parents, so we need to communicate well with clear, open lines of communication. We also need to remember to care pastorally for parents by communicating wisely and with their best interests at heart. We want to be careful about how we communicate serious information and think about the impact it might have on parents as well as the young person involved. It also helps you to see the kind of things that Brendan needs to be aware of as he oversees the pastoral care of the young people in SNAC Youth, of their parents, and of you as a leader. Brendan's job is to keep track of the things going on in all of your lives and help work out the best course of pastoral care by weighing all three of these together. We want what is best for the young person, their parent, and their leader. Each pastoral situation will be unique and Brendan is best placed to help you navigate it. The diagrams below represent the parent communication process visually.

Encouragement/ Positive Feedback



Rebuke/ Negative Feedback



- IX. To help make the general pastoral care process happen smoothly, Brendan will meet up with leaders regularly (twice a term). In these meetings, we will help you think about the members of your small group and how you can be caring for them and their parents. At the same time, we'll be thinking about how we can best care for you and help you in your pastoral care.

- X. If you are ever in any doubt about the seriousness of an issue, speak to Brendan at one of these meetings, send an email or a text, catch me after church. There is never anything that is not worth wondering out loud!

Helpful Youth Ministry Protocols at SNAC

Communication with parents and youth for offsite activities:

- Any plans for offsite activities need to be submitted to Phil Colgan via Brendan (complete with notes and attached approval form – you can find it on Google Drive in the policies folder) for approval no less than four weeks prior to the event. Notes need to be handed out at least two weeks in advance and need to be emailed directly to parents as well – either forward to Brendan or use Jethro.
 - To email a group in Jethro:
 - Select the desired group
 - Use the check box to select the whole group
 - From the “With selected people” box at bottom left
 - Choose “send email”
 - A new box “send and email to” opens up
 - choose “adults in selected persons’ families”
 - NOTE: you might need to check who actually appears in the list as anyone over the age of 18 in the house will appear. Delete them from the “to” line of your email (at the moment there’s no way around this).
 - choose your email provider
- Notes need to include the following information:
 - Date of activity
 - Location of activity (include an address and/or business name, or the address and name of the person’s house you are attending)
 - Drop Off/Meeting time and location
 - Pick Up/Meeting time and location
 - Exact amount of money needed for your activity and what it is for (eg, \$6 for bowling and \$10 for dinner afterwards)
 - Details about transport if applicable (eg, travelling in leader’s cars etc)
 - If transport in cars is required, make sure you have enough seats available or organise helpers – putting an RSVP on your note can help
 - Notes need to be legible
 - Offsite stuff should have a permission slip if it involves driving or taking part in an activity that has a level of risk involved.
 - eg: Bowling won’t need a note if drop off and pick up is there, but will need one if you are driving
 - eg: Trampolining will need a note because there is a higher risk (albeit acceptable) of injury
 - Check with Brendan if uncertain
- Communicate clearly who this activity is for. Eg, can they invite friends? Are there certain friends that they should invite – eg, non Christian friends that would benefit from the opportunity to meet and socialise with the group. Are there are friends that they shouldn’t invite- eg, you have planned a discussion that is ‘in house’ and would be unhelpful for others. My policy is that we don’t want people *from other youth groups* turning up to our socials and we don’t want our kids doing the same to other churches.
- Because families may have multiple youth involved at multiple locations, we need to plan our drop off/pick up times accordingly. In order for this to happen, we need to communicate via an email conversation several weeks before the event and before the advertising goes out. We will never get this perfect, but a little planning and early communication smooths things over a bit.
- NOTE: Whenever you email parents, **please ensure you use the BCC function**, rather than TO or CC.

Email:

- Please make sure you check your email regularly as it is the easiest way for a team to collaborate and communicate. Make sure you check your email Thursday evening/Friday morning and Friday afternoon so that you have the most up to date correspondence.

Preparation:

- Check the roster on Monday to see if you need to prepare. Clarify anything with any doubt – never assume.
- Make sure that you have come prepared to exercise all your duties.
- Please come early and prepare for activities etc so that they are done before we meet. (We are bound to forget something and will need to use the time after the meeting to attend to those matters and explain any activity requirements to people).

This form is to be used for any kids or youth activities that are held away from the main site (e.g. Outings, picnics, camps, hikes, abseiling and other high risk activities.). This form should be submitted to your Rector **at least one month** before the proposed activity.

Ministry Department: [Click or tap here to enter text.](#)

Church Leader Responsible: [Click or tap here to enter text.](#)

Requests approval to undertake the following activity:

Type of activity: [eg. Camp including swimming, canoeing, hiking etc](#)

Location: [As much details as possible: name of site, address, nearest town etc](#)

[Click or tap to enter](#) [Click or tap here to](#) [Click or tap here to](#)

Date: [a date.](#) Start Time: [enter text.](#) Finish Time: [enter text.](#)

Nearest

Doctor/Hospital: [Click or tap here to enter text.](#)

Person(s) responsible for first aid and qualification: [Click or tap here to enter text.](#)

Leader in charge: [Click or tap here to enter text.](#)

Other leaders: [Click or tap here to enter text.](#)

Expected number of attendees: [Click or tap here to enter text.](#)

Age range of attendees: [Click or tap here to enter text.](#)

If undertaking specialised/hazardous activities (e.g. swimming, abseiling) a leader experienced in this activity **MUST** be present. Medical forms for **ALL** participants including Medicare numbers **MUST** be taken to activities away from the main site with permission forms from parents/caregivers.

REMEMBER there is no insurance cover for personnel participating or equipment being used in activities that have not been approved.

Rector/minister-in-charge:

Approval is given not given* for the above activity

Signature: _____ Date: [Click or tap to enter a date.](#)

*Reason for denying approval: [Click or tap to enter a date.](#)

Seek advice from the Professional Standards Unit before making changes to this policy.

This completed form is to be kept with the Parish Safe Ministry records indefinitely.

Set-Up/Pack-Up Guide

Set-Up

CHURCH

Set up chairs.

(responsibility of serverlies group) Set up the small welcoming table with adequate Bibles, outlines and pens.

OUTSIDE

(responsibility of serverlies group) Set up one plastic table with;

- a. plastic cups
- b. 4 water dispensers
- c. dirty cups tub under table
- d. if rain is likely, place under cover

Make sure both internal gates are latched open to prevent slamming.

Check that all lights are turned on. Check that sensor lights have been set to stay on – switch and instructions are located inside broom cupboard.

ACTIVITY

Check the roster and ask the person running the activity if they need anything done.

Pack-Up

CHURCH

Set up chairs.

Pack away Bibles, pens, welcoming table.

Pick up rubbish and vacuum floor.

Turn of AC in church and cry room.

Check doors are locked.

HALLS/KITCHEN

Pick up rubbish.

Vacuum any spaces we used.

Wash up/dry up/pack away kitchen.

Wipe kitchen down, sweep the floor and mop if dirty.

Check all doors and windows are locked

OUTSIDE

Pick up rubbish.

Check bathrooms for rubbish etc.

Check bathrooms are locked.

Yr 12 Transition Process at SNAC

The goal of our youth ministry is to see our church blessed by lots and lots of godly, gospel-minded and well-equipped young adults who have come up through the youth ministry. Helping our youth to successfully transition out of the youth ministry and into the adult congregation at 6:30 is critically important to this. If the transition to 6:30 doesn't happen, then not only do we lose these youth to SNAC, but there's a significant likelihood we lose them to the gospel. To help make that transition happen smoothly, we've isolated a number of events throughout the year that should take place each year for all Yr 12 students.

1. **6:30** – Ideally, all youth should be encouraged to be a part of 6:30 (and make it a priority) from the time they join Ignite. This means helping youth to transition to 6:30 *as soon as possible* from Term 4 Yr 10 will be a crucial part of discipling these youth. Leaders should identify any barriers to youth attending and create and implement strategies to overcome them (in consultation with Brendan). If youth haven't been attending 6:30 by the time the HSC finishes, leaders should do everything we can to get them there in November/December (invite them, offer to pick them up, have a small group meet-up before church for a few weeks – whatever it takes) and encourage them to continue attending throughout the summer period.
2. **SNAC Youth into Gospel Teams** – From Term 1, talk about youth finishing and *Gospel Teams* starting in Term 1 the following year. Leaders to help youth see *Gospel Teams* as the natural progression from Ignite and encourage them to go/explain why etc.
3. **Yr 12 Weekend Away** (TBC) – Yr 12 plus Troy, Brendan and Yr 12 Leaders go away for the weekend in November/December. We talk about life after youth, what ministry looks like post school and what ministry you might be involved in, what Gospel Teams are all about, staying on track over Schoolies, preparing for uni/tafe and/or work. The dates are made available Week 1 of Term 1 and leaders will need to keep pushing those dates as a priority throughout the year – it's important to lock these dates in early before schoolies etc get organised.
4. **Farewell** - At the end of each year, we farewell Yr 12 and their leaders at our Christmas celebration.
5. **SNAC Youth Leaders handover to Gospel Team Leaders** - Introductions to *Gospel Team* leaders happen from 6:30 Christmas party onwards, facilitated by SNAC staff and youth leaders. Yr 12 leaders to conduct a 'hand-over' meeting with Brendan to facilitate passing on important or helpful information for the new leaders.
6. **Dessert Night with the Munns'** - In December/January, Troy and Sarah have yr 12 over for dessert and chat. Includes handing out the 6:30 'ministry forms'.

SNAC Youth Music Team Expectations

Music @ SNAC

{TROY MUNNS}

WHAT IS THE MINISTRY?

Making music to facilitate singing at our meetings

WHY IS IT IMPORTANT?

Singing praises to God pleases Him and brings honour and glory to Him. It's a good way to encourage each other as a congregation and be reminded of Biblical truths.

"Let the message about the Messiah dwell richly among you, teaching and admonishing one another in all wisdom, and singing psalms, hymns, and spiritual songs, with gratitude in your hearts to God."
Colossians 3:16

WHAT DOES IT INVOLVE?

The humility and patience required to work with a team of people. Time to listen to and learn new songs. Time to practice your instrument. Time to rehearse before church. Skill of playing an instrument in a band. Commitment.

WHO SHOULD DO IT?

Those who are able to do the things listed above and think they would enjoy it.

I. Co-ordinators

As a co-ordinator, you are responsible for making sure everything connected with the youth music ministry happens. In particular, you are responsible for the following:

1. *Music Rosters.* Music rosters need to be completed and distributed by Week 8 of the previous term (including early Term 1).
2. *Music Repertoire.* We would also like to see this repertoire reflect what 6:30 church is singing so that there is a degree of coherence between these ministries. It is the joint responsibility of the co-ordinators to form and maintain this repertoire. The repertoire should be forwarded to Troy Munns and Brendan Moar for comment (noting any additions), before distributing rosters. (This allows for us to fulfil our CCLI obligations and for theological consistency across SNAC.)
3. *CCLI Obligations.* You are responsible for notifying Troy of any photocopying of music you make. Note the song, format (chart, lead etc) and number of copies
4. *Recruiting and Training Musicians.*

The goal is – as far as possible – to have the bands mainly comprised of youth:

- a. Try to limit leaders to co-ordinator and co-band-leader type roles (ie, where a leader works alongside a youth in a band-leader role).
- b. At times, leaders may be needed to provide musical stability in the band. Be intentional about which leaders are in which band and why (eg, Brendan plays guitar when a trainee guitarist is on etc.). Try to avoid having a band stacked with leaders.

No new musicians should be added to the roster without them joining in a few rehearsals first (apply wisdom here). That way, we can assess their ability on the instrument and encourage them to serve in the most appropriate way for them- either through being part of a 'Development Team' or a 'Music Team'.

The 'Development Team' is for our trainee musicians. They should be given access to music for practice – including agreed bpm. Opportunity to join in rehearsals should be made available – band leaders will need to plan for this (eg, some instruments may not be mic'd, others like drums might need extra time for a run through/ tutorial).

5. *Resourcing Musicians.* Make sure all musicians have access to music and have the Youth Music folder at rehearsal as back up.
6. *Coordinating Rehearsal.* Work out rehearsal time with band members.
7. *Musical Direction.* Know the songs (preferably off by heart) and prepare what they will sound like. You are the executive decision maker on all things musical

II. Music/Development Team

It's great that you want to be part of the music team at SNAC Youth. Music ministry is a great way to use your gifts to help others praise Jesus! Please read the following expectations so that you are clear on what is required of this ministry – it's a lot more than just turning up on Friday and jamming without any preparation!

A. Music Team

1. Musicians should be able to sing/play their instrument competently.
2. Rehearsals start at 5:30 (TBC) on Fridays. *Please be set up and ready to play by that time.*
3. Friday rehearsal is a **rehearsal, not a practice**. Musicians should arrive fully prepared to play on their rostered day. Any questions about how to play the song should be resolved before the Friday rehearsal. Leaders are more than happy to facilitate for alternative practice or tuition arrangements if you need help learning a song or want to bounce ideas.
4. Musicians (and Development team) are responsible for set-up and pack-up of music equipment on the night they are rostered on. Music co-ordinators have the information needed on how to do this.

B. Development Team

1. Musicians should be able to sing/play their instrument at a level where they can (roughly) stay with the band. We don't expect you to be awesome at your instrument, but if you're an absolute beginner you will find it incredibly hard.
2. Rehearsals start at 5:30 (TBC) on Fridays. *Please be set up and ready to play by that time.*
3. Friday rehearsal is a time for you to practice with a band and build your skills and confidence. You will learn lots of little tips and tricks and expand your musical toolbox just by being there. Musicians should arrive fully prepared to play on their rostered day. Any questions about how to play the song should be resolved before the Friday rehearsal. It's ok if you can't totally get it right – that's what the development team is all about – but you will get most out of it when you prepare and practice. (Also, the other band members have worked hard to prepare, so we want to honour their hard work by preparing ourselves). Leaders are more than happy to facilitate for alternative practice or tuition arrangements if you need help learning a song or want to bounce ideas.
4. Musicians (and Development team) are responsible for set-up and pack-up of music equipment on the night they are rostered on. Music co-ordinators have the information needed on how to do this.

Commitments Rationale

What is Commitments?

Commitments is a peer-leadership development group for anyone attending SNAC Youth. Youth who come to Commitments are taking on an informal leadership role as disciple-makers within the youth community at SNAC.

We meet for about 45 minutes every Sunday before 6:30 Church. At the heart of each meeting is our training in peer-to-peer discipleship skills. Each week we share about our discipleship experiences and help each other sharpen our skills. We read the Bible, articles and books and to talk about how we can be more effective at helping others to grow in their love for Jesus.

What are the aims of Commitments?

Underlying everything we do at Commitments is our SNAC Youth Ministry Vision (you can find is attached at the end of this document).

The primary aim of Commitments is to train youth, so that they might partner with the leadership team in influencing and shaping the gospel culture of SNAC Youth Ministry.

Commitments youth are grass-roots vision implementers, modelling our key values to their peers. As such, the Youth Leadership Team sees Commitments as a valuable partner.

The following aims flow out of our primary aim above;

1. Commitments helps strengthen the faith of the youth at SNAC. Through training at Commitments, we seek to build up a team of peer-leaders equipped for Christ-centred peer-to-peer ministry.
2. Commitments is a place to think hard about theology and the Bible. We do this so that we can make sure our ministry practices and convictions are continually shaped by God and his word.
3. Commitments is a place where youth can have input in the shape of the youth ministry, and in the implementation and shaping of our vision.
4. Commitments is a place for youth to be trained in basic discipleship skills, to actively practise those skills and to reflect critically on their experiences of discipleship in practice.

What is Commitments Committed to?

Jesus	Commitments is a ministry for Christians. We want to love and serve our Lord Jesus and his people. We commit to growing in him and growing his people through humble service.
Serving our Peers	At the heart of Commitments is the idea of discipleship: at the heart of discipleship is the word of God, prayer and Christ-like service. We want to be better at loving our peers through discipling them and serving them. Flowing out of this, we want commitments to take the lead in welcoming the newcomer, edifying their peers and modelling discipleship to their junior peers.
SNAC Youth	We run Commitments because it serves the youth of SNAC. We want people to come to Commitments first and foremost because they love others and want to build and serve them. People who come to Commitments prioritise our Friday gatherings and look for opportunities to show Christ-like service in the youth community at SNAC.
Commitments	We are 100% behind the ministry of Commitments and our role in it. This means prioritising attendance and engaging in recruitment. We are committed to the individuals in the group, rather than the group itself, encouraging other members in their discipleship and praying for them.

Who should come to Commitments?

Anyone at SNAC Youth who wants to learn how to be a better disciple of Jesus, to minister more effectively to their peers and to shape the youth ministry at SNAC.

SNAC Children's and Youth Ministry Leader

Application Form

SNAC January 2019

LEADER DETAILS

Application Date:			
Name:		Date of Birth:	
WWCC Number:		Safe Ministry date:	
Contact Number:		Email:	

LEADER INTERVIEW

Please take time to consider these questions carefully. In answering these questions, please be brief and honest.

Describe how you became a Christian

Describe 3 major ways you have grown as a Christian over time

What do you think is the main point of the gospel?

How do you know when you are going well as a Christian?

What spiritual gifts do you feel you have been given by God?

What experiences have helped you develop your capacity to lead?

How will you balance present commitments with the commitment that comes with serving on a leadership team?

As a Christian what is your view on drinking alcohol, smoking and drug use? (When you are over 18 how will this be different?)

What is your view on dating?

Why do you think it's important to be a role model to those you lead? What would be examples of godly role modelling?

Have you ever been to court for something you have done? If yes, please explain.

CHARACTER REFERENCES

Please provide the name and phone number of two people we can contact as character referees. Suitable referees are:

- 1) Someone who is not be a family member
- 2) Someone who as known you for at least 1 year
- 3) One of your referees must be your Gospel Team leader or Youth Leader

NAME: PHONE :

RELATIONSHIP TO APPLICANT:

NUMBER OF YEARS KNOWN:

NAME: PHONE :

RELATIONSHIP TO APPLICANT:

NUMBER OF YEARS KNOWN: