

amaze

association of christian youth and children's workers

TRAINING WORKSHOP:

AMAZE, specialises in providing professional support to those employing youth workers, has successfully run a number of in-house diocesan workshops for clergy or those with parish responsibilities for youth work.

The workshops aim to provide practical advice, guidance and help in the nuts and bolts of firstly employing a youth worker and then secondly managing them effectively once employed. Spread over two separate days, the workshops are informal, interactive and provide a mix of group discussion as well as direct input from an AMAZE human resources consultant.

Day 1 focuses on ensuring that the recruitment, selection and employment processes are handled properly. Day 2 moves on to cover the supervision of youth workers, their appraisal, development, team working and support networks.

Delegates are encouraged to attend both days, although they can attend either one, depending on their needs. The workshops are run in house and the approx. cost is c£300 per day depending on location, irrespective of the number of delegates attending.

Workshops can also be tailored to meet any specific development needs identified within a diocese or other denominational area.

If you would like to be put in contact with an AMAZE HR Consultant to discuss the training requirements in greater detail please contact admin@amaze.org.uk.

What delegates have said

'Sharing the wisdom and experience of others was great'.

'A well worth investment in my time'

'Break out group work was very helpful'.

Message from our CEO

Easter is fast approaching. It is the most important point in the Christian year as the whole basis of the faith rests upon the Resurrection of Jesus. Without the Resurrection, there would not be a faith. Easter provides us with an opportunity to celebrate, but also space and time to reflect upon the past and think about the future.

For AMAZE the future is promising. We launch a new service in April this year (more about this below), and we re-launch the Best Practice Manual. This manual has been of immense help to youth and children's workers in the past, but as time goes on, as legislation and best practice change, the Board decided it was time to re-write the Manual. I am grateful to all of those who have worked hard on this project over the past few months, and we will announce the release date on the website in early April.

AMAZE, in partnership with Youthwork the Partnership, is delighted to be able to announce a new initiative, We Love Our Youthworker, the National Charter for Youthwork. I am very excited about this initiative because it has the potential to make a significant difference to young people in the UK by helping churches improve the contexts in which youth workers actually do their work. We Love Our Youthworker has a very simple underlying philosophy: if youth workers are well looked after by their employers, they will be more focused on the young people and so become even better youth workers. And better youth workers lead to better provision for young people. So the key is to help churches become better employers by encouraging them to think about the way they employ their workers. The Charter is based around 7

promises which the employers commit themselves to fulfilling within the next 12 months. Each promise focuses on a different aspect of employment and churches that sign up for the Charter need to show two ways in which they will fulfil their commitments. There will be benefits for churches that successfully apply for the Charter mark, but more importantly, benefits for the workers; and more important still, we believe there will be benefits for young people.

The plan is to build upon this first level of the Charter over the next few years by developing more advanced Charter levels (it may help to think of this as bronze level), potentially with the next level focusing directly upon youth work practice itself. We are also planning to roll it out for Children's Workers in the future.

We Love Our Youthworker will be launched at Spring Harvest in April. More information will be posted on the AMAZE website and a new We Love Our Youthworker site on April 4th. Look out for it, or email us at admin@amaze.org and we will send you additional information about getting your church involved.

And finally, have a very happy Easter: He is Risen Indeed.

John Baxter-Brown.



we love our youthworker!

● the national charter for church youth workers

You'll know that the growth of those in youth and children's work has exploded over the last 15 years fuelled by the concern that many churches across the UK have in reaching young people with the gospel.

It's estimated there are perhaps 8,000 employed youth workers in UK churches, in addition to the legion of volunteers also working with young people. This change has brought with it a new challenge for many churches as they think about how they go about not only recruiting a youth worker, but also training and supporting them in their role. That's why Amaze was formed some 8 years ago. But now a wider initiative has brought together a wide range of organisations to develop a Charter for Youth Workers to raise standards across this mission field. Youthwork is a collaboration of organisations committed to working together to resource and inspire Christian youthwork. Alongside Youthwork the conference, the largest annual youthwork training event in the UK, they develop other training programmes and courses, publish resources and work together to better engage and equip the church to serve young people.

The Youth Workers Charter is meant to be a helpful way for churches to think through the key issues in employing a youth worker. It contains seven declarations churches make about these issues. The seven areas come from the very real experiences of youth workers across the UK and reflect situations where youth workers, and the churches that

employ them, can often find frustration, conflict or simply unmet needs.

What does the Charter say?

The Charter covers 7 areas for churches to make a priority and commit to:

1. We will pray and support

- We believe that our youth worker needs spiritual support in their work with young people.
- We promise to pray for our youth worker and keep their needs a high priority in the church's prayer life.

2. We will give space for retreat and reflection

- We believe that taking time to think and pray is just as essential for our youth worker as organising events and meeting young people.
- We promise to encourage our youth worker to use part of their schedule to give space for retreat, reflection and personal development.

3. We will provide ongoing training and development

- We believe that learning the skills of youth work is an ongoing process and that it's important to continually invest in professional development.
- We promise to set aside time and money to provide this for our youth worker.

4. We will give a full day of rest each week

- We believe that taking regular time off helps maintain our youth worker's passion and energy for their work with young people.
- We promise to actively encourage our youth worker to take a day away from their role each week to do something different.

5. We will share responsibility

- We believe that having a youth worker does not release the rest of the church from our responsibilities towards young people.
- We promise to encourage everyone to play a part in volunteering, praying for or supporting young people.

6. We will strive to be an excellent employer

- We believe that it's important to have clear structures and procedures for recruiting and employing a youth worker, and to provide supportive management structures.
- We promise to follow good practice guidelines in the way we employ our youth worker.

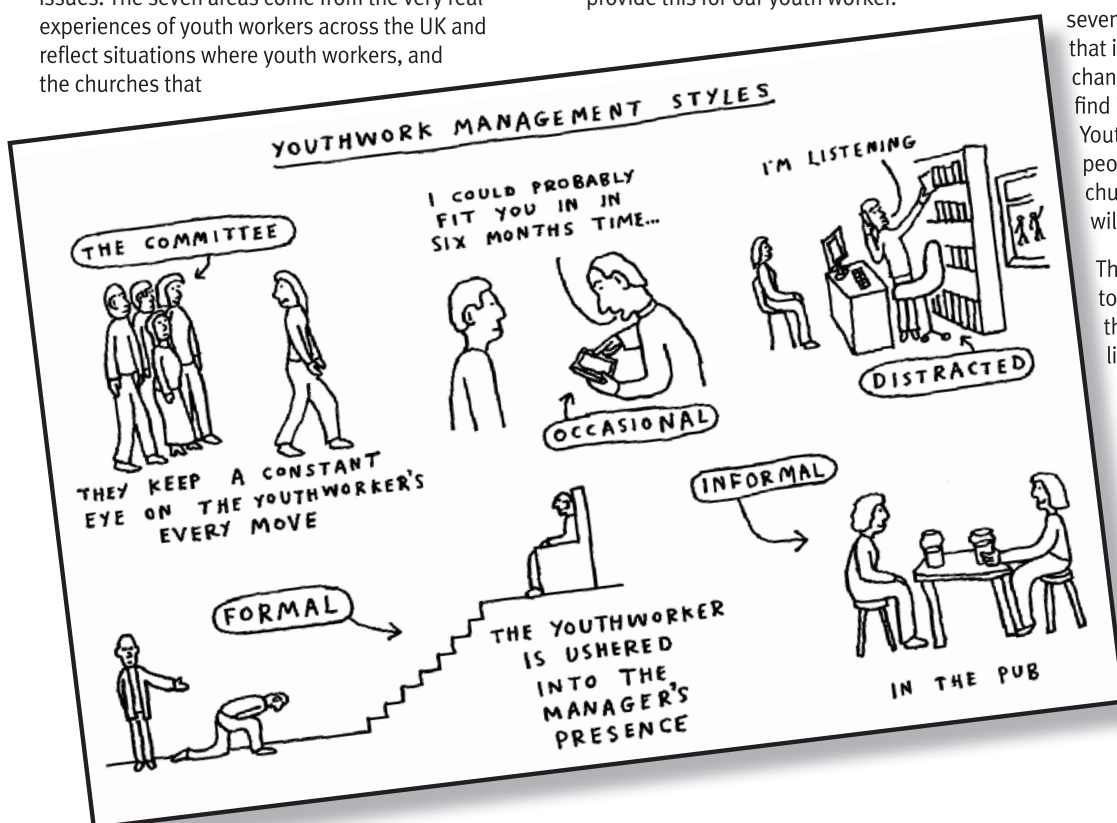
7. We will celebrate and appreciate

- We believe it's vital to acknowledge what our youth worker is doing and the commitment they have made to work with young people in our church.
- We promise to make sure our youth worker knows they are appreciated and we will celebrate their achievements.

Some churches may find they already meet the seven areas of the Charter, others may find that it beneficial in identifying areas needing change. At Amaze we hope everyone will find it a helpful and reflective experience. Youthwork and Amaze believe that young people in the UK deserve to find a vibrant church, aware of their needs and able and willing to respond.

The Charter is meant to be a significant step towards helping churches make the most of the benefit of having a paid youth worker like you!

It's being launched by Youthwork the Partnership and Amaze across all churches and denominations in the UK on April 4th this year. From that date the main Charter website will be launched with all the information you'll need to accredit your church. Visit www.youthworker.co.uk after April 4th to access all the resources and information you'll need to get your church registered!



Dear Sue

A regular feature where you can ask employment expert Sue your tough questions

Dear Sue

If someone has an accident can I give first aid without fear of legal repercussions?

Sue says - In the United Kingdom there is generally no legal obligation on an individual to assist a person requiring first aid, providing they were not the cause of the casualty requiring treatment. Where children and young people are being cared for by children's/youth workers they should exercise a duty of care towards them.

Dear Sue

If a youth worker provides First Aid to a young person, can the young person make a claim for damages if something goes wrong?

Sue says- in general there are two ways in which the risk of personal liability can be minimised. The first is through good practice and the second is by taking out adequate indemnity insurance.

BOOK WORM CORNER

The Shack

If you want a book to challenge you in your understanding of the mystery of the Trinity then this novel is a must for you – and the older members of your youth group. A New York Times best seller with over 1 million copies already sold, The Shack is a number 1 priority for some Easter reading.

You will never had the wonder of Almighty God – Everlasting Father, Prince of Peace and Wonderful Counsellor - explored in such a unique way as the author tackles the subject of suffering, anger and pain. The author follows in the steps of other Christian novelists like CS Lewis in presenting universal truths simply, clearly, engagingly and with wry humour.

There is a wonderful, hilarious moment after Mackenzie, the central character, meets Jesus, the Father and the Holy Spirit and asks 'which one of you is God?'. They all reply, in unison, 'I am!'

If you want a companion book to understand the wonder of our Truine God, then Roger Forster's Trinity makes very helpful reading at a deeper theological level. In this slim volume he presents eternal truths clearly and concisely for the everyday reader. But read The Shack. It will challenge you, disturb you and cause you to seek Him more.

The Shack by William Paul Young published by Hodder
£7.99 ISBN 978-0-340-97049-5
Trinity by Roger Forster published by Authentic Media
ISBN 1-85078-529-5.



A member of the general public with no specific First Aid training will only be considered negligent if he or she performs an act that a reasonable and prudent person in his position would not have done in the same situation, or omits to do something which a reasonable person would have done.

The actions of a worker who is trained in First Aid would be judged on the individual circumstances. They could only be held liable if the standard of care fell below that to which a reasonably competent person with the same level of qualification and experience has. It follows therefore that provided the worker who is First Aid trained administers First Aid in accordance with current guidelines, it is unlikely that a successful claim could be brought. Liability is only likely to arise if First Aid is carried out incorrectly and with disregard to accepted practice and guidelines.

As children's workers undertake a general duty of care towards children and young people it would be advisable to check any insurance cover provided by the church/organisation in relation to indemnity.

Dear Sue

What are the rules on seat belts and children?

Sue says - The law on the use of seat belts for children in vehicles is quite detailed. Generally booster seats or baby seats should be provided for younger passengers.

Children under 3 must use a child restraint appropriate for their weight (unless in the rear of a taxi and a restraint is not available).

Rear facing baby seats must not be used in a seat protected by a frontal air bag. (Deactivate the bag if needed).

Children aged 3 and over and up to 135cms in height must use child restraints if they are fitted. (There are a few rare exceptions to this including the taxi as above).

Children over 1.35 metres in height, or who are 12 or 13 years old must wear an adult seat belt in the front or rear seats if they are available.

In each of these cases it is the driver's legal responsibility to ensure that the child is correctly restrained.

Passengers over 14 years old when traveling in the front or rear seats an adult seat belt must be worn if available. It is the responsibility of the individual passenger to ensure that they are wearing the seat belt.

For those over 14 seat belts must be worn in minibuses and coaches. It is strongly advised that those under 14 should also use seat belts or appropriate child seats.

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“There is a need for fashionable, up-to-date material that engages girls with relevant issues and gives an alternative to the ‘everyone is having some kind of relationship and you are weird if you aren’t’ stuff” *Parent of a 13-year-old girl*

“Other magazines make you feel like you’re growing up too quickly — you’ve got to get a boy, got to wear lots of make-up. This one shows there are other things to worry about, like school and friends and sport.” *Tayra Fuentes, 13, quoted in an article about the launch of Caris in the Independent*

HAVE YOU sussed sex speak?, How healthy is your snog-ology?, how to connect with your Guardian Angel, a real-life story about a girl who killed her parents. . . all articles produced by high street teen mags recently.

In response to concerns by youth workers and parents about the magazines being marketed to teen and pre-teen girls in the UK, Caris — the only national Christian-based lifestyle magazine for teenage girls in Britain — was established in autumn 2007, by publishers of the Church Times.

Caris

The vision of Caris is to provide secondary-school age girls with a credible alternative to high street publications — one with the aim to inspire girls to love God, love themselves, love others, and to love the planet. Caris is for girls with body, mind and soul!

The 48-page glossy provides all the teen-mag staples that girls love: fashion, beauty, health, topical/lifestyle features, interviews, reviews, quizzes and advice pages, without the use of skinny models or bad celebrity role models.

What’s more, there’s also loads of fun, inspiring and thought-provoking real-life stories, and a section plugging into the lives of children and young people in other countries. Finally, the soul space section works hard at making Christian faith and biblical wisdom accessible to teenage girls, with or without faith.

Currently, Caris is a quarterly subscription-only mag. Individual annual subscriptions cost girls £10 a year, but there are big discounts for youth group subscriptions. The spring issue is out NOW - available from 1 March.

If you would like to take out a discounted group sub, find out more about the youth group rates, become a Caris Angel (supporter), or ask us for copy and graphics (to plug Caris on your church website) visit www.carismag.co.uk or call 020 7776 1082.

Caris is produced by media professionals - many of whom donate their skills for free - and is a not-for-profit venture. We will be sending you a new user ID and password in the next few weeks. Once you get it please login and change your password. Please have a look around and let us know what you would like to see and we’d be glad to consider it.

So take a look to check it out and let us know what you think! E-mail admin@amaze.org.uk with your comments.

Legal Update

Vetting and Barring Scheme

it will be a legal requirement for people applying to work with children and vulnerable adults to be registered with the Vetting and Barring Scheme (VBS) from 12 October 2009. This means changes in the way anyone working with children and young people are employed – clergy, youth and children’s workers and anyone who works on a paid or voluntary basis with children or vulnerable adults. Be warned, it will be a criminal offence for a church or any other organisation to recruit someone to work in a regulated or controlled activity who is not a member of the VBS.

If you are already employed in this kind of job you will need to register over a 5 year period. Detailed guidance has still to be published on this and until this is available, then CRB rechecks should be carried out as at present - the Charity Commission advises every 3 years – or, of course, at any time if an organisation has particular worries. If you have been checked the most recently with the CRB you are likely to be the last to be required to register with the Independent Safeguarding Authority (ISA) after October so it could be advisable to have any rechecks due this year carried out well before October. With the introduction of the new ISA procedures, you could be in for a long wait if you don’t! For the latest update from the ISA please see www.isa.gov.org.uk

Annual Holiday

From 1 April the minimum annual holiday entitlement increases to 5.6 weeks per year or 28 days for a 5 day working week. Up until April the minimum was 24 days. Public holidays can be included in the minimum.

Flexible working arrangements

From 1 April the right to request flexible working to parents has been extended to children up to 16 years old.



About Amaze

Membership Subscriptions

Just a reminder that membership subscriptions changed in January. For Group membership it is now £200 annually (£16.66 monthly standing order) and Individual membership is £85 annually (£7.08 monthly standing order).

If you pay by standing order please ensure you change it as soon as possible at your bank. You can also pay by Paypal now if you prefer, when the time comes to renew your subscription you will receive an email from us explaining the options.

Best Practice Manual and Employment Manual

The 2nd edition of the Best Practice Manual will be available after Easter. As well as each chapter being updated there is a new chapter on Communication and Technology.

To make the manuals more accessible we are making them available online for members. This also means you will be able to easily print forms and templates. Instead of sending you pages to insert into your paper manual you will receive an email telling you that the manual has been updated and is available online. You will still be able to purchase a hard copy should you wish – the charge is now £45 per manual. Just e-mail admin@amaze.org.uk to order.



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