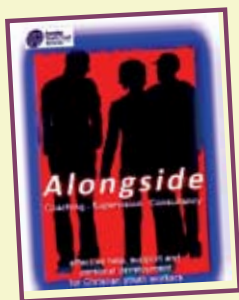


# amaze

association of christian youth and children's workers

## FYT ALONGSIDE:



A perfect opportunity', 'effective', 'extremely helpful' and, 'very valuable'. These are just some of the comments received by Frontier Youth Trust from their coaching and mentoring work that seeks to help, encourage and develop youth workers and managers. In fact, the feedback has been so positive that they have set up a new project to support youth workers!

Entitled, FYT Alongside, the project recognises that youth workers sometimes need support, professional development opportunities or just someone to talk to or run ideas by. They also consider that having such support can be life-changing, empowering and transformational. Deputy Chief Executive Officer of Frontier Youth Trust, Nigel Pimlott, says that 'Alongside is a cost-effective and dynamic way for workers to receive either coaching, non-managerial supervision or consultancy from one of the experienced FYT team. It focuses around the needs of the worker and is flexible, adaptable and confidential'.

It works by discussing with workers what is required and what would work best for them. For more information, contact FYT web: [www.fyt.org.uk](http://www.fyt.org.uk)  
email: [frontier@fyf.org.uk](mailto:frontier@fyf.org.uk)  
tel: 0121 6873505

## Message from the Exec

**Hello and Merry Christmas from Amaze! Well we're not quite there yet but by the time we next write it will have come and gone! We pray that the new academic year has started well for you and that He gives you energy to keep going until the holidays!**

This edition of the news letter gives a few ideas on how to support a youth or children's worker which might be particularly useful if you are applying for the National Charter for Church Youth Workers (other wise known as We Love Our Youth Worker!). You may not be aware that if you are awarded charter status you get benefits such as reduced cost subscription to Youthworker magazine and 10% of **AMAZE** Group membership or renewal. Visit [www.weloveouryouthworker.org.uk](http://www.weloveouryouthworker.org.uk) for more info.

The **AMAZE** Youth Work Employment Manual was recently revised so login to our website to see the most up to date version (Group members). Contact us if you have forgotten your login details.

I'm aware that some people have had difficulty contacting us. I apologise for this we have had some telephone problems that only recently came to light. To improve our availability we have 2 developments:

**AMAZE** is now on Facebook! Another way to contact us, please become a fan so that we can increase our online presence. Search for Amaze – The Association and we should come up top of the list, then click on become a fan.

**AMAZE** is now on Skype! From a mobile or landline you can call 0191 645 AMAZ (that is 0191 645 2629) or from a Skype enabled PC or mobile phone Skype us at amaze2629 For those at Youth Work the Conference in November I look forward to seeing you there, come and say hello in the exhibition area!

**We are looking for new Volunteer Directors for the board of AMAZE. We are looking for experienced youth or children's workers who are members of AMAZE to join us in steering the organisation so that we provide the best support and advice for those on the ground conducting their ministry. We are looking for new ideas so if you have not been on the board of AMAZE before please get in touch and we will send you further details.**

God Bless!

**Leon Coates Executive Officer**

# At the cutting edge

written by Rachel Coupe Manager and creator of Grace

Grace for the next Generation is an enterprising new charity sending professional children's workers into churches.

It was the million-dollar question: 'How can we get children to come back to our church?'

I looked around the barren vestry. Hard, wooden chairs were occupied by a handful of frail pensioners. The minister served several churches and poor health necessitated early retirement. Only a miracle could save this church from inevitable extinction. Without an injection of someone with the skills to initiate and head-up a vibrant programme the community would lose its only church. A full-time worker was unaffordable. Knowing stories of bad management by churches, I doubted these naive folk would fare any better... But, supposing an organisation enabled churches to share a children's worker and took responsibility for recruitment, their work and training? The idea of Grace was born.

The name Grace focusses the project. We must teach a grace-orientated relationship with God, not just a list of rules for being 'good'. This is the important factor for passing on our faith effectively\*. The key long-term strategy for keeping Britain as a Christian country is to reach more children with quality ministry that makes them want to maintain contact with Christian groups through their teens and into adult life.

In September 2007, three churches joined the Grace Project and in the following year there were twelve. There are now seven Grace Workers (five full-time and two part-time). Each church has the services of 25% of a children's worker's time. The project is growing as fast as capacity allows and churches in the East Midlands have shown they are willing to pay for the services of a professional children's worker. As a result there is new ministry teaching thousands of children about Jesus. This is happening in schools, church-based clubs, one-off events such as holiday clubs, toddler drop-ins and revived Junior Churches.

The current Grace Project is self-funding, but we have dreams that are not. Firstly, to prove that prioritising the young is worthwhile. It would be wonderful to have several full-time workers concentrated in a small area to prove that change follows investment. After a couple of years of intensive work, teachers should notice a difference in their classes attitudes \*\* and churches should see new growth. On 25% it's impossible to prove that the limited results are caused directly by the efforts of Grace Workers. Ministry is a long-term objective and there are many variables to consider. A good research project could provide valuable insight into where best to channel our limited resources as well as hope and optimism for the future. The results could announce to the world 'If we invest in the young it is realistic to believe that the church will grow!' (I use the word 'church' broadly as future church worship may look

very different from what we currently experience.) We should not forget that many of our churches started as a Sunday School in newly developed housing areas. Secondly, we should like to see the Grace Project made available throughout the country. Is the country served best by Grace providing information allowing others to copy the scheme or creating franchise opportunities or remaining one nationally-controlled organisation? Funds and people resources do not yet allow the expansion of the initiative so we are looking for help:

- Are any organisations/individuals willing to offer advice, time or support?
- Are there any organisations interested in working in partnership with Grace?
- Where can we get grants to fund new projects?
- Can a church offer accommodation for a Grace headquarters?

We need office space, parking and storage for a resources centre in the Nottingham/Derby/Loughborough area.

For more information, please see [www.graceproject.org.uk](http://www.graceproject.org.uk) If you can help with any of the above Jenny would love to hear from you via email address [grace@pentomino.me.uk](mailto:grace@pentomino.me.uk)

\* Passing on the Faith (St Mary's Press)

\*\* Drift from the Churches, Kay and Francis



Grace Workers,  
Autumn 2009

## Sophia Network

It's just over 80 years since women were given the same voting rights as men, and 30 years since the UK's first female prime minister, but there's still a way to go before there's equality of opportunity for men and women. Sport, the arts, business and politics are male-dominated in spite of notable women in all those areas. If we could be sure that opportunities were given purely on merit, that they were accessible to everyone equally, then there isn't a problem. What is

of concern is that a complex blend of gender expectations, networking relationships, sex discrimination and difference of opportunities combine to create barriers for women in many areas of life.

And what about the church? This is where it gets rather more complicated because of different theological views, but we need to make sure our theology isn't a mask for the same old discrimination found elsewhere. The Sophia Network

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# Dear Sue

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

## Can a Children's Worker be dismissed because of "un Christian" behaviour?

The key here is to define what "un Christian" behaviour is. If a church or Christian employer is to corporately demonstrate its Christian values then there may be times when discipline is appropriate where perhaps in the secular world it would not be. For any formal discipline to be appropriate employees must be made aware of what is expected in advance. AMAZE advice is for all Christian employers to follow these steps to ensure that they define what it is to be Christian for their organisation / church:

**Statement of Faith.** This document should describe what it means fundamentally to be a Christian as far as your church / organisation is concerned. As well as helping in employment matters it may help you determine which organisations you will work in partnership with – if they can agree to your Statement of Faith

**Ethos Statement.** Having defined what Christianity means to your organisation an Ethos Statement then goes further to define "what things will be like around here" as a result of what we believe.

**Code of Conduct.** As a result of the Ethos Statement a Code of Conduct should outline the behaviour expected of employees or volunteers.

**Disciplinary Process.** By adopting a formal policy you are making it clear what behaviour is or is not acceptable and how it will be dealt with. The AMAZE Youth Work Employment Manual has a sample policy for you to get started on. It is a legal requirement to tell an employee how disciplinary matters will be dealt with.

By adopting the above policies / documents you make it clear what it means to be a Christian in your organisation which means you are more likely to be law abiding if it comes to discriminating in recruitment and selection or taking disciplinary action for inappropriate behaviour.

## A friend of mine from overseas is staying for 6 months; can they work with me during this period?

Following the introduction of the UK Border Agency Points Based Immigration System those from outside the European Economic Area (and Switzerland) must be sponsored by an organisation to work in the UK. This is whether the work is paid or voluntary. Employers must check ID documents for anyone starting work with them (paid or voluntary) to ensure they are eligible to work in this country and retain copies for their records. Failure to do so results in various penalties.

If you would like further guidance on these or any other employment matters please contact us.

exists to connect women in youth work and ministry to access training, develop skills and share wisdom. We focus our energy in four areas: partnership, relationships, voice and training in order to develop women in leadership and to stimulate discussion around gender issues in the wider church.

And we highlight the ways in which gender affects children and young people. For example, teenage boys get a raw deal in the media. A Women in Journalism survey earlier this year discovered that the most common word used in the media about teenage boys was 'yobs', with 'thugs', 'feral' and 'hoodie' following close behind. More than 60 per cent of media stories about teenage boys were about crime and the vast majority of these showed them in a bad light.

In contrast the Guardian published a survey of 1,000 teenage boys in October 2009 which shows that far from being 'yobs', the vast majority of them are 'ambitious, career-minded, home-loving and, above all, happy.' Results showed that '88% of them believed their career

prospects were good, and 88% regarded themselves as ambitious; 87% were happy in their family lives, 87% were happy in their social lives, and 81% were happy in their school or work lives.' However, 78% of teenage boys said adults had a higher opinion of teenage girls than boys – maybe partly fuelled by those same media stories that portray them in a bad light.

That probably won't be news to youth workers, but stories like these highlight the ways in which the lives of children and young people are gendered and how a good grasp of gender issues is a crucial tool in effective youth work. Our website is a great source of information, interviews, articles and book reviews where you can find out more about our mentoring training programme for 2010, and you can sign up to join the network. [www.sophianetwork.org.uk](http://www.sophianetwork.org.uk)



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# BOOK WORM CORNER

Inspirational, challenging, informative, and down-to-earth – a timely eye-opener and a must-read for all who have a heart for the youth of our nation.” – Lyndon Bowring, Executive Chairman, CARE

There is a widespread myth that young people are apathetic and irresponsible.

To contradict this, Gavin and Simeon present eleven groups of real young people, and the adults who journeyed with them and helped to nurture and develop them.

Their book explores how these groups began, grew, experienced the presence of God, and acted to change their communities in Jesus’ name. It will encourage readers to see young people as exciting, challenging, vibrant and potential revolutionaries. It will convince you that God is at work powerfully in this generation.

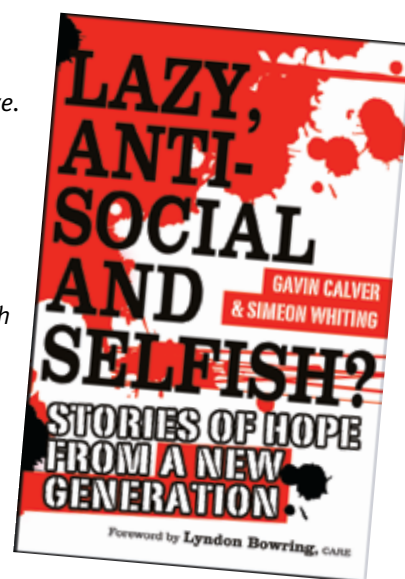
“Insights and stories to provide hope for the youth where you live. Every parent and church leader should read this.”

- Gerald Coates, founder of Pioneer, speaker, writer, broadcaster

“Here are stories of teenage faith and action that inspire hope for a new generation. Meet some memorable characters that challenge the caricatures.”

- Dr Steve Brady, Principal, Moorlands College, Christchurch

Gavin Calver is National Director of Youth for Christ in Halesowen, West Midlands. He is author of *Disappointed with Jesus?* Simeon Whiting works with Gavin, managing the church resources team.



## Legal Update

### Independent Safeguarding Authority (ISA)

You may be wondering how / if this affects you yet. ISA have been gradually keeping us informed of the requirements of the new regulations around working with young people (and vulnerable adults) so here is the latest. Firstly it is important to know what work is covered. There are 2 terms to note:

### Regulated Activity

- Any activity of a specified nature that involves contact with children or vulnerable adults frequently, intensively and/or overnight. (Such activities include teaching, training, care, supervision, advice, treatment and transportation.)
- Any activity allowing contact with children that is in a specified place frequently or intensively. (Such places include schools and care homes.)
- Fostering and childcare.
- Any activity that involves people in certain defined positions of responsibility. (Such positions include school governor, director of social services and trustee of certain charities.)

### ISA define Frequent or intensive as:

- Frequent** (once a month or more)
- Intensive** (takes place on three or more days in a 30-day period).

### Controlled Activity

- Frequent** or **intensive** support work in general health settings, the NHS and further education settings.
- People working for specified organisations with frequent access to sensitive records about children and vulnerable adults.
- Support work in adult social care settings.

From 12 October 2009 the key changes for employers and employees (including managers of, and volunteers in unpaid work) are:

**for employers:** you must not knowingly employ in regulated activity, or use as a volunteer, a barred person;  
**for employers:** if you dismiss or cease using a person in regulated activity (*or in controlled activity*) because you think they harmed or pose a risk of harm to children or vulnerable adults, you must refer the case to the ISA (see *ISA referrals guidance, below*);  
**for employees:** if you yourself are barred from regulated activity, you must not work, or seek to work, in regulated activity from which you are barred.

Guidance documents about the new duty from 12 October for employers and others to make referrals to the Independent Safeguarding Authority (ISA), and about the ISA Decision Making Process, are available on the ISA website.

The current time scales for development of ISA are as follows:

**July 2010** - new entrants to work with vulnerable groups can register with the ISA;  
**November 2010** - new entrants must register with the ISA before starting work;

**April 2011** - existing workers can start to ISA-register. ISA will publish, in good time, their recommendations as to dates by when they should register.

**April 2011** - existing workers can start to ISA-register. ISA will publish, in good time, their recommendations as to dates by when they should register.

If you have any questions about this or any other employment matter please contact us.

## About Amaze



SKYPE  
amaze2629 (PC)  
0191 645 AMAZE (Landline)



Find us on Facebook

### MEMBERSHIP SUBSCRIPTIONS

**Group membership - £200 per year**  
£16.67 per month by standing order  
**Individual membership - £85 per year**  
£7.08 per month by standing order

**If you have not changed your standing order to 2009 rates please do so.**

### TRAINING / CONSULTANCY

**AMAZE** provides tailored training courses for employers or workers as well as consultancy such as coordinating a recruitment process. The cost is £300 per day + reasonable travel expenses. Get in touch for further details.

### MANUALS

**Best Practice Manual**  
£45 hard copy, Group members get access on line free Latest edition May 2009.

**Employment Manual**  
£45 hard copy, members get access on line free.

Latest edition September 2009



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