

Chaplaincy Application Information



genr8ministries.org

PO Box A287
Sydney South NSW 1235
T +61 2 8268 3328
W www.genr8ministries.org
E info@genr8.org.au

Thank you for considering employment as a Genr8 School Chaplain!

Genr8 School Chaplains work in partnership with schools, local churches and Chaplaincy Support Committees, and Genr8 Ministries; to provide pastoral care programs to NSW Government Schools.

Genr8 (pronounced generate) helps NSW Scripture Teachers, Chaplains and Scripture Boards strengthen their ministry in NSW schools so that many more young lives will be transformed through the Lord Jesus Christ.

Genr8 is a joint ministry of Scripture Union NSW, Sydney Anglican Youthworks, Presbyterian Youth NSW and the Baptist Churches of NSW and the ACT; and is a DEEWR registered employing authority for school chaplains.

Further information about Genr8 Ministries can be found on our website, www.Genr8ministries.org

To ensure high standards of service, Genr8 Chaplains need to subscribe to the Genr8 Statement of Belief and Nicene Creed, comply with the code of conduct (Faithfulness in Service), and have or undertake study towards minimum qualifications. Successful candidates will also need to undertake scheduled conference and training days throughout the year as directed by Genr8.

Please read the information contained in this document carefully. It outlines the purpose of School Chaplaincy, what your role may look like in a school, and how to complete and submit an application.

If you have further questions about Genr8 School Chaplaincy, or the application process, feel free to give us a call.

I look forward to what God can do through you, as you seek to serve the young people of New South Wales through school chaplaincy.

God Bless

Gavin Morgan

Genr8 Executive Officer - School Chaplaincy

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Chaplain Profile

A. The purpose of the role of a Genr8 Chaplain

Chaplains employed by Genr8 will model the unconditional love demonstrated and taught by Jesus Christ, as recorded in the Bible. This will be manifested in unconditional love and care for all members of the school communities where they work. Each Genr8 Chaplain will therefore be a person whose beliefs and lifestyle reflect a Biblical understanding of a commitment to the teachings, life and person of Jesus Christ.

In matters of faith development, Genr8 Chaplains have a particular role in supporting and nurturing the faith of students whose families have a Christian affiliation. In doing so, each Genr8 Chaplain will be involved in local Christian churches and the local community informing, teaching, and at times communicating Christian messages with conviction. Genr8 Chaplains will refer students from other faith backgrounds seeking nurture in their faith to appropriate avenues of support as relevant.

While exercising their roles from within a Christian framework and promoting positive Christian values, Genr8 Chaplains will be sensitive to and respectful of people who hold beliefs and values different from their own. Genr8 Chaplains will be available to all students, staff and parents within their schools, regardless of religious affiliation.

B. Reporting Relationships

Genr8 Chaplains will report to:

- a) The School Principal or delegate in matters of the school's operation and NSW Schools policies and practices.
- b) The Chair of the Chaplaincy Support Committee (CSC) in relation to the day-to-day operation of the Chaplaincy Service.
- c) The local Genr8 Regional Chaplaincy Advisor in matters of employment, training professional/ministry practice.

C. Role Statement

The role of the Chaplain within each Genr8 Chaplaincy Service will vary. A general list of duties follows. The following list represents the spectrum of activities in which a Genr8 Chaplain may be involved in the school and local community. No individual Genr8 Chaplain would be expected to carry out ALL or even MOST of these duties. The particular emphasis placed on any or each of these duties within each Genr8 Chaplain's role will be more clearly articulated by the CSC of the school in which the Chaplain is employed. Genr8 Chaplains exercise all of their duties and all aspects of their roles from within a Christian framework, promoting positive Christian values.

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Provision:

In NSW, the Education Act for both General Religious Education (GRE) and Special Religious Education (SRE) – it is SRE that is provided by local Church/Faith Groups.

School Chaplains are able to operate under the guidelines of GRE; therefore they would be in a position to do the following roles:

General Position Purposes:

1. Provide general religious and personal advice to those seeking it, give comfort and support to students and staff, such as during times of grief (DEEWR Guidelines).
2. In the School/Community context, chaplains would have a role with each of the three stakeholder groups: Students/Staff/Parents and Community, including Christian Churches.

Specific Tasks may include:

Note: Tasks may not cross boundaries with other staff in any way and should be carefully considered and negotiated.

On many occasions chaplains will only be able to direct students and staff to the appropriate people for more help or services that the chaplain is not authorised to do.

Students:

1. Pastoral services of comfort in grief, etc.
2. Stress related help and comfort for students.
3. Conflict resolution team for students to students.
4. Help with programs and support structures for stress with study, etc.
5. Assist with student welfare concerning conflict at home.
6. Referring students seeking as to appropriate religious bodies.
7. Child Protection policy enforcement and issue management.
8. Participation, with appropriate qualifications, in sport coaching.
9. Build mentoring-like maturity development relationships.
10. Help students explore their spiritual issues.

Staff:

1. Stress related help and comfort for teachers and principals.
2. Conflict resolution team for students and teachers, etc.
3. Assist with goal and strategy setting for the school and students.
4. Be a member of the welfare team for the school.
5. Assist staff with student behaviour management.
6. Organise school fundraising events and BBQ's, etc.

Parents and Community:

1. A liaison person for staff and parents of students.
2. A voice for parents and the community on school welfare teams.
3. A member of the P&C Association for the school.
4. A contact point for community groups servicing the school, e.g.; Lions, Local Churches

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Notes:

These are all suggestions for the job description in line with the policies.

Chaplains must; maintain confidentiality, and follow child protection procedures.

Limits of the school chaplain

Point 9 - National School Chaplaincy Program Code of Conduct:

“While recognising that an individual chaplain will in good faith express views and articulate values consistent with his or her denomination or religious beliefs, a chaplain should not take advantage of his or her privileged position to proselytise for that denomination or religious belief.”

National Schools Chaplaincy Program FAQ:

“Will chaplains be conducting religious education classes in school communities?”

Not unless they are qualified teachers and this is part of their role.”

School chaplains may not take special religious education classes during time spent as a chaplain. If chaplains are also SRE teachers they must perform these roles separately (i.e. have different times allotted for each role). If a chaplain is also a qualified teacher and the principal has outlined this as part of their role, the chaplain may teach **general** religious education classes as per the DET curriculum.

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Genr8 Statement of Faith

Beliefs of the NSW High Schools Special Religious Education Association Inc

God and the Human Race

We hold that that the Lord our God is one:

Father, Son and Holy Spirit,
and that he fulfils his sovereign purposes
in creation, revelation, redemption, judgement, and the coming of his kingdom -
by calling out from the world a people
united to himself and to each other in love.

We acknowledge that though God made us
in his own likeness and image,
conferring on us dignity and worth
and enabling us to respond to himself;
we now are members of a fallen race;
we have sinned and come short of his glory.

We believe that the Father
has shown us his holy love
in giving Jesus Christ, his only Son, for us,
while through our sinfulness and guilt, we were subject to his wrath and condemnation;
and has shown his grace by putting sinners right with himself
when they place their trust in his Son.

We confess Jesus Christ
as Lord and God;
as truly human, born of the virgin Mary;
as Servant, sinless, full of grace and truth;
as only Mediator and Saviour, dying on the cross in our place, representing us to God,
redeeming us from the grip, guilt and punishment of sin;
as Victor over Satan and all his forces,
rising from death with a glorious body,
being taken up to be with his Father,
one day returning personally in glory and judgement to establish his kingdom.

We believe in the Holy Spirit
who convicts the world of guilt in regard to sin, righteousness and judgement;
who makes the death of Christ effective to sinners, declaring that they must now turn to

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Christ in repentance, and directing their trust towards the Lord Jesus Christ;
who through the new birth makes us partake in the life of the risen Christ, and
who is present within all believers,
illuminating their minds to grasp the truth of Scripture,
producing in them his fruit,
granting to them his gifts, and
empowering them for service in the world.

The Scriptures

We believe that the Old and New Testament Scriptures
are God-breathed, since their writers spoke from God
as they were moved by the Holy Spirit; hence
are fully trustworthy in all that they affirm; and are our highest authority for faith and life.

The Church and its Mission

We recognise the Church
as the body of Christ, held together and growing up in him; both
as a total fellowship throughout the world, and
as the local congregation in which believers gather.

We acknowledge the commission of Christ
to proclaim the Good News to all people,
making them disciples, and
teaching them to obey him;

and

We acknowledge the command of Christ
to love our neighbours,
resulting in service to the church and society,
in seeking reconciliation for all with God and their fellows,
in proclaiming liberty from every kind of oppression; and
in spreading Christ's justice in an unjust world

...until he comes again.

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Nicene Creed

We believe in one God, the Father, the Almighty,
maker of heaven and earth, of all that is, seen and unseen.

We believe in one Lord, Jesus Christ, the only son of God,
Eternally begotten of the Father,
God from God, Light from Light, true God from true God,
begotten, not made, of one being with the Father,
through Him all things were made.

For us men and for our salvation He came down from heaven:
by the power of the Holy Spirit He was incarnate of the Virgin Mary, and became man.

For our sake He was crucified under Pontius Pilate;
He suffered death and was buried.

On the third day He rose again in accordance with the Scriptures;
He ascended into heaven and is seated at the right hand of the Father.

He will come again in glory to judge the living and the dead,
And His kingdom will never end.

We believe in the Holy Spirit, the Lord, the giver of life,
who proceeds from the Father and the Son.

With the Father and the Son He is worshipped and glorified.
He has spoken through the Prophets.

We believe in one holy catholic and apostolic Church.

We acknowledge one baptism for the forgiveness of sins.

We look for the resurrection of the dead, and the life of the world to come.

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Minimum Qualifications

Genr8 School Chaplains will need to have already achieved:

- A Cert IV in Youth Work or Pastoral Care or equivalent (Government minimum)

And have achieved or commit to undertake:

- A non-graduate Diploma in Theology with specialisation in chaplaincy (our recommendation is that offered by the Timothy Partnership), or
- A Genr8 approved equivalent.

If you do not meet these minimum qualifications, we are still happy to consider your application, pending successful completion and/or enrolment in appropriate training through Timothy Partnership. Please indicate if you wish to be considered under these circumstances.

Selection Criteria

1. Demonstrated Christian character and commitment.
2. Broad understanding of the theological issues important for working in inter-church ministries.
3. Demonstrated ability to apply the teaching of the Bible to real-life situations and communicate its message relevantly to others.
4. Ability to express faith whilst remaining sensitive to the religious and cultural beliefs of others.
5. Demonstrated understanding of the theories and practicalities involved in providing pastoral care to the school community.
6. Proven ability to work effectively with youth/children and a broad understanding of issues affecting them.
7. Proven effective involvement in and a demonstrated understanding of the operation of NSW Government Schools.
8. Proven experience in the development and delivery of educational programs .
9. Demonstrated ability to communicate with a range of people in a range of settings.
10. Demonstrated ability to work both as a member of a team and independently.

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Submitting an Application

All applications must be submitted by email in Word document format to chaplaincyapplications@genr8.org.au

**** The subject line must clearly state what school/s you are applying for.**

You must include or attach the following, in this order:

1. Name & contact details including email and mobile
2. **Indicate clearly what school/s you are applying for**
3. Indicate if you have a current Driver's Licence and your own Vehicle
4. Indicate if you are willing to relocate to a regional or rural area
5. Indicate if you have any criminal convictions, or if there are reasons that may prevent you working with children
6. Employment History
7. Education and Qualifications
8. Current Church and Pastor/Minister contact information
9. Contact details for 3 Referees; 2 professional, 1 personal
10. Responses to all 10 selection criteria listed (up to 150 words for each separate criterion)
11. Additional skills (point form only)
12. Any ministry skills or experience. (100 – 150 words)
13. A short summary of your recent spiritual journey (150 – 200 words)

You must also submit **certified copies** of:

1. Qualifications attained, including transcripts
2. Confirmation of current studies (if applicable)
3. Confirmation of current Child Protection Training

Applicants may also choose to submit a letter of recommendation from a local Principal or Church.

Successful applicants with need to pass a *Working with Children Check*

Important points

All applications must be submitted by the advertised closing date to be considered for a position.

All sections must be completed, including the selection criteria. Failure to do so will result in your application being delayed or not considered.

Successful shortlisted applicants will be contacted by phone to arrange an interview.

Unsuccessful applicants will be notified by email.

I wish you every success with your application!