



CHAPLAINCY



Information Pack

Vision

“Suburban transformation through local schools and local communities partnering with local churches through local chaplains.”

GWFC Chaplaincy exists to also help long term sustainable funded chaplaincy in schools and communities.

GWFC Chaplaincy...

- ⌘ Supports chaplaincy across Greater Western Sydney
- ⌘ Aims to put as much of the available money back into the chaplain's hands. The chaplaincy program conditions allow a chaplaincy provider to take up to 20% of funds to cover administration costs. However, GWFC Chaplaincy currently directs 100% of funds to the chaplain.
- ⌘ Provides tax-deductible giving in partnership with the Baptist Association of NSW/ACT.
- ⌘ Initiates and supports fundraising opportunities from local community. e.g. Greater West Finance (mortgage broker) helps fund chaplaincy by donating a percentage of long term home loan commissions from new customers who nominate a church's chaplaincy program they wish to sponsor.



Greater West for Christ (GWFC) is a ministry of the Baptist Association of Church NSW/ACT, released to be multi-denominational in its ministry and influence. For GWFC's vision of suburban transformation, the local schools and churches play an important part.

Providing chaplains in partnership with local churches and local schools is an important part of our investment into the communities of Greater Western Sydney. Our preference is that ministries and programs are run through the local church with GWFC bringing elements of support where a local church or community may lack the resources necessary to make the program a success. GWFC Chaplaincy is one such resource.

Recognised Provider

GWFC Chaplaincy is a recognised provider for the National School Chaplaincy Program. We are also a part of the Public School Chaplaincy (PSC) NSW MOU.

Our Team

Mark Chapple (President)
Glen Clark (Senior Chaplain)
Shannon King
Phil Evans
Steven Metcalfe
Liz Davies (Administration)

Partnership

GWFC Chaplaincy partners with the local church to ensure both the local school and chaplain are cared for.

Care for the Local School

In line with our vision to see local schools and communities connected with the local church through the local chaplain, we highly value the relationship between the school and the church.

- ⌘ GWFC Chaplaincy recognises the need for regular communication with the principal or their representative, to ensure the chaplaincy program is delivered at the highest standard possible. This is primarily done through the local church minister and a GWFC Chaplaincy representative as needed.
- ⌘ Any appointed chaplain would, to the best of their ability, see a long-term commitment to the role as most probable. GWFC Chaplaincy recognises that chaplaincy is most effective when strong relationships with executive, staff and students are built over an extended period of time.
- ⌘ The local minister or their representative is responsible for keeping the chaplain accountable to the role description signed by the school's representative, the chaplain and the funding recipient (GWFC Chaplaincy).

Quality Chaplains for Local Schools

- ⌘ Certificate IV in Chaplaincy & Pastoral Care or Youth Work (or an equivalent qualification)
- ⌘ Completed the 'Chaplaincy Skills' (or equivalent) course, which includes units in mental health and referrals training
- ⌘ Up to date Working With Children Check, be committed to child protection training in accordance with government requirements & be up to date in attending their local churches child protection training
- ⌘ Attend development training provided by GWFC Chaplaincy
- ⌘ Remain accountable to their locally based Chaplaincy Advisor
- ⌘ Show a commitment to ongoing learning and training

Care for the Local Chaplain

GWFC Chaplaincy requires the local church minister or their representative to meet monthly with the chaplain to support, care and develop them in their role. The local church minister should inform GWFC Chaplaincy of any obstacle that would hinder the chaplain from performing their duties to the highest standard.

It is expected that the church will help provide resources and opportunities to further develop the chaplain. The church should actively seek to raise funds for their chaplain outside of the government grant so as to maintain longevity in the role. In addition, it is expected that the chaplain has a profile in the wider church so they can be supported prayerfully and relationally.

CHAPLAINCY FUNDING

1



GOVERNMENT GRANT

Under the National School Chaplaincy Program, the federal government provides grants to fund a chaplain for a set number of hours. The grants have to be applied for by schools and are generally for a period of three years.

2



CHURCH / SCHOOL PARTNERSHIP

Churches and schools can partner together to fund chaplaincy in the school, each contributing a portion of the funding. In some cases either the church or the school may decide to provide the entire funding needed.

3



TAX-DEDUCTIBLE DONATIONS

Tax-deductible donations for chaplains can be made via fundachaplain.org, where people can select the school they want to support. A tax-deductible receipt will be issued and the funds transferred to the church employing the relevant chaplain.

4



COMMISSIONS FROM GW FINANCE

GW Finance is a mortgage broker that is committed to helping fund chaplaincy. They will donate a percentage of long term home loan commissions from new customers, where the borrower nominates a church's chaplaincy program they wish to sponsor. GW Finance's donation continues for the life of the loan. Go to: www.gwfinance.net.au


Department of Education: Code of Conduct for Chaplains

- ⌘ Chaplains must comply with all relevant legal and policy requirements when operating in NSW schools. This includes meeting child protection and reporting obligations, as well as complying with sector and school policies, such as code of conduct, privacy, complaints and information management policies.
- ⌘ The School Principal is ultimately responsible for the welfare of students within their school. In interactions with students, school chaplains must adhere to existing school operational requirements and report to the School Principal or delegate.
- ⌘ School chaplains must ensure that all services that are delivered are approved by the School Principal, have the appropriate prior parental/caregivers consent, and voluntary consent from students who participate.
- ⌘ School chaplains should ensure that they take responsibility for and obtain prior approval from the School Principal for any external people the school chaplain invites onto schools premises to provide student activities such as musical shows or lectures or to assist in providing chaplaincy services. School chaplains must review any content and ensure that these external people do not proselytise, distribute biased material and their conduct is consistent with the Department of Education's agreement.
- ⌘ School chaplains should avoid theological terminology and language that assumes that those with whom they speak share their beliefs. School chaplains should ensure that any faith based statements are present as personal beliefs rather than as factual assertions. Chaplains should deliver services in a way that respects the range of spiritual views and cultural traditions in the school community, and also respects the stated views of parents/guardians to ensure the spiritual and moral education of their children.
- ⌘ School chaplains must inform the school principal of any complaints received and participate in any monitoring and/or evaluation procedures by DoE.

WHAT DO SCHOOL CHAPLAINS DO?



DO work closely with the school wellbeing committee to plan for and deliver student resilience and wellbeing services



DO provide students, their families and staff with support and/or appropriate referrals, in difficult situations e.g. during times of grief or personal / emotional challenges

DO develop relationships with students, parents and carers. They refer clients to specialist services within the school as appropriate or externally under the direction of the School Principal

DO facilitate community partnership programs between the school and the wider community, under the direction of the School Principal

DO provide support and/or appropriate referral in times of grief and other critical events



DO one-on-one or group sessions with students, parents, staff and other members of the school community as requested and required by the school community

DO mentoring / coaching



DO attend Parents and Citizens' or equivalent parent body meetings to provide details of the Chaplaincy Program and the services that are available



DON'T provide religious education in their schools

The decision on whether non-program funded religious education is delivered by the same person who is engaged using the funds is to be determined by schools and the provider.

DON'T attempt to undermine students' religious or other beliefs

DON'T express views that are discriminatory or biased on the grounds of religious ideology, beliefs or sexuality.

Regardless of individual school chaplain's personal/spiritual view, they must treat all students with dignity and respect.

WHAT SCHOOL CHAPLAINS DON'T DO



DON'T attempt to convert students to a religion or set of beliefs through proselytising or evangelising

SCHOOL CHAPLAINS MUST NOT

- coerce students to attend activities that have religious content or focus
- ask or encourage students to proselytise/evangelise within the school
- deliver activities or services that promote a particular view or religious belief without prior approval & consent
- put students in a position of feeling manipulated or intruded upon by intense persuasive conversation.

DON'T perform religious services/rites (such as worship or prayer during school assembly etc), without the appropriate prior consent



DON'T provide support to students who have indicated that they do not wish to access the services of a school chaplain, or where an appropriate consent process has not been followed



DON'T provide professional support services, e.g. counselling or legal or medical advice, unless:

- appropriately qualified to do so
- doing so is consistent with relevant DoE policies and procedures.

DON'T initiate faith discussions with a view to coercing or manipulating students to a particular view or spiritual belief



While recognising that an individual school chaplain may respond to questions and in good faith express views and articulate values consistent with his or her own beliefs, a school chaplain must not take advantage of his or her privileged position to proselytise, evangelise or advocate for a particular view or spiritual belief



DON'T use other methods such as social media (blogs, Facebook), newsletters or school websites, to proselytise/ evangelise to students within their school, in their role as a Program funded school chaplain



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