

Belief And Behaviour



**Keswick
Ministries**
HEARING BECOMING SERVING

Thank you for volunteering and joining us as part of our Children's and Youth Team. Together with all the volunteers supporting the Convention, we can all work as one in Christ Jesus.

The following notes are for all team members and speakers at KM events, and for all staff and office holders, and they represent a summary of the purposes of Keswick Ministries, alongside a statement of belief and behaviour. We would be grateful if you would read these carefully since your agreement and support is welcomed as you share in this ministry.

OUR MINISTRY

Keswick Ministries seeks to serve the local church through:

KESWICK: THE EVENT. Every summer the town of Keswick hosts a three-week Convention, which attracts some 15,000 Christians from the UK and around the world. The event provides Bible teaching for all ages, vibrant worship, a sense of unity across generations and denominations, and an inspirational call to serve Christ in the world. It caters for children of all ages and has a strong youth and young adult programme. And it all takes place in the beautiful Lake District - a perfect setting for rest, recreation, and refreshment.

KESWICK: THE MOVEMENT. For 140 years the work of Keswick has impacted churches worldwide, and today the movement is underway throughout the UK, as well as in many parts of Europe, Asia, North America, Australia, Africa, and the Caribbean. Keswick Ministries is committed to strengthen the network in the UK and beyond, through prayer, news, pioneering and cooperative activity.

KESWICK RESOURCES. Keswick Ministries is producing a growing range of books and booklets based on the core foundations of Christian life and mission. It makes Bible teaching available through free access to mp3 downloads, and the sale of DVDs and CDs. It broadcasts on-line through Clayton TV and annual BBC Radio 4 services. In addition to the summer Convention, Keswick Ministries is hoping to develop other teaching and training events in the coming years.

OUR PRIORITIES

Keswick Ministries seeks to serve the local church through:

HEARING GOD'S WORD: the scriptures are the foundation for the church's life, growth

and mission, and Keswick Ministries is committed to preach and teach God's Word in a way which is faithful to scripture and relevant to Christians of all ages and backgrounds.

BECOMING LIKE GOD'S SON: from its earliest days the Keswick movement has encouraged Christians to live godly lives in the power of the Spirit, to grow in Christlikeness and to live under his Lordship in every area of life. This is God's will for his people in every culture and generation.

SERVING GOD'S MISSION: the authentic response to God's Word is obedience to his mission, and the inevitable result of Christlikeness is sacrificial service. Keswick Ministries seeks to encourage committed discipleship in family life, work and society, and energetic engagement in the cause of world mission.

OUR BELIEFS

Keswick Ministries is committed to the spiritual renewal of God's people for his mission in the world.

God's purpose is to bring his blessing to all the nations of the world (Gen12:2,3). That promise of blessing, which touches every aspect of human life, is ultimately fulfilled through the life, death, resurrection, ascension, and future return of Christ. All the people of God are called to participate in his missionary purposes, wherever he may place them. The central vision of Keswick Ministries is to see the people of God equipped, encouraged and refreshed to fulfil that calling, directed and guided by God's Word in the power of his Spirit, for the glory of his Son.

PERSONAL FAITH IN CHRIST

We expect that all team members, whatever their role in the Convention, can declare their faith in Jesus Christ as their Saviour, their Lord, and their God. We take their acceptance of the invitation to serve on a team as indicating their personal commitment to Christ.

DOCTRINAL STATEMENT

All office holders, staff, speakers, team leaders and those in any form of public speaking ministry (including team members in children's work, youth, young adults, KU, signers, etc.) are asked to affirm their commitment to these truths, and we take their acceptance of the invitation to serve with Keswick Ministries as indicating their personal affirmation of these truths.

- There is one God in three persons, the Father, the Son and the Holy Spirit.
- God is sovereign in creation, revelation, redemption and final judgment.
- The Bible, as originally given, is the inspired and infallible Word of God. It is the supreme authority in all matters of belief and behaviour.



- Since the fall, the whole of humankind is sinful and guilty, so that everyone is subject to God's wrath and condemnation.
- The Lord Jesus Christ, God's incarnate Son, is fully God; he was born of a virgin; his humanity is real and sinless; he died on the cross, was raised bodily from death and is now reigning over heaven and earth.
- Sinful human beings are redeemed from the guilt, penalty and power of sin only through the sacrificial death once and for all time of their representative and substitute, Jesus Christ, the only mediator between them and God.
- Those who believe in Christ are pardoned all their sins and accepted in God's sight only because of the righteousness of Christ credited to them; this justification is God's act of undeserved mercy, received solely by trust in him and not by their own efforts.
- The Holy Spirit alone makes the work of Christ effective to individual sinners, enabling them to turn to God from their sin and to trust in Jesus Christ.
- The Holy Spirit lives in all those he has regenerated. He makes them increasingly Christlike in character and behaviour and gives them power for their witness in the world.
- The one holy universal church is the Body of Christ, to which all true believers belong.
- The Lord Jesus Christ will return in person, to judge everyone, to execute God's just condemnation on those who have not repented and to receive the redeemed to eternal glory.

OUR UNITY

The Keswick movement worldwide has adopted a key Pauline statement to describe its gospel inclusivity: 'for you are all one in Christ Jesus' (Gal 3:28). Keswick Ministries works with evangelicals from a wide variety of church backgrounds, on the understanding that they share a commitment to the essential truths of the Christian faith as set out in our statement of belief.

All who speak on behalf of Keswick Ministries are asked to display sensitivity and generosity of spirit on the wide range of issues where evangelicals, in good conscience, hold a variety of opinions. Founded on our unity in Christ and our shared understanding of evangelical truth, we expect those who minister among us to expound scripture with clarity and faithfulness, but respectfully ask them not to use the Keswick platform to campaign for particular positions on such secondary issues. Recognising that scripture allows for legitimate difference on such matters (Romans 14:1-15:13), we lay these aside for the purposes of our ministry together.



OUR WORK TOGETHER

We are committed to Christ-like relationships of honesty, generosity and integrity in all areas of work. We want our relationships to be governed by fundamental Biblical imperatives, including:

- The dignity and worth of all human beings
- A willingness to forgive and to restore broken relationships
- Mutual help, encouragement and support
- Openness, integrity and honesty in speech and behaviour
- A commitment to one another through sacrificial service
- A commitment to team work, serving under the guidance of the designated team leader
- The centrality of prayer, seeking God's grace for all aspects of our relationships and work

LIFESTYLE, MORALITY AND PERSONAL EXAMPLE

The Keswick movement has always sought to highlight the call to Christlikeness. Holiness and practical godliness have been part of our DNA as an event and as a movement. We therefore seek to live in accordance with Biblical guidelines in all areas of life, with truth and integrity in our relationships, attitudes, and behaviour. We are called to a distinctive lifestyle of discipleship.

Our ministry requires us to demonstrate that lifestyle, especially as we are likely to influence others, including in our work amongst children and young people. Such a lifestyle includes regular Bible reading and prayer and active involvement in a local church. It is marked by a selfless attitude to money, possessions, time, work, leisure, social action, and relationships. It demonstrates moral standards, including an acceptance that the only appropriate place for a sexual relationship is within a marriage between a man and a woman.

Whilst we recognise that as fallen people, we often fall short of this ideal, we believe that God's grace and forgiveness are always available to those who repent. We nevertheless expect that all those working with us will affirm these principles and be committed to work towards achieving such a lifestyle with God's help.



Background Information

THE CHILDREN AND YOUNG PEOPLE - Most children and young people come with families or with friends from lots of different backgrounds.

Expect a variety of people; we can expect people keen to learn who are mature Christians for their years, we can expect people who are struggling to live for Christ but have a great desire to make Him Lord of their lives once more, but there are many who come for a holiday and it is only the relationships that we build and primarily the powerful work of God's word and Spirit that brings some to humble repentance before Christ.

Most of the children and young people will likely be from church-going families and will have had some Christian input. Some may be friends of other members. For others everything will be completely new. What a delight therefore to teach such a large and wide-ranging group of children the saving gospel of the Lord Jesus Christ.

LEADERS - Leaders are of various ages and from all sorts of backgrounds. Some are in full-time Christian work, but the majority are students or in secular jobs. Some will be on their first Keswick and will perhaps feel 'shell-shocked' for the first couple of days as they get to grips with how things work. It's vital therefore we look after one another as we seek to grow together into a united, loving team. Make a particular effort to get to know as many as possible during the week and especially others in your age group.



How To Protect and Care for Young People

At Keswick Ministries, keeping children safe is of paramount importance. Keswick Ministries has policy documentation on safeguarding children which gives detailed guidance on how to provide this care and how to respond in the event of matters of abuse arising. A full copy is available, but this section is intended as a handy reference.

These boundaries are not rules but they give us a framework within which all of us should operate. They are designed to protect us as well as to give us a safe environment for our primary purpose of doing gospel work with young people.

- Leaders should treat all young people with dignity and respect in attitude, language, and actions.
- K4K volunteers have a responsibility to be presentable (i.e. dress and hygiene)
- A good guide is to never touch a person in affection or anger. Leaders should never make the first move in physical contact; this includes "horseplay".
- Written or verbal remarks should not have sexual connotations or ridicule individuals in any way.
- Anyone seeing another worker acting in a way which could be misinterpreted should speak to the worker in question or directly to their Age Group Leader (who will be acting as one of our Child Protection Coordinators during the week)
- If you suspect abuse of any kind from marks on the body or in unusual places, or from mood changes, or from any other indicators that you feel may be significant, inform your Age Group Leader immediately.

RECOGNISING ABUSE

The following behavioural signs may be indications of abuse, but they should not be taken in isolation.

- **PHYSICAL** – unexplained or hidden injuries; lack of medical attention.
- **EMOTIONAL** – reverting to younger behaviour; nervousness; sudden underachievement; attention seeking; running away; stealing; lying.
- **SEXUAL** – preoccupation with sexual matters (evident in words, play, drawings); being sexually provocative; disturbed sleep; nightmares; bedwetting; secretive relationships with adults or children.
- **NEGLECT** – appearing ill-cared-for or unhappy; being withdrawn or aggressive; having injuries or ongoing health problems.

If abuse is disclosed to you or allegations are made during the event, here are some guidelines:

- Show acceptance of what the child says (however unlikely the story may sound)
- Keep calm and look at the child directly.
- Let them know you will need to tell someone else— don't promise confidentiality.
- Even when a child has broken a rule, they are not to blame for the abuse.
- Be aware that the child may have been threatened or bribed not to tell.
- Never push for information. If the child decides not to tell you after all, then accept that and let them know that you are always ready to listen.
- Make careful notes (the circumstances, what the child said, what you said etc) as soon as possible, preferably within an hour. Include dates and times of incident/ recording and keep the notes safely.

HELPFUL RESPONSES:

- You have done the right thing in telling
- That must have been really hard
- I am glad you have told me
- It's not your fault

DON'T SAY:

- Why didn't you tell anyone before?
- I can't believe it!
- Are you sure this is true?
- Why? How? When? Who? Where?
- Never make false promises
- Never make statements such as "I am shocked, don't tell anyone else".

CONCLUDING:

- Again, reassure the child that they were right to tell you and show acceptance.
- Let them know what you are going to do next and that you will let them know what happens.
- Contact the safeguard leaders, Simon Overend or Lucy Goldie. Their details are provided in the A5 booklets of key information.



Giving Bible Talks

PRINCIPLES

Our priorities are to be:

1. **Scriptural.** Top priority—because of a conviction that when the Bible is taught God speaks.
2. **Clear.** Working hard at the way in which we arrange our material so that it is easy to follow—in particular headings, structure and language.
3. **Instructive.** Our first aim is to teach rather than to exhort; we want to explain the Bible in a clear and vivid way and then let the challenge come from this understanding.
4. **Manageable.** For young teenagers with short attention spans this means 15-20 minutes maximum!
5. **Interesting.** Even the most thrilling truth can be made dull by poor presentation! Think hard about your illustrations, about the visual aids you could use and about getting the right level of content.
6. **Convincing.** Which comes from being convinced ourselves. This is no academic exercise—we are teaching the truth and it matters (to us and to them).

PREPARATION - START EARLY!

- **PRAY.** Thank God for the privilege of this opportunity and ask that He will use you in this task.
- **STUDY.** Work hard at the verses or passage you have been given to use. Make sure that you understand them thoroughly. Get tapes or commentaries, talk to other people until you feel clear.
- **PRAY.** Ask God to show you how to explain your subject clearly, pray that you will choose others passages or verses that enable you to describe the Bible's teaching clearly.
- **STUDY SOME MORE!** Read around your area and see if this more general reading helps you to think of better ways of illustrating or applying the passage you are teaching. NB. The work up to this point will often represent 'a large part' of your preparation.
- **EDIT.** By now you should have far too much material. Now is the time to begin to decide what you are going to have to leave out. If you don't you will be too long, too complicated, and possibly too boring! Be ruthless to make your talk clear and concise.
- **SUMMARISE.** You should now be able to summarise in one clear sentence what



you are saying in your talk. If you can't, perhaps you need to continue to work on your understanding of the passage.

- **HEADINGS.** Now work toward organising your material into sections each with a clear heading. You may have noticed that three headings are often preferred! If you are worried this is too organised just notice that the easiest talks to listen to usually have a clear structure and clear headings.
- **PRAY.** Keep on praying as you work through your preparation.
- **FIRST DRAFT.** Create a rough first draft so that you can see how your material fits together. Under each heading it may help to remember to State, Explain, Illustrate and Apply your teaching.
- **SECOND DRAFT.** Once you are happy with the main body of the talk then add the introduction and conclusion and work on your illustrations. These help hold interest and make it easier for people to listen. Seek out some good stories or vividly describe a narrative passage to help people imagine it or link your illustrations with a series of visual aids. Not all the talks need applying but if yours has specific implications then think carefully how to make your suggestions appropriate for your age group.
- **PRUNE & SIMPLIFY.** Your final draft should have all the confusing detail removed. This often means getting rid of jargon and long words and interesting but ultimately unnecessary detours.
- **PRACTISE.** Notes can often get in the way between the speaker and his audience and detract from the talk, however brilliant the material. Read and learn your talk so you feel comfortable with it. A 'dress rehearsal' may well help—find someone to give you some constructive feedback.
- **PRAY.** Thank God for helping you put this talk together; pray for your ability to present it clearly and pray that everyone who hears it will be enabled to hear God speak through you.



Evening Sessions

“Give young people big truths to grow into not small truths to grow out of.”

TED TRIPP

“Do not conform to the pattern of this world, but be transformed by the renewing of your mind.”

ROMANS 12.2

We are absolutely committed to teaching doctrine to our young people, good doctrine or Christian world view enables our young people to understand how and where their faith is in our world, it stretches them and sets them up for a lifetime of walking with Jesus. The world they live in constantly preaches its worldview in a thousand ways every day, we need to show our young people Jesus' world view.

We do this by taking a big theme from our Bible teaching and unpacking that in our evening sessions. Our evening sessions also have a particular emphasis on engaging the young people. Because no set world view is the same, and because we long for God's word to be setting the agenda, no 2 evening sessions will be the same!

WHAT THIS LOOKS LIKE

THEY WILL ALWAYS INCLUDE:

- A Bible talk (could be more than 1)
- Small group discussion
- Singing God's praises

BUT THEY MIGHT ALSO INCLUDE:

- Games
- Quizzes
- Extended times of prayer
- Extended times of sung worship
- Time alone to think and pray
- Interviews
- Book reviews
- Videos



- Drama (11-14s)
- Whatever else you can think of!

HOW TO PREPARE EVENING SESSIONS

SOME KEY TIPS

- Let God's word set the agenda: Spend time studying the morning passage and reading up on the world view we are looking at and where else in the Bible this is particularly dealt with.
- Allow God's word to shape the rest of the session too: This is partly why no 2 sessions are the same, an evening on judgment should and will have a very different feel to an evening on prayer, think up activities and responses that fit with the theme.

SOME QUESTIONS TO ASK AS YOU PREPARE:

- What will we teach? (From our morning passage, from elsewhere in scripture, what do they specifically need for them in their situation, its vital to identify with where they are coming from)
- What will we do? (Activities and small group discussion designed to be engaging and help draw out the theme)
- What will we challenge them to do? (Where are we trying to get to? What is the purpose of the session? How might we call them to respond in the meeting there and then and in their daily lives?)



Tips For Small Groups

WHAT'S 'SMALL GROUP' WORK?

Small groups are normally at the very heart of the Keswick Programme—it is about bringing the Christian message to the lives of individuals and the high ratio of leaders to children and young people during a Keswick week makes it possible for us to give members our individual attention.

HOW DO WE DO 'SMALL GROUP' WORK?

This individual work sometimes means providing for practical & emotional needs—looking out for those who are feeling isolated, lonely or left out. Be a good friend—like an older brother or sister who keeps an eye out for them. Most appreciate the chance to develop relationships with people who, while older than them, are not yet out of sight in middle age!

The provision of practical and emotional help is one expression of our individual care, but the key component is focused spiritual input. We want to be sure every member gets opportunities to talk through their grasp of the Christian faith (or lack of it) and their struggles in living the Christian life (if they are trying to). This won't happen unless we do two things (and pray about them):

1. Approach our Keswick week with the conviction that this work is central and therefore make it top priority both in preparing and in practice.
2. Develop relationships that make such conversations possible and natural.

WHAT DOES THAT MEAN IN PRACTICE?

First of all, find out where they stand in their spiritual life and avoid assuming that they are (or aren't) Christians because of their behaviour, use of 'Christian' language, or home church.

- Where members are professing and going on as Christians;
 - » Check if they really understand the gospel. Scratch below the surface of 'conventional answers' to find out what it means for them.
 - » Then move on to find out what is going well and what they are struggling with. Have they got Christian friends / a system for Bible study / a group that encourages them / do they read Christian books / etc.
- A number will call themselves Christians while having only passing familiarity with the gospel. Their profession of faith is more to do with their cultural upbringing than any genuine encounter with God.
 - » Thank God for Christian parents & for their attendance at Keswick but don't let polite cooperation blind you to spiritual issues & to spiritual priorities.



- » Get past the pleasantries and talk about the gospel with them. Don't reject their profession (as if you know better) but as they develop trust in you, begin to challenge them with the claims Christ makes on all his disciples.
- » From there begin to talk about the things they may never have understood clearly before and about the changes they might need to make. Many who are brought up in Christian homes can never date their conversion and our task is certainly not to force a prayer of commitment from their lips but to help them see what the gospel and a life of discipleship really looks like. Try to clarify rather than exhort.
- The number who are openly non-Christian is likely to be small. But the presence of non-professing and even unchurched youngsters in the programme provide advantages as well as difficulties:
 - » They help us by reminding us of the urgency and gravity of the issues
 - » They should stop us assuming everyone understands jargon
 - » They may ask awkward questions which Christian members don't know how to answer
 - » By providing a contrast they demonstrate more clearly to the professing members that to be a Christian is to decide to be different
 - » They often make huge spiritual progress over the week. Spiritual work is usually rewarding and challenging with this group—explain the gospel clearly and carefully.

GETTING STARTED

BE CLEAR ON YOUR AIM

What do you want to get out of your small group? At the end of the session—if nothing else what is the one thing that you want them to go home knowing.

PREPARE WELL

Are you prepared to engage with the young people through the questions provided? You may not be teaching the session, just leading a small group afterwards—don't ever think this. The person teaching from the front does their work in the study and then gives a talk, the small group leader picks up from where they left off. You are aiming to make sure that they understood, try and answer their questions, and help them apply it to their lives. If you haven't read the passage and the notes, you won't be able to lead in a way that will be beneficial to the group.

If you're well prepared it will also help you to be excited by what you've learned—this will spill over as you teach.



GET TO KNOW YOUR GROUP

This is so essential for them and for you. Learning their names is vital!

If you work hard at getting to know the group, you'll find that your group runs a lot better:

- You'll be able to think of applications that are very specific.
- You'll know what the sensitive issues are (related to family situations, relationships, the strengths and weaknesses—maybe those who are poorer readers) and it will help you to be more effective.
- A question that one group will talk about for 10mins, maybe a question that stuns another group into silence. Think through how you could rephrase questions that you think they might find hard or think of an illustration to illustrate what is needed.

INVOLVING THE QUIET/CHANNELLING THE LOUD

Some people will never want to speak, this may be for variety of reasons,

E.g. too shy, don't understand, don't want to look stupid, can't be bothered, think the question is too obvious. The more you get to know the members of your group the easier it will be to work out the reason... some people like to wait to be invited to speak, others hate to speak no matter what.

Some suggestions:

- Ask the person a direct question, addressing them by name - (some people won't contribute unless invited to), make it a fact based question (maybe with yes or no answer) rather than opinion based. Don't keep waiting for a response, if they won't answer, say something like, 'not sure at the moment? I'll ask someone else.'
- Maybe get the group to chat about a particular answer in pairs and then feedback. Some people don't like speaking without having a chance to think it through first
- Maybe give them the chance to write an answer/ prayer down before they have to say it.

THINK ABOUT SEATING

Where are you going to position yourself so:

- you can see everyone clearly,
- you can help those who may need help with finding verses,
- you can delicately squash those who like to dominate,
- you can hear what everyone is saying.

CONVERSATION

In your preparation be aware that not every group is the same, some will have too much to



say, others will have nothing to say! You don't want to crush them— some suggestions:

- If they want to tell a story—ask them if it's really relevant now (is it about the exact point we're talking about) if not say you'll save it to the end
- If they keep jumping in with the answer, encourage them—it's great that you're so quick on the answers, but let's just wait and see if someone else has a thought.
- If the whole group are big talkers—have an object that you pass around and they can only talk when you are holding it
- Sit to squash—if there a particularly challenging child it may work best to sit next to them so you can whisper in their ear when they've been too noisy, not letting someone else in. Be careful, you don't want to dampen enthusiasm, or make them feel small, just encourage them to let others contribute too.

BEING A LEADER

PRAISING AND CORRECTING

Important to encourage members for good answers, honesty, insights. Tell them when they've answered well, Praise them when they take an answer directly from the text, Make them feel that their contribution matters and is important. If someone answers a question, encourage them (if appropriate) to 'prove it from the text,' it can be very easy to give the 'right' answer, but they need to realise it's from the Bible not from what you say.

BUT—don't be afraid of correcting a wrong response— just do it gently.

You will not do anyone favours if you affirm them in something that is wrong.

Some suggestions:

- If you're not sure whether what they've said is Biblically accurate tell them. 'I'm not sure if that's quite right, I'll have to check and get back to you.'
- If you know that what they've said is completely wrong, 'I don't think that is what this verse is trying to tell us—can anyone else help us out?' OR 'look again at verse...are you sure that's right?'
- If they've given you an answer that kind of fits— 'thanks, that's part of it, can anyone take it a little bit further?'

BE AWARE OF RED HERRINGS

You get some beauties—questions that couldn't be less related if they tried. Questions from random thought processes. Some questions may be helpful, and further the discussion, others will just take you in a direction that you don't want to go in.

Suggestion:

- Have a piece of paper that they can write these questions down on and you can come back to it later.



- Ask them to remember the question and ask you again at the end—if it's really bothering them they'll remember to ask you.

MAKE SURE YOU END WELL

Can be hard when sometimes groups can be rushed— but always good to end by clarifying what the aim of the session was and reminding them what you want them to go home remembering.

So what have we learned from the passage today?

What do we need to remember as we go home this morning?

What's one thing that you're going to do/change as a result of this morning/evening?

PRAYER

It isn't possible to give definite guidelines about the use of prayer as it depends so much on the young people that you have in your group. A group consisting of entirely unchurched young people will find prayer very alienating, but a group of keen Christians will find it odd if you don't spend some time praying. So this is something to work out together in your group. Initially you might like to set an example of praying for things as leaders, so that prayer is part of the small group experience and then decide about how you do or don't involve the members later in the week once you have got to know where they are spiritually.

A tried and tested group prayer trick is to pass an object round. If people want they can say a one sentence prayer when the object gets to them, or pass it on without embarrassment.



How To Lead a Seminar

Aim: To teach the young people how to live and think according to a Biblical framework

We are trying to develop in the members the ability to build for themselves a Biblical framework which they can then use for themselves to understand how to think or behave in any given situation. For this reason, these seminars are highly interactive so that the members are encouraged to do the thinking for themselves as a “dry run”. They will therefore learn for themselves how to apply the Bible when they don’t have a leader to guide them.

The emphasis of the seminar is on learning to apply the Bible to their lives. There will never be enough time to study the relevant Bible passages in depth and to apply it thoroughly, so do not fear telling them the Bible principles. It is not “un-sound” for the members to spend a whole seminar discussing real life situations without having done a Bible paperchase first!

PREPARING THE MATERIAL

- Identify the basic Biblical principles underlying a Christian approach to your topic. Study the biblical references to convince yourself of this approach to the topic. If you’re not convinced that it applies to you, then don’t bother going any further!
- Identify how this topic and these principles apply to your age group.
 - » What are the real-life situations that this applies to?
 - » Talk to some parents of your age group to find real questions that they ask on this topic
 - » Could you discuss this through with a teenager to hear the mental and practical struggles that this issue causes?

It is quite normal at this stage to have far too much material for one seminar. Which one point do you want the teenagers to go away with? What is the essence of the issue in a sentence or two? Pray through the material you have and work out what will be of most benefit. It is better for them to have a simple, clear approach that they can discuss with their leaders afterwards than one which is complete but impenetrable.

PRESENTING THE MATERIAL

The key ingredients of a seminar are Biblical teaching, table/ open discussion and a summary. These can take any shape you wish to ensure that the members leave able to apply the Bible better. Don’t be overly worried about what the leaders will think (if you do, you’ll



be complicated and dull!). Your only audience is the young people.

Here is a suggested structure that you are free to adapt however you wish...

- Introduce the topic (attention grabber to show topic is relevant to them) (3 mins)
- Give the Bible framework. Either give the verses and briefly explain how that builds a framework or get them to do a Bible search of 2 or 3 verses in small groups (5 mins)
 - » What does this verse teach?
 - » What does it say into this situation?
 - » How does that fit with the big picture for this topic?
- (If necessary) Summarise our final framework. If you've had group work then this helps for those that are floundering. It is helpful to get a visual on the board to refer back to as we start to discuss application. A few ideas of suitable visuals... (3 mins)
 - » Big points
 - » A flow diagram (eg for suffering: Fall > Curse > Suffering > natural and human)
 - » A football pitch illustration to show four "boundaries" (e.g. for relationships: the boundaries might be "Sex is for marriage", "Grow in purity", "Go out with a Christian", "God loves you more than your mates so please Him"—we're then free to have fun within our football pitch.
 - » Invented "traffic" signs to show "helpful advice" and "warnings"
- Discussion to find out how to apply. Either from the front or more likely in table groups. Give leaders sheets beforehand with scenarios or questions. Break time in half to discuss two aspects. (20 mins)
 - » If you were in this situation, what would you do?
 - » How does this framework affect how you X?
 - » When your friend makes you Z, what can you say?
 - » Would you persuade your friend to Y?
 - » If you were going back to school tomorrow, how would your thoughts/actions be different?
- Wrap up (5 mins)
 - » Perhaps identify a few people to explain some of their thoughts
 - » Any further questions that it would be helpful to answer from the front?
Members will always come up with scenarios you hadn't considered!



- » Is there a boy/girl difference of perspective that could be shared?
- » Encourage members to discuss with their leaders and don't be afraid of leaving juicy issues hanging unanswered for this.
- » Summarise the big learning point

Plan for about 30–35 minutes. This will leave the members wanting more and will encourage them to discuss it. Consider using dramas, videos, magazines, but these aren't essential. Be confident to teach in a way that feels natural however unconventional!

PREVENTING MISHAPS

- Find out as early as possible where your seminar venue will be and chat to your team leader/technical co-ordinator to make sure you have access to the equipment you need.
- Give all leaders a briefing sheet 24 hours before hand so that they know where the seminar is going.
- Only leaders with their members should be allowed in!
- Mingle during discussion times to throw in a few questions when things seem to be drying up.
- Encourage leaders to ask specific questions to individuals. Keep it real! Don't let members slouch in a corner or give theoretical answers. Eg "Johnny, your friends are giving you grief for not snogging your girlfriend, what are you going to say/think?"
- Answers to questions must be short—not an excuse to give them your 15-minute talk!



Registration & Wristband Collection

1. Pre-registration. Parents need to pre-register their child online before the convention
2. Wristband Collection. The child is now at the Convention and needs to collect a wristband that links his or hers online registration details to a particular wristband – this process happens on Sunday morning.
3. Sign-in. For each session the child attends, their wristband needs scanning in using the tablets and scanners – training will be given to those who need it on the arrival Saturday.
4. Sign-out. Each child needs be signed-out when they leave a session. All children under 8 will need an adult to collect them, who will need to give you a sign-out code that they received when registering their child.

How To Maintain Rules and Discipline

- Never reject a person, just the behaviour. Encourage the young person that you care about them, but you are not willing to accept their behaviour
- Remember to be insistent, consistent and persistent
- Discipline out of love NEVER anger. Call on support from other leaders if you feel you may deal with the situation unwisely in your anger
- Do not shout in anger or put down a young person
- Say a statement of fact, remind the young person of the expected behaviour, and give them a choice, followed by an initial warning
- Lay ground rules e.g. no swearing, racism or calling each other names, a respect for property
- Keep the ground rules simple and clear, and make sure the young people know what procedure will be taken if they are not kept
- Talk to the young person away from the group, but ensure other leaders know that your conversation is taking place (see page 25 for more guidance). Explain what they have done wrong, encourage remorse. Leave them on a positive note
- Remember that each young person is unique and each person may need a slightly different method of being dealt with
- Be consistent in what you say and ensure that other team members know what you have said—this avoids manipulation
- If a young person is harming him/herself, another person or property then escort



other young people away from the area where the disruption is occurring. At the same time, and with a second worker present, request the young person to STOP.

- If your request is ignored, you might need to warn the individual that you will consider calling for additional help, (e.g. Police) if they do not stop. In exceptional circumstances and with assistance, you might need to restrain the young person to prevent them from harming themselves, others or property whilst you wait for the police.
- The workers involved will record what happened as soon as possible after the incident. This should include the following:
 - » What activity was taking place
 - » What might have caused the disruptive behaviour
 - » The young person's behaviour
 - » What you said and how you and others responded
 - » A list of others present who witnessed the incident

A copy will be given to the Leader, a copy retained by the worker and a copy kept by the office.

SOME PRACTICAL IDEAS FOR DEALING WITH DISRUPTIVE BEHAVIOUR IN SMALL GROUPS:

- Change your voice tone, but try not to shout
- Separate young people who have a tendency to be disruptive when together and often get together in friendship groups. Give them a chance, perhaps warn them and only separate if they are disruptive
- Get a helper to sit next to the disruptive young person
- Be pro-active and encourage other team members to be pro-active and not wait to be told to deal with a situation
- Take the person aside and talk to them, challenging them to change, whilst encouraging them on their strengths
- Warn a person that you will speak to their parents and do so if necessary
- If a person's behaviour is constantly disruptive, seek advice and guidance from your Age Group Leader



How To Listen Effectively

- Ensure the physical environment is welcoming, giving opportunity for the child or vulnerable adult to talk in private but making sure others are aware the conversation is taking place—never take anyone off on their own.
- It is especially important to allow time and space for the person to talk
- Be aware of how to respond if the person does disclose abuse (see 'Responding to a child wanting to talk about abuse' section) but remember that this may not be their reason for wanting to talk
- Above everything else listen without interrupting
- Be attentive and look at them whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) by reflecting back words or short phrases they have used
- Try to remain calm, even if on the inside you are feeling something different
- Be honest and don't make promises you can't keep regarding confidentiality
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen
- Use language that is age appropriate and, for those with disabilities, ensure there is someone available who understands sign language, Braille etc
- Someone of the same sex should carry out any pastoral care. Be careful in all your dealings with young people and do not put yourself in a situation which could be misunderstood
- If you are asked to pray for young people following meetings, then limit the time you spend to no more than 15 minutes with any individual. If you think further pastoral support or care is required then do not probe deeply, but refer them to those responsible for pastoral care who are likely to be able to handle the situation
- Personal viewpoints should be kept out of situations. Specific words concerning healing, deliverance, direction etc. should not be given without the consent and advice of the programme leaders
- If you are asked to be involved in pastoral care with young people, then please do not share the information with other team members unless there is a need to provide extra support for the young person. Respect the confidentiality of the situation, and talk to the team leader if you need to unload after a difficult situation
- If you are not experienced or feeling out of your depth, then please call for help from other more experienced members of the team when required
- It is not the intention of the Keswick Convention to continue with pastoral situations



after the event has finished. Those requiring further support should be encouraged to talk to their parents or church leaders as appropriate. Any team member continuing to offer support after the event has finished must make it clear that they are acting on a personal basis and are no longer acting as a representative of Keswick Ministries

How To Be Wise About Physical Contact

- Keep everything public
- Touch should be related to the child, young person or vulnerable adults' needs, not the worker's
- Touch should be age-appropriate and generally initiated by the child, young person or vulnerable adult, rather than the worker
- Avoid any physical activity that may be sexually stimulating
- All children, young people and vulnerable adults are entitled to personal privacy and the right to decide how much physical contact they have with others, except in circumstances such as a medical emergency
- When giving first aid (or applying sun cream etc), encourage the child, young person or vulnerable adult to do what they can themselves but, in their best interests giving appropriate help where necessary
- Team members should monitor one another in the area of physical contact. They should be free to help each other by constructively challenging anything which could be misunderstood or misconstrued
- Concerns about abuse should always be reported

Health And Safety

- Inform leaders of any scenario which might present or lead to a dangerous situation
- Ensure all venues being utilised are safe, clean, tidy and ready for use by young people. Before young people arrive, just look around and see if you can spot any points of danger and rectify them
- Keep entrances and exits free from obstructions
- Activities should always be planned with an appropriate level of supervision. If young people are playing outside the building there should be at least two leaders outside with them or more depending on numbers
- Do not allow dangerous behaviour by young people



- All outdoor areas to be used are to be checked and all hazards e.g. glass, faeces and sometimes stones, should be moved
- Ensure the activity to take place is appropriate for the space you have
- Obtain parental consent forms for all off site events
- It is the responsibility of the group leaders and their teams to ensure that the venues are left clean and tidy
- Log any incidents or accidents in the appropriate books
- Familiarise yourself with the Risk Assessments relevant to the activity—see your Age Group Leader

Some Tips on Dealing with Complaints

Whilst we hope you won't need to use these, it is good to be aware of them in case the need arises! Please don't feel that you have to resolve any complaint yourself, you may just be the person that 'happens' to be there at the time. Do let your Team Leader know the details and they can deal with or pass details on as appropriate.

- Listen carefully to the person, particularly if they are angry and allow them to 'let off steam'
- Do not argue or contradict them
- Establish the facts of the complaint clearly
- Repeat what the person has told you to ensure that you clearly understand their concern and so that they feel understood
- Tell the person what you are going to do; and within what timeframe—and ensure you do it
- Determine if it is appropriate to confirm what has been agreed in writing
- Make sure that corrective action is taken to prevent a re-occurrence wherever possible



Photography And Video

Recording Of Children/ Young People

- Official Keswick Ministries' photographers are used for the duration of the Convention. They will wear an identity badge at all times
- If a parent does not wish their child/young person under the age of 18 to be photographed or filmed, they must let the Team Leader of that group know. The Children's & Youth Team Registration Forms draw attention to this
- If a leader takes a photo of a child on their mobile phone for the purposes of a game/activity, this will be deleted immediately after use

E -Safety And Online Safety Policy

When using a computer or electronic device to access the Internet at the Keswick Convention, Team Members and attendees should not:

- Search for or enter pornographic, racist or hate motivated websites
- Download or forward-on any music, images, movies from the internet where permission has not been granted by the copyright holders.
- Disclose any personal information e.g. addresses, telephone numbers, bank details.
- Send or display offensive messages or images
- Use obscene language
- Violate copyright laws
- Harass, insult, bully or attach others

If you see individuals viewing inappropriate images then you should ask them to stop immediately and report your concerns to the leader or safeguarding advisor who can then seek further advice from Christian Safeguarding Services.

ONLINE SAFETY DEFINITION

Online safety is the collective term for safeguarding involving the use of electronic devices and applications to communicate and access the Internet; often referred to as Information and Communications Technology.

POLICY GUIDELINES FOR WORKERS/VOLUNTEERS

- Generally, maintain good and open relationships with parents and carers regarding communication with them and their children.



- Use an appropriate tone: friendly, but not over- familiar or personal.
 - Be warm and friendly, but do not suggest or offer a special relationship.
 - Be clear and explicit about information that you need to share; don't abbreviate or short-cut your communications.
 - Be circumspect in your communications with children to avoid any possible misinterpretation of your motives or any behaviour which could be construed as grooming.
 - Do not share any personal information with children, or request or respond to any personal information from a child other than that which might be appropriate as part of your role.
 - Only give personal contact details to children that are within the public domain of the organisation, including your mobile telephone number.
 - If children want you to have their mobile phone numbers, e-mail addresses or similar, and communicate with them this way, make sure that their parents know and have agreed.
 - Only make contact with children for reasons related to the work of the organisation and maintain a log of all electronic contact with individuals or groups including messaging and texting.
 - Where possible only use equipment provided by the organisation to communicate with children.
 - Respect a child's right to confidentiality unless abuse/harm is suspected or disclosed.
 - Ensure your organisation domain name/logo appears with every Internet post. Any user may thus be viewed as a representative of your organisation while conducting business on the Internet.
-
- Email should only be used to communicate specific information. (e.g. times and dates of events). It should not be used as a relationship building tool.
 - Email History should be kept and dated.
 - When using email/internet for communication with children, it is advised that it should take place.
 - between the hours of 9am-5pm. Where working with children outside normal office hours workers should seek advice from their leader but there should be no email communication after 9pm.
 - Use of skype and any other web camera or visual communication via the internet is generally not permitted.



- Workers should refrain from using such methods on a one-to-one basis as they cannot be recorded. (It can be used for conference calls and is considered appropriate if a project or group uses a web camera/ Skype in a group environment for project purposes and has clear aims and objectives for its use).

SOCIAL MEDIA POLICY

- All social media interaction between workers, paid or voluntary, and children under 18 shall be limited to monitored/administrated groups.
- Text and any other media posted shall be subject to the acceptable use policy
- All interaction on social media groups shall be recorded for safeguarding purposes
- Any private messages shall be recorded for safeguarding purposes
- Any safeguarding concerns/allegations arising from social media shall be referred onto the safeguarding co-ordinator.
- All users of social media must be above the minimum age limit i.e. 13 for Facebook
- Workers should ensure their privacy setting ensure the highest levels of security in order to restrict children being able to see any more than what is relevant to communication within the group
- All social media groups should provide links to statutory authorities such as CEOP, to enable children to report online abuse.



Practical Details

MEALS

All team will be given breakfast, lunch and dinner. The precise details of which will be emailed out in due course. (There are some exceptions to this under special circumstances)

TEAM IDENTIFICATION

Each team member will be given a team lanyard that they need to wear during all sessions. All kids team members are also required to wear team T-shirts during sessions.

ACCOMMODATION, MEALS AND EXPENSES

We provide accommodation and meals whilst you are working on the team; and reimburse reasonable UK travel expenses (please keep your receipts and tickets). Over recent years total costs have increased dramatically, and we are keen to be good stewards. As a result, we have been reviewing our guidance and produced a document which you can read on page 24.

SECURITY

The tents and venues contain valuable equipment that is integral to the smooth running of the Convention.

It is very important to make sure that unauthorised people are not in areas that should be 'out of bounds'. If you see someone you don't recognise, politely ask their purpose for being there.

ALCOHOL

Team members are not to consume alcohol at all during the week. This is not intended to cause hypocrisy, but to aid our integrity and authority when speaking to young people about any problem with alcohol that may occur. This extends to visiting establishments outside the town of Keswick.

FIRST AID

First Aid will be provided by an outside agency. A team with an ambulance will be in attendance on the Pencil factory site during the morning and evening sessions, and can be contacted by radio via the Site Manager if not with the ambulance at the time. First Aid Kits are situated in every venue.

Your role is to:

- Summon help & stay with person
- Keep calm , try to keep others calm and preserve dignity where possible
- Make sure you and others are safe i.e.. no electric wires and water!



- Provide gentle & calm reassurance to the person who is unwell
- Try to find out what happened
- If the person is in the middle of a row of chairs you may need to ask guests to quietly vacate their chairs and move to the back of the room to allow access to the person
- If anyone has fainted (quite common in hot weather in a packed room) then if possible please roll them gently on their side (unless you have reason to suspect they have fallen and may have damaged their back or neck)
- If the person is 'in programme', locate the Registration Card and/or Attendance printout for details of emergency contact, any medical conditions/allergies etc and contact named person as appropriate
- If the person is not an attending child, try to obtain helpful details to pass on to First Aiders: name, age, any current health problems i.e.. diabetic, recent heart attack, asthmatic, next of kin
- If the person is under the age of 18, make sure that another responsible adult stays with you at all times while you try to find details of parents

SUSPICIOUS PACKAGES

Without arousing panic or concern ask if anyone remembers who the item belongs to, or when it was left. If the owner is not found quickly then inform your Team Leader immediately.

EVACUATION PROCEDURE

A copy of the evacuation procedures will be provided to the Age-Group Leaders and will also be on a poster in each venue. Leaders should familiarise themselves with this and brief team members appropriately.

Keswick Management Team carry out periodic practice evacuations, in consultation with the Youth Work Co- Ordinator.

COMMUNICATING WITH YOUNG PEOPLE OUTSIDE OF THE CONVENTION

As a Keswick Team member, there is no expectation that you will keep in touch with those from your small group outside of Convention, and we would actually encourage you not to.



Keswick Map



- P Car Parks
- i Tourist Info
- Christian Campsite
(Run by volunteers only for duration of Convention)
- Scenic footpath route
- Town footpath route

Local Churches

These are 4 of the local churches within Keswick. Keswick Methodist Church will be used as a relay venue.

- 1 St. John's Church
- 2 Keswick Methodist Church
- 3 Lake Road Church
- 4 Crosthwaite Church

