



Introducing the Good Practice Charter

Introduction - Using the Charter for Churches

The "Good Practice Charter for Churches" is a practical and visionary document designed to guide churches in supporting and nurturing their children's, youth, and family ministers. It is more than a checklist—this charter offers a holistic framework to help churches embody good practice in employment, pastoral care, and shared ministry. By embracing its principles, churches affirm the vital role of children's and youth ministry in the life of the faith community and model a culture of prayerful, ethical, and intentional leadership.

Understanding 'Good Practice' in the Workplace

In the context of church life, 'good practice' means adopting standards and behaviors that reflect integrity, care, professionalism, and spiritual wisdom. It includes clear communication, equitable employment practices, continual professional development, and spiritual well-being. For churches employing children's and youth ministers, good practice is especially important. These ministers often work at the intersection of pastoral care, education, and social support, whilst seeking to nurture young disciples. Without structures that ensure accountability and encouragement, their work can become isolated, overwhelming, or undervalued.

Good practice also includes setting realistic expectations, offering appropriate remuneration, providing regular feedback, and ensuring ongoing training. By adopting these standards, churches foster an environment where ministers can thrive—spiritually, emotionally, and professionally.

Why Adopt the Charter?

The charter provides a structured pathway for churches to evaluate, implement, and grow in their commitment to the wellbeing and effectiveness of their children's and youth ministry staff. Here are several compelling reasons for adoption:



Prayerful Support: The charter calls churches to intentionally integrate children's and youth ministry into the prayer life of the congregation. It encourages churches to pray regularly for their staff and volunteers, commission them publicly, and support them through intentional spiritual mentoring.



Theological Reflection and Rest: The charter affirms the spiritual nature of ministry by encouraging space for retreat, personal prayer, and reflection. It emphasizes the biblical value of rest, promoting a Sabbath rhythm that respects boundaries and guards against burnout.



Training and Networking: It prioritises ongoing development, ensuring that children's and youth ministers are not only equipped with skills but also embedded in networks of support. Churches that adopt the charter commit to budgeting for training, supervision, and conference participation—tangible investments in long-term ministry health.



Shared Commitment: The charter helps shift the perspective from seeing children's and youth ministry as the sole responsibility of one individual to viewing it as the responsibility of the whole church. It invites everyone—leaders, members, and volunteers—to actively support this ministry through prayer, logistics, advocacy, and hands-on service.



A Full Day of Rest Each Week: We believe in the biblical principle of a Sabbath day of rest each week. As those involved in ministry are often working on a Sunday, our children's, youth and family ministers will be expected to take another 24 hour period clear from work.



Excellence in Employment: Churches are called to model fairness and excellence in their employment practices. This includes fair pay, updated job descriptions, regular performance reviews, and clear policies. Churches that follow the charter show their ministers they are valued, respected, and seen.



Celebration and Recognition: Finally, the charter encourages churches to honour the contributions of their staff and volunteers, both publicly and privately. Recognition helps foster gratitude, boost morale, and reinforce a culture of appreciation.

How to use the Charter

Churches should approach the charter as both a reflective tool and an aspirational guide. Each section—ranging from prayerful support to celebration—includes actionable suggestions, grouped under “we have in place” and “we are working towards.” This format allows churches to honestly assess where they are and set realistic goals for growth.

Leaders can use the charter in staff meetings, vision planning, pastoral oversight, or even annual reviews. By regularly revisiting the document, churches ensure they are not just reacting to needs but actively building a thriving, sustainable ministry culture.

In summary, adopting and actively using the "Charter for Churches" demonstrates a church's commitment to nurturing faith among its youngest members and to honouring those called to lead them. It is a tangible step toward building a healthier, more vibrant, and more faithful church.

