School Chaplaincy
Frequently Asked Questions

1. **Q. I don’t know much about chaplaincy. What can you tell me?** A. School chaplaincy is like chaplaincy in other areas of society – a caring presence in institutions like hospitals, emergency services, police, the armed services, industry, professional sporting teams, colleges and universities. A Chaplain provides pastoral care and support for members of school communities as requested by the school and sought by school community members. Chaplains provide a trusted, caring and affirming presence in school with time and training to listen and support appropriately, as well as running programs to develop self-esteem, grow peer support, deal with grief and loss and build personal resilience.

2. **Q. What is the amount of government funding for a School Chaplain?** A. The amount of funding is $20,000 for a 10 hour per week position.

3. **Q. What does the funding cover?** A. The standard funding covers a Chaplain’s salary for 10 hours per week, as well as the costs of superannuation, insurance, payroll and workers compensation. The government grant does not cover training and professional development for Chaplains or support provided through Regional Managers – these additional costs are covered through local community fundraising typically driven by a Chaplaincy Support Committee, and centralised major donor fundraising driven by Generate Ministries.

4. **Q. Can further money be raised to supplement the grant?** A. Yes. The $20,000 grant is not sufficient for a recommended minimum two-day position or more. To increase the Chaplain’s hours from 10 hours per week to two days (15.2 hours per week), the amount required is $10,400 p.a.. In line with practice in all other states of Australia Generate assists local communities set up Chaplaincy Support Committees (CSCs) to raise the shortfall between the government grant and the cost of the Chaplain for two days a week.

5. **Q. What if our school misses out on a grant for 2015-18?** A. Your school will still be able to have a Chaplain if its community raises the funds for a minimum of ten hours a week, received by Generate at the start of each six months. Each six months funding is $10,000. Additional hours per week can be delivered if the chaplain is available and willing to work more hours, and the additional funds are raised. State School Chaplaincy around Australia started exclusively through local fundraising well before Government grants were introduced in 2007.

6. **Q. Can a Chaplain be employed for more than two days a week?** A. Yes. The CSC provides a mechanism for employing a Chaplain for more days if desired. As long as the school, the CSC and the Chaplain are in agreement the number of hours per week can be increased - if the funds are raised by the CSC from the local community.

7. **Q. What is the Service Agreement between Generate and the school?** A. The Service Agreement is a statement of intent and understanding between Generate and the school. The principal is at liberty to withdraw the school from the Service Agreement with Generate Ministries and to notify the Government that they no longer want to receive funding for a chaplaincy program. If the school does not have a Government grant the Service Agreement with Generate Ministries is the sole agreement governing the provision of the chaplaincy service.

8. **Q. Does a Chaplain have to be a Christian Chaplain?** A. The school has the option to choose the religious background from which a Chaplain comes and to approach a provider affiliated with that religion. Generate Ministries is a Christian organisation and employs Christian Chaplains.

9. **Q. Does a Chaplain only give pastoral care to students, staff and parents from their own religious background?** A. No. It is not the purpose of chaplaincy services to bring about a commitment to a particular set of beliefs. Whatever religion a Chaplain belongs to he or she is obliged to respect the background of all members of school communities they engage with. They offer pastoral care to whoever seeks it, without prejudice. They may offer spiritual guidance or advice from their own faith background to anyone specifically seeking such guidance or advice, and with parental consent where the enquirer is a student.
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10. Q. What qualifications does a Chaplain need to have? A. We expect that a Certificate IV in Youth Work or Pastoral Care (or designated equivalent) will continue to be the minimum for Government-funded Chaplains. Generate has an additional minimum qualification requirement of a Diploma of Ministry. The majority of Generate’s school Chaplains are degree or diploma-qualified in education, social work, psychology, welfare, youth work or ministry.

11. Q. Do Chaplains do the same job as a school counselor? A. No. Chaplains do not offer professional counseling. Even if they are qualified as a counselor they do not carry out clinical counseling in their role as a Chaplain. Their role is to refer students to counselling services in consultation with the learning support team, other welfare staff and the school executive. Welfare staff may and do refer students to Chaplains for general pastoral care. The role of the Chaplain is to complement, collaborate with and support the work of the learning support team.

12. Q. Who selects the Chaplain? A. Generate advertises vacant positions and receives applications via the Generate website. After assessing that applicants meet minimum qualifications and other basic requirements, Generate provides names to an interview panel of three people, usually the school principal, Generate Regional Chaplaincy Manager and a representative of the local Chaplaincy Support Committee.

13. Q. Who appoints the Chaplain? A. The school principal. The preferred candidate will be recommended by the interview panel. While the principal can veto any recommendation, any issues that could lead to a veto would normally be resolved prior to the panel’s recommendation.

14. Q. What is the role of the Chaplaincy Support Committee (CSC)? A. The local Chaplaincy Support Committee exists to provide support for the Chaplaincy, by promoting the work of the chaplain in the community, and raising funds either to bridge the gap between the grant and the Chaplain’s total salary package, or raise the entire amount needed to employ and support the chaplain if there is no grant. The CSC also assists in the selection process and periodic reviews. The CSC is made up of members of the local community from a local church or churches, as well as the principal or their delegate.

15. Q. What does Generate do? A. Generate is the employer and manages the chaplaincy employment process for every school. Generate provides policies and procedures, templates and fundraising advice for the CSC which is a sub-committee of Generate. Generate also provides field support through a Regional Chaplaincy Manager, as well as employment services such as payroll and insurances, compliance, induction and ongoing training and professional development.

16. Q. What is the role of Generate’s Regional Chaplaincy Managers? A. Generate’s Chaplaincy Managers provide professional advice, support and mentoring for Chaplains. They also represent Generate in job interviews and reviews. They support the establishment and operation of CSCs and attend some meetings. They also give support and advice to schools about the operation of the chaplaincy service as required. The Generate Regional Chaplaincy Manager also meets with the principal or delegated senior staff member at least twice a year.

17. Q. What training does Generate offer Chaplains? A. Generate provides training through our Annual and Mid-Year Conferences, Induction Training, Regional Chaplain Network Meetings and other professional development opportunities each year in a variety of regional and centralised locations.

18. Q. Where can I get more information? A. See the Generate homepage at www.generate.org.au or contact your Regional Chaplaincy Manager.