



# Big Buds Manual



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## Acknowledgements

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## Notes

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### Special thanks to:

Mitcham Project Orange ... a peer network of children and families ministry leaders (you know who you are) who have provided valuable feedback along the way. Find out more about Project Orange at [www.midst.suvic.org.au/projectorange](http://www.midst.suvic.org.au/projectorange)

### Licence

Anyone may access this Big Buds Manual and the Big Buds Resource File in order to determine if the Big Buds program is suitable for their context. To run the Big Buds, however, you will first need to obtain a once only set up licence for each location.

A set up licence also includes your first year's subscription to web and newsletter support. There will be a smaller subscription sought for this continued support in subsequent years.

Congregations or groups coming under The Salvation Army may obtain the Bug Buds Resource File and a set up licence from *Email: [tracey.davies@aus.salvationarmy.org](mailto:tracey.davies@aus.salvationarmy.org)*

All others will find detailed information on how to proceed at [www.midst.suvic.org.au/bigbuds](http://www.midst.suvic.org.au/bigbuds)

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*TOC Checklist* ▶ indicates a link to the Table of Contents of the section you are browsing

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Print only the relevant pages or sections for you. Experienced project workers will notice some options or sections are relevant only for more complex situations.

# Introduction to Big Buds



## What is Big Buds?

Big Buds is an intentional mentoring and discipleship initiative aimed at engaging children in significant relationships with adults from their faith community outside their own family.

## What does it look like?

A Big Buds mentor intentionally engages in relationship with their Little Bud. They take the time to listen, send letters, cards, emails, make phone calls, remember significant events such as birthdays, school tests, sporting events, and promise to regularly pray for the child. Each Big Buds partnership may look different, as they will be tailored to the individual child's personality and needs.

Big Buds may also be a significant platform from which to launch or enhance additional one-to-one mentoring or discipleship programs.

A 'My Big Bud' and a 'My Little Bud' information card is supplied to the child and the mentor respectively. This includes a photo and space for important information to be recorded, such as birthday, pets, hobbies and special interests or events.

## Safe people requirements

God values children and can be completely trusted. In all we do and in all we say we want this to be clearly communicated to children. We want to ensure that all our people and programs include the highest level of care and trustworthiness for all involved. All mentors involved in Big Buds must comply with your denomination's standards for working with children.

For example, in The Salvation Army's ChildSafe Protection Policy it states: "There are two steps included in the ChildSafe process. These are:

- Completion of ChildSafe Level 1 Training
- A satisfactory Working with Children Check (WWCC) or state-based police check.

## The research behind Big Buds

The Search Institute<sup>(1)</sup> claims that to help young people grow up healthy, caring and responsible, certain building blocks or 'assets' are required. In total, forty assets are identified. As a Christian community, we are able to provide many of these required building blocks, in partnership with the child's family and school communities.

Big Buds is one way that we can help develop a child, specifically addressing the areas of:

- A child receiving support from adults other than his or her parent(s).
- A child feeling valued and appreciated by adults in the community.
- Adults modeling positive, responsible behaviour.

In partnership with other children's ministry initiatives at your church, we believe that Big Buds is one way that we can intentionally mentor children through connecting, engaging and caring for them in a way that matches their developmental stage and individual personality.

<sup>(1)</sup> Search Institute ... 40 Developmental Assets for Middle Childhood.  
<http://www.search-institute.org/developmental-assets>



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**Implementing  
Big Buds in your church**



# Implement Big Buds in your church

## Implementation Checklist

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## Implementation Details

### Become familiar with abbreviations and terminology used in this manual

**Big Buds** ... Big Buds Mentoring Program

**ChildSafe** ... ChildSafe refers to a particular package of training and protocols produced by ChildSafe.org.au. Using this term is not meant to imply you need to use the ChildSafe system. While it is an excellent one, you will need to investigate what provisions your church or denomination has provided for your use in terms of policy, principles, guidelines and training. In your context, substitute the term 'ChildSafe' with the title of the system you intend to use.

**Big Buds Coordinator** ... This person may be you. If so, congratulations! Regardless of who is appointed to undertake this role, however, this resource will be invaluable in helping to lead a team effort!

### Attend or host an information/ training event in your region ...

From time to time an information evening may be run in your area. Alternatively, if you would like to host such an evening, please do not hesitate to contact any of the following trainers to organise such an information/ training event:

#### **Tracey Davies (Captain)**

Territorial Children's Secretary  
The Salvation Army, Australia Southern Territory  
PO Box 479 Blackburn VIC, 3130  
*Email: [tracey.davies@aus.salvationarmy.org](mailto:tracey.davies@aus.salvationarmy.org)*

#### **Phillip Day**

Children & Families Ministry Specialist  
Scripture Union, Victoria  
157 Heidelberg Road, Northcote VIC 3070  
*Email: [phild@suvic.org.au](mailto:phild@suvic.org.au)*

Note: As you become familiar with this program and if you would like to be added to the list of contact people, please apply to Tracey or Phillip and they will be happy to chat with you.

### ... OR ... Read this manual thoroughly

An alternative to attending/ hosting an information/ training event in your area is to sit with this manual. All the information you need in order to commence a Big Buds program in your church is included here. If you have further questions, you are encouraged to contact those listed above.

As a resource for use in your church, think about how this program could be adapted to best suit your context.

Scribble notes in the margins about changes you will need to make for your church.

Adapt it with prayer and wisdom. Spend time with one or two intercessors as part of the process of adapting Big Buds to your context.

It is recommended that you implement this program with a team which includes at least one other person from your church leadership that is equally convinced of this program's worth and importance. Take time to develop a relationship with this person for the sake of children and families ministry as a whole but certainly as a key part of implementing this program.



## Assess the need

After reading this manual thoroughly or after attending an information/ training event you will (hopefull!) be convinced of your church's need for Big Buds. It would then pay to quietly sound out a few parents you know well to see if they could be equally convinced of the need for this program for their child(ren). There would be little point recruiting and training adult Big Buds if there weren't any Little Buds! Be careful not to promise anything to these parents. Give them a hint of the work and the time required to implement this idea and ask for their ongoing prayerful support. Gauge their interest in playing a part on the organising team.

## Start with a team

You may have the initial energy to implement Big Buds in your church, however it will be much more sustainable in the long term if you have a team working together on the checklist outlined in this document. One of the worst things that could happen for children is to start this program and have it fade away due to a key person stepping out for some unforeseen reason.

Consider the possibilities for roles for your team. Don't try to do it all yourself. Recruit well; surround yourself with experts; choose your role in the team that best suits your gifting and character traits.

- A Coordinator ... this person may be you, however - whoever it is - hopefully they have been chosen because of their ability to coordinate a team!
- A Prayer Intercessor ... this person is invaluable in helping, reminding and leading us to listen to God in the directions and implementation of this exciting adventure in your specific context.
- A Communications Person ... a gatherer of photos and stories can provide the encouragement needed to help this project get off the ground and see it develop and grow.
- A Recruiter ... you need to recruit the recruiter. Take the time to find that 'someone' in your church who is gifted with wisdom at knowing just the right person to ask, when and how to ask. This is the person people generally say 'Yes' to. You need this person on your children and families ministry team. Take your time, a number of months if necessary, and recruit them to your vision and strategy.
- An Admin Helper ... someone to keep a database straight, photocopy and send a regular newsletter. This is the sort of person you can trust to make sure the right communication is being sent out to the right people. Take the time to recruit and train this VIP.

## Make sure you and your team have a clear vision

Be very clear on what outcomes you would love to see and why.

The first step is vision. Get it straight. Let's define vision as the outcome you would love to see if your prayer was to be realised in ways even beyond what you dared dream or hope for. Articulate it. Write it out. Practise communicating it.

Included below are the links to a digital video clip and a pdf manual you can view and use as motivations for yourself and others to help you to articulate a vision for Big Buds in your church.

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### Check out:

1. Next Generation (digital video clip) This clip encourages us to make our ministry to children an even greater priority that it is now. Also available is the pdf manual encouraging the thoughtful and effective use of the digital video clip in your context. These can be found at: <http://www.cmn.org.au/nextgeneration>
2. *'Connecting: The Lesson of the Brick'* is a resource provided below in the articles section of this manual. While we are familiar with the idea that "It takes a village to raise a child" it's easy to forget some of the dynamics that are needed to encourage this as a possibility. One of these is the need for each child to be provided with at least six significant connecting relationships in their 'village'.

After you have viewed these resources as a team, work out what you would like to see happen in your church in the long run and why. If you are not convinced about this vision and why it is so important, you will not get as far as you may hope.

### Set the strategy

You will need to be convinced that Big Buds is a worthwhile strategy to employ in your context. Pray about this with your team. Make sure it is not just another good idea worth trying. With wisdom and discernment make sure you can see it as absolutely strategic in realising your vision. You will need to be able to convincingly say, "One of our key strategies to achieve our vision is Big Buds"

### Set some SMART goals and devise a time-line

As part of the strategy of implementing this program it is important to clearly identify a set of goals. These need to be SMART Goals: Simple, Measurable, Achievable, Realistic and Timely.

See *'SMART Goals'* This is a resource provided below in the articles section of this manual.

A realistic time line/ dateline for you and your team to follow needs to be added to a revised and adapted Implementation Checklist.

Add you own dateline in the left hand column of the *Implementation Time Line* also found in your Big Buds Resource File.

### Manage change

Having bathed your vision for strategy in prayer, there will also be the need to consider how you will manage and introduce 'Big Buds' into your context. You may be excited about introducing this change ... and that's what it is ... a change. Be realistic about how some might view this change. Your leadership and even some parents might be sceptical about the change you will be proposing. To help you manage the introduction of Big Buds see *'Managing Change Creatively in Your Context'* This is a resource provided below in the articles section of this manual.

### Adapt and produce a Big Buds brochure for your church

This brochure is a vision document and also needs to provide a rationale for Big Buds in your church. Check the brochure for important elements such as clearly worded vision, time-frame and what commitment you would like people to make.

One of the keys to launching an effective program is a well produced flier/ brochure. A template is provided for you in the data folder of this disc for you to adapt to your setting. You have spaces to add in your church logo and contact details.

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## Prepare your proposal for the church leadership

Please refer to the following articles as you pray and prepare for your presentation to the church leadership:

- *'Managing Change Creatively in Your Context'*
- *'Children Need to Connect, Participate, Engage, Belong & Respond'*

These are resources provided below in the articles section of this manual.

Again, the 'Next Generation' DVD, along with ideas for the presentation of this video clip to the church, would be helpful here. Please refer to the web site link: <http://www.cmn.org.au/nextgeneration>

Don't assume your leadership are going to jump on board with this proposal straight away. It may not be a part of their current discipling agenda or they may be thinking about other areas of ministry. You will need to ensure you convince them of the importance of this for the life of the children and families of your church.

Make sure the leadership group sees you are passionately committed to seeing this happen. Also, it will help if your leadership group are able see the whole Big Buds package spread out before them ... the brochure, the DVD, the letters, the time line, buddy card etc. They will be encouraged to see your planning and the excellent resources available for this program.

## Prepare a budget

Your church leadership will probably be interested in the cost of such a program so prepare a budget for the production of newsletters/ fliers, mail outs, plastic covers etc. In a small church, the process of communication and production is less formal and so the cost is small. It's a little more complicated and therefore more costly in a larger church. Consider this carefully. A *Sample Budget* may be found in the resources section below or in your Big Buds Resource File.

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## Present the proposal to your church leadership

Prepare well. Practice your proposal before hand, try it out on a few critical friends. Prepare a handout or visual data-projector presentation or both. Keep the following points in mind as you prepare to present this proposal to your church leadership group:

- The Big Buds program should be simply described at the outset. Use of the Big Buds Brochure would be helpful here.
- In your presentation, make connections for the church leadership describing how Big Buds is in line with the church's vision and how it will benefit children and families in your church.
- Give each leader a complete set of documents including an information brochure, implementation time line, letters, forms etc. and/or lay out a sample of everything before them all.
- Make sure you clearly state your vision and what outcomes you would like to see happen. Take the time to outline the strategy and SMART goals you would love to put in place in order to help achieve these outcomes.
- Present a budget and make specific requests for the sort of support and help you need. Prepare the budget and these requests as part of your submission.
- Different leadership groups have different ways of making appointments to key positions of responsibility. If you are already appointed to a key position of the children and families ministry in the church, you may already be empowered to appoint a Big Buds Coordinator if you are not taking on the role yourself. In this case it's probably a good idea to have this appointment affirmed by the leadership group before presenting this person to the church. In other situations, the Big Buds Coordinator may need to be appointed by the leadership group, whether it is you or someone else.
- Ask the leadership group if there are any changes they would like considered before the implementation of Big Buds.
- Gain approval and the go ahead for this program and for your time line. This decision may take some time and may need to be communicated to you after prayer and discussion. If the decision is to be deferred, ask when you might expect a decision to be made.
- When approval is granted, specifically ask for their prayer for you, the Big Buds Coordinator and for the program.

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## Launch this proposal to your church

Your presentation will alert people to the need of this mentoring program and will describe an effective way for adults to make a difference in the lives of children in your church. Your mission here is twofold. Firstly, it is to recruit interested people to at least come to an information/ training event to find out more or to come prepared to train as prospective Big Buds. Secondly, you need to invite and gain expressions of interest from families who would like their child(ren) to be Little Buds linked with a Big Bud.

Work with a team - including someone gifted in leading worship - in order to:

- structure a segment or a whole service on a theme of Big Buds
- creatively introduce Big Buds
- outline what's involved in terms of time and commitment
- effectively recruit participants in Big Buds to at least come and find out more. Encourage people to attend and feel no obligation to continue with the program. Attending will also not guarantee they will be appointed as a Big Bud: there may not be a good match for them with a Little Bud for a variety of reasons.

There are two resources provided to help you in this area. These are:

- [Launch Ideas](#)
- [Presentations by Ministry Groups](#)

## Develop a database

You will need to develop a simple database to keep track of your Big Buds program. At the very least and in the simplest form of a data base, a piece of paper with the following headings will be required:

- **Little Bud Information**  
Little Bud(LB),LB Parents,LB Family Name,LB Address,LB Suburb,LB Postcode
- **Big Bud Information**  
Big Bud(BB),BB Family Name,BB Address,BB Suburb,BB Postcode,BB Email
- **Administration**  
Police Check Date,WWCC Number,WWCC Expiry,Childsafe Training,LB/BB

Templates for digitally kept records are provided as Database Templates in the Big Buds Resource File. An example is given below as [Data Base](#)

## Adapt a privacy policy for your use

You will need to be able to provide a privacy policy related to your Big Buds Program including a section related to your database (whatever form you use) and how you intend to use it and keep the information safe. Find your church's privacy policy or a [Sample Privacy Policy](#) is included for you to adapt and adopt. See also Sample Privacy Policy in the Big Buds Resource File.

## Run a Big Buds training and information event

People who come to a training and information event may do so because they are already convinced and would like to undertake the requirements of training in order to become a Big Bud OR are still seeking more information before they decide. Continue to inform people that their attendance does not mean any obligation on their part to continue with the program nor any obligation on the church's part to appoint them to the program.

A range of presentation and training ideas for a [Training and Information Event](#) are listed in the articles section below to help you in this area.

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## Know the requirements for working safely with children

Become familiar with your state's legal requirements and your denomination's extra requirements for working safely with children.

Australian states' legal requirements vary from state to state. If you are viewing this as an active pdf, clicking on the following web sites will link you to your state's policies regarding working with children.

**Queensland:** <http://www.cycopg.qld.gov.au/employment/index.html>

**New South Wales:** <http://www.kids.nsw.gov.au/kids/working>

**Victoria:** <http://www.justice.vic.gov.au/workingwithchildren>

**South Australia:** [http://www.police.sa.gov.au/sapol/services/information\\_requests/national\\_police\\_certificate.jsp](http://www.police.sa.gov.au/sapol/services/information_requests/national_police_certificate.jsp)

**Western Australia:** <http://www.checkwww.wa.gov.au/checkwww>

In other states there are currently no legal requirements, however you will need to check with your organisation or denomination and comply with the highest possible standards of care for your children.

A helpful web site to check for an overview of this topic on a state by state basis is: <http://www.careforkids.com.au/articlesv2/article.asp?ID=82>

Your church or denomination will have minimum requirements that will need to be adhered to. For example, The Salvation Army 'Child Protection Policy' requires people to have a police check, a Working With Children Check (Victoria) and ChildSafe Team Member Training.

An application form, an interview and referee checks may also be required in your context. See the templates in the Big Buds Resource File for some helpful ideas.

These standards help to keep children safe by helping to prevent those who pose a risk to the safety of children from working with them, in either paid or volunteer work.

Every volunteer with children in the Big Buds program in your church will need to comply with all your requirements.

State and denominational requirements are one thing. On a church level, your training, screening, matching and monitoring processes will need to ensure the highest standards of care.

## Recruit your minimum number of Big Buds and Little Buds

It's recommended that for an effective program at least five Big Buds need to be recruited, trained and linked with Little Buds. The reason for this is to ensure enough stories and positive benefits to be seen and experienced in order to provide encouragement for this ministry to grow.

Ensure every Big Bud has completed all state, denominational and church's requirements for working with children including the required training.

ChildSafe Team Member Training is a two hour, manual-based training curriculum available from the ChildSafe web site <http://www.childsafe.org.au> Otherwise, consult your church or denomination to determine best possible practice for training in this area.

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### Match Big Buds and Little Buds

Use wisdom and prayer to determine the needs of children in your midst and the availability of mentors. Sometimes requests may be made for certain links and at other times decisions will need to be made based on the mix of mentors, children and/or their families.

When matching Big Buds and Little Buds some things to take into account include gender, age, interests, availability (time), geographic proximity, parents' wishes, church commitments etc. With some careful consideration and prayer you will hopefully find this a joyful task. If you do not find it particularly joyful it may be because of conflict. There is a helpful resource in the articles section of this manual entitled, *Creative responses to conflict*

### Adapt and send letters to Big Buds, Little Buds and families of Little Buds

These letters are designed to introduce and/or officially inform Big Buds, Little Buds and their families.

Adapt the Sample Letter Templates provided on the Big Buds Resource File to your needs. Examples are also given below: *Sample Letters*

### Run additional training events as required

As new mentors are inspired and recruited to this vision, you will need to ensure training requirements are adhered to. Enlist current mentors to come along and share their stories as part of the further training of your team of mentors.

### Celebrate the exciting start of Big Buds once it has lifted off

Your church family will love to hear this program is underway so take the time in a segment of your church worship service as well as in the church newsletter to inform and share stories of this exciting start.

See the resource entitled *Sharing your story/testimony* in the articles section of this manual for ideas to help with this.

### Communicate progress by sharing stories on a regular basis

As stories of the benefit of this program begin to unfold, it's important to continually share them through segments from the platform or through newsletters. Confidentiality is important in the sharing of some stories so make sure you have permission from both Big Bud and Little Bud to share the essence of any story. They may even like to tell the story themselves up front and live in a worship celebration. This would be great. Make sure you take the time to help them practice their storytelling or practice an 'interview style' platform presentation before hand.

Again, the resource entitled *Sharing your story/testimony* in the articles section of this manual is helpful here.

### Newsletters

From time to time, producing a newsletter for the Big Buds is a great way of encouraging the continued connection with their Little Bud.

Newsletters may contain:

- New ideas of ways to show you care
- Snippets of larger articles
- Stories and experiences
- Upcoming events or training

Some Newsletters Templates are provided in the Big Buds Resource File as well as in the resources section below. Also see *Big Buds Newsletters*



You may like to hold a event for Big Buds, Little Buds and their families to get together over a BBQ or a spit roast to celebrate the relationships and the connections. A mixture of games, food, the telling and filming of stories, celebrating and giving thanks to God can all be a part of this very special event.

## Continue to provide training and information for Big Buds

### 1. Basic ChildSafe Training

Normally this is a two hour training session that will cover the essential elements of safe behaviour and practice when working with children.

\*ChildSafe refers to a particular package of training and protocols produced by ChildSafe.org.au. Using this term is not meant to imply you need to use the ChildSafe system. Whilst it is an excellent one, you will need to investigate what provisions your church or denomination has provided for your use in terms of policy, principles, guidelines and training. In your context, substitute the term 'ChildSafe' with the title of the system you intend to use. Check out the ChildSafe web site <http://www.childsafe.org.au>

### 2. Creative Ideas for Big Buds

This resource has a variety of ideas to help the Big Bud engage with their Little Bud. This resource 'Creative ideas for Big Buds' (A#09) in the articles section of this manual is helpful here.

### 3. Further Reading

The articles included in this Big Buds Manual are provided to give as wide a perspective as possible of the Big Bud program in a church and the role of a Big Bud.

Some of these articles contain response or reflection sections and may be used in the training of your Big Buds.

Excerpts, with appropriate referencing credits, may also be used in newsletters.

Parents, Big Buds, other friends of children, children and families ministers/ workers as well as church leaders will find these articles both challenging and instructional and are provided as photocopyable resources under the licencing agreement outlined at the start of this manual.

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## Frequently asked questions

### **Can I be a big bud if I am a teenager?**

We would encourage you to involve teenagers in this ministry to help them see the value of giving to others and building into a young person's life. We would suggest that 16 years or over is a good time for them to start to be a Big Bud to a younger, primary aged child.

If you have some youth who are interested but are under the age of 16 it would be good to encourage them to be a Little Bud for at least 12 months first so as to learn what is required as a part of this commitment.

In any case, this decision should be a matter of prayer for the teenager, the families involved and the coordinating team.

### **What happens if I have to move or my Little Bud moves from the church or stops attending?**

Firstly, it is important to finish well. If someone is leaving then it is suggested that the relationship be celebrated within the congregation, highlighting all that it has brought to both the Little Bud and Big Bud. Just because one person is leaving does not mean that the connection will end. We would encourage Big Buds to continue to care and pray for the Little Bud with the permission of the child's family. Experience suggests that these types of relationships can form strong bonds that will continue on into the future. It might look different but can still be a significant relationship or connection for this child and his or her spiritual development.

### **I can only be a Big Bud for six months or so, is that OK?**

Anecdotal evidence is emerging that seems to be suggesting the Big Bud/ Little Bud relationship is less than satisfactory and may even be detrimental for periods of less than 12 months. Although things happen in life that mean relationships can't continue, at least the realistic intention of a 12 month commitment should exist before entering into this program.







**Helpful ideas for  
launching Big Buds**



# Helpful Ideas for Launching Big Buds

## Table of Contents

This section contains information helpful for you and your team to get started. The topics include:

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## SMART Goals

The idea of SMART Goals have been around for a long time. It's worth putting this term into your search engine to discover the variety of ways to explain the concept. Typically SMART is an acronym for: Specific; Measurable; Attainable; Realistic; Timely

**S** For a goal to be **Specific** it must answer the various "W" questions: Who ... is involved/ needs to be involved and informed? What ... exactly do I want to accomplish? Where ... is all this going to happen? When ... is all this going to start or take place. Which ... resources need to be gathered and which specific constraints need to be taken into consideration? Why ... are we doing this, what is our purpose?

Example: A general goal would be, "Establish Big Buds in our church."

A specific goal would say:

"We need a Big Buds program to operate in our church to enhance our ability to connect children into the church and a faith journey. We will recruit at least five pairs of Big Buds/ Little Buds in our church by the end of May as part of Stage One of the introduction of Big Buds into our church. Each Big Bud needs the training and can't start without the training and a WWCC Card.

**M** For a goal to be **Measurable** it must establish concrete criteria for measuring progress toward the attainment of each goal you set. It is helpful to ask: How much? How many? How will I know when it is accomplished? A measurable goal gives a team something to aim for. At the end of the time you have set yourself, you will be able to measure whether or not you have realised your goal and then either celebrate or address the issues in order to reset the goal.

Example: "Recruit five pairs ..." makes this a measurable goal.

**A** For a goal to be **Attainable** you will need to establish the feasibility of the goals you set. Will they come true? Do you have the attitudes, abilities, skills, and financial capacity to reach them? Do you have the time and energy given everything else on the team's list? Can you grow, expand and/or recruit to match the attitudes, abilities, skills, and financial capacity required? Can you recruit more people or the right people to make sure your goal is attainable.

Example: Having the passionate person with the right recruiting skills on the team makes this goal more attainable. Also, if there aren't five possible Big Buds and five possible Little Buds in the church then it won't happen ... it can't happen, it is not attainable.

**R** If a goal is **Realistic** it must be a goal that will take you a step closer to achieving your dream. Does this goal take us in the right direction? Is this a good strategy for this time and this place? Have we accomplished anything similar in the past? Are the conditions right in this time and place for there to be a hope of accomplishing this goal?

Example: Parents have been asking for something like this for a while and finding five pairs as a start will help to establish the credentials of such a program in the church. This goal is a positive step. It will take us towards our dream of seeing children well connected into our faith community.

**T** When thinking about whether or not a goal is **Timely** the goal should be grounded within a time frame. With no time frame tied to it there's no sense of urgency. You will not be able to order the priority of this goal against other goals.

Example: "... by the end of May." makes this a Timely goal.

### Check out SMART Goals

<http://www.projectsmart.co.uk/smart-goals.html>

<http://www.topachievement.com/smart.html>

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# Managing Change Creatively in Your Context

There are a number of factors that need to be considered when it comes to overcoming the resistance we often encounter when change is announced. And there's the problem right there. Often when decisions are made and announced without talking to the stakeholders it evokes a range of strong emotions, usually negative, in the ones who will be most affected. The problem is we have failed to manage the change well. Change is always difficult but it is about managing it as creatively and carefully as we can in order to take as many people along with the change as possible with the least amount of damage. The way we do things is as much a reflection on the good name of God as is the outcome we desire..

There are at least 6 factors to consider when thinking about or proposing change.

- 1 Have you identified the change you are asking for and from whom?** Is it in terms of a structural change in the case of a new building or room or the seating? Is it in terms of asking for people to give up a comfort, some spare time, some money or some energy as is the case with a program or a working bee on Saturday mornings? Is it a large or small change and by whose measure? Who are the stakeholders? Who will this proposed change affect? Prayer will help you to see things from God's perspective as well as from the shoes of those who you are asking for change. [Key word: identification]
- 2 Do enough people think it's needed?** In other words, is there a level of unhappiness or dissatisfaction about the way things are for there to be even the spark of will for change? On those occasions where you believe strongly that change is necessary, you will need to sow the seeds of holy dissatisfaction. Of course, in order to do this at all well, bathing this step in prayer in to demonstrate the love of God is paramount. [Key word: holy dissatisfaction]
- 3 Can you outline a clear vision of what you would like with all the benefits of your proposed change?** Even if you outline all the faults of what is happening currently and although it will cause dissatisfaction, leaving it here will be counter productive. Outline your vision clearly and succinctly with all the associated benefits. Formulating this with others using a prayerful process of listening to each other and God is an important underlying foundation for achieving this step. [Key word: Vision]
- 4 Do you have permission from the right people?** Although many might agree with you, politics is such in any and every group of people that if certain people aren't on side with your idea 'it ain't goin' nowhere!' Pray for these people. Pray God's blessing for these people. They may be in official leadership or may be exerting undue influence in your situation. You will need to be gracious, loving and patient in order to sow the seeds of Godly dissatisfaction with such people. Take the time to outline your vision and receive their blessing for your team to take the next steps. [Key word: Permission]
- 5 Do you have a clear plan or strategy?** Even with the best intentions in the world, many will not be convinced of, or give permission for change if you can't outline how it can be implemented with the right balance of substantial forethought, loving grace, clear communication, appropriate celebration, trial runs and contingency plans. It will take prayer and wisdom to clearly communicate your proposed first steps. Acting alone like a bull at a gate may achieve the change you desire but may not produce the good will you need to sustain ministry. [Key word: First Steps]
- 6 Has prayer been mentioned?** Listening to God for God's take on what change is the next best change in the circumstances undergirds this whole process. As right as we think we are, if we are listening to God it is entirely possible, probable and desirable that God will change or modify us or our project in the process. If two or three of you are praying and listening to God and one another in all of this change management then all the better as well. [Key word: Prayer]

If all of these steps are handled well, it is more likely that less people will be resistant to the change proposed. There will always be resistance from some individuals as change is uncomfortable. This process will help ensure you lead the most number of the right people in the desired change.



# Launch Ideas

Let's get started! The project has taken shape, the idea has been introduced and all the necessary steps of recruiting and training have been completed. You have at least five Big Buds linked to five Little Buds and it's time to launch the program into the church. Here are some launch ideas.

## Countdown

Create a countdown spot in your regular church newsletter, email to families, Powerpoint notices on SU, sms to families and Big Buds; bite-sized video clips on data projector ... Big Buds 3 weeks to Launch; Big Buds 2 weeks to Launch; Big Buds 1 weeks to Launch; Big Buds 6 days to Launch; etc.

Link the countdown concept to fliers and notice board posters. Attach countdown stickers to posters.

## Main Points

Devise either a Powerpoint/ Keynote OR a presentation talk using the following main points:

- Building strong connections
- Being Jesus to one another
- Stronger affiliations with the faith community
- Promoting opportunities to share Christ

## Posters/ Fliers/ Images/ Data displays

Use a mixture of the photos/ images taken of your Big Buds, Little Buds and Little Bud families

- show families welcoming a Big Bud into their midst.
- show Big Bud/Little Bud pairings

## Sermon Ideas

Base a sermon on:

- Deut 6; especially verses 4 to 9.  
4 Hear, O Israel: The LORD our God, the LORD is one. 5 Love the LORD your God with all your heart and with all your soul and with all your strength. 6 These commandments that I give you today are to be upon your hearts. 7 Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. 8 Tie them as symbols on your hands and bind them on your foreheads. 9 Write them on the doorframes of your houses and on your gates. (NIV)
- 1 & 2 Timothy; especially those parts offering careful teaching and instruction to one who is younger in the faith.

## Drama

- Role play a skit: showing a conversation with a Big Bud/Little Bud
- Devise a series of cartoon characters that show conversations between Big Bud/Little Bud
- Devise a puppet skit of Paul and Timothy where Paul was his Big Bud

## Testimony

- Ask one or two young adults to talk about older people who were important when they were younger. Sharing this will be an encouragement to Big Buds.

## Devise a parody or a skit

Choose something like 'Talking About My Generation' A Big Bud and a Little Bud team up to answer a couple of questions: e.g. Which platform supports 'Gameboy' - Nintendo, PlayStation or Xbox? (Nintendo) Choose questions that one or the other can answer. Hopefully the point can be made that the Big Bud/Little Bud combination can work together to help, encourage and support relationships in the church.

Another example: What is a country's GNP - Generic Neighbourhood Peace, Gross National Product, or General National Prosperity? (Gross National Product)

## Song

Example : 'You've got a friend in me' from Disney-Pixar's film, Toy Story.



## Creative Responses to Conflict

As a team comes together to dream, plan, strategise, set goals and work towards some outcomes, two things will surely happen. The first is the realisation that the strength of the team is to be found in the different skills, gifts and abilities that come from the diversity of the team members. These differences will also give rise to the second major occurrence in teams: conflict. Celebrate the first with a deal of recognition, encouragement and thanksgiving. Deal with the second, ignore it to your peril, use it to your advantage.

### Storytelling

Always try to begin team times together by telling the stories of where and how the team is making progress. Gather impressions of the team's little wins as well as the keystones of achievement. Find out how people are feeling about this and what they are thinking as a result. It will help the team to appreciate other perspectives and will help to build a picture of how on track the team is. This could also be the basis of prayer and thanksgiving. The other benefit of this kind of storytelling is to highlight how many of these wins fit the strategy the team has come to agree on. If a contribution doesn't fit the strategy, it will begin to be obvious that the story offered is a personal story, can be celebrated as such, and the team can then move on to a team story.

### Issues, Causes, Solutions

When issues arise - even in the story telling part of your team times - make sure they are placed on an agenda for discussion. Much conflict in team can be avoided if time is given to discussing perceived grievances or questions that have arisen. One of the simple strategies here is to make four prayerful steps. Prayer is helpful in each of these steps because at each point there can be some reason for prayer (people who need time to process their thoughts and feelings can do so with God as they listen in prayer; others can listen in prayer and summarise their words into appropriate responses minimising the risk of knee-jerk reactions or wordy responses.)

The first step: "What is the issue here?" This step is clarified further by step two: "Who is this an issue for and why?" The third step (if required): "What are some brainstorming ideas that would bring a solution here?" Quiet and prayerful listening to God just before brainstorming is extremely beneficial here. The nature of brainstorms is to offer suggestions without comment or judgement at this point from others. Sometimes seemingly whacky ideas stimulate a creative solution. Then the fourth step if required, becomes: "What would be a helpful way forward arising from these suggestions?"

Be aware that outcome driven people find this sort of team process a little laborious where an edict would suffice. Process driven people may find edict-driven solutions to conflict frustrating as well. Extremes of both approaches can be the cause of further conflict. Finding the balance is helpful.

Practise these approaches on smaller issues so that when a major issue and cause of conflict arises, some measure of understanding of the process will be present as part of the team's culture.

### Recognising the causes of conflict will often help a team to deal with them as they arise.

Sometimes communication, or lack of it, is the cause. Misunderstandings due to poor listening skills, interpretation, perceptions or not reading the non-verbal cues don't help in this area. One or more people skilled in the gentle art of clarification and summary during the team times will help to guide a team through a minefield of miscommunication. Agendas, minutes, notes, phone calls and emails all help in clear communications.

Another cause is disillusionment. Sometimes the nature of teams means that what a team member thought was going to happen hasn't materialised. There are stages in team life (and in life generally) when something new is birthed and there is a great sense of excitement. Sometimes a new team member has come into the group or a new team leader appointed and the initial honeymoon period promises much. This sometimes gives way to a sense of impatience and disillusionment with structure, processes and lack of immediate results. If this is the case, dealing with the unmet expectations will require some careful negotiation. A new reality of how things may proceed will need time and energy to bring about.

Personal issues of team member's sometimes lead to conflict. Pastoral care of the team before, during and after team meetings can make a big difference. Depending on the size of the team, a gifted pastoral carer with the specific task of following up attendance, concerns, hunches or inklings will help people personally and also help them stay cemented in the team and more able to make a positive contribution. Pastoral care also has the dimension of checking whether or not a person is in the right role. If someone is a square peg in a round hole then this will lead to conflict. Helping people to make any small adjustments or even major changes will help bring about a better outcome for everyone.

### **Conflict can have its positives.**

Dealing creatively with any of the above areas of concern can result in solutions that will benefit the team members and the project. If important issues surface and key issues are addressed with the right people, the outcomes can be beneficial.

### **Some broad hints that help avoid some conflicts.**

Don't be sidetracked into talking about and doing something that isn't the main task at hand. This requires great coordination from someone in the group to keep everything on track. The team leader is not necessarily the right person for this job. They may be the key offender!

Make sure the right team is gathered for the task. Recruit well and thoroughly.

Take time with the whole team to agree on the best strategy to achieve the mission/ project. Set some SMART goals. This means you have something to come back to when things seem to be floundering or if someone decides to head off and do their own thing.

Make sure each team member knows what their roles and responsibilities are. Make time for a coffee or a call at regular times to catch up and make sure things are on track.

Give team members training and instruction as to how to avoid negative conflict. Communication skills are something that can be taught and practiced. Self discipline to read agendas and minutes and to follow up on tasks is a personal responsibility that can become a part of the culture of the team. There is no substitute for pastoral care. General care is the responsibility of the whole team. Crisis can be handled by gifted carers. Role and shape are the responsibility of the team leaders. These expectations can be helpfully and carefully presented to a team in order to encourage their best.

### **Finally ...**

When potentially damaging conflict does occur, there are several approaches. This article can not deal with them all adequately, so type 'resolving conflict' into your web search engine and find a process that works for you in your context. Mostly the solutions suggested fall into three categories: the direct, one-on-one approach; the facilitated/ mediated approaches and the team problem solving (non-blaming) approach. All approaches require high levels of relational communication and negotiation, so sometimes outside help needs to be sought, particularly in the second two categories of conflict resolution.

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## Presentations by Ministry Groups

Ministry groups are strongly encouraged to participate in platform ministry and make their presentations by providing the following:

### Stories

Your life and your testimony to the saving, restorative power of God is paramount! Learn to tell stories of God at work in and through your life and ministry. Present these prayerfully and carefully. Make sure any request for help is clear. Another paper will describe the detail of this section a little more.

### 5 - 8 overheads with very effective captions (15 words or less)

These need to speak to your church family according to what they value. They will be shown during the first part of your testimony. In the examples below, number 'c' is the best caption. It is short, pithy and speaks about what the church, as a whole, values. It gives the meaning to the photo. (Yes, some need to know details, leave that for them to come to the display area!)

- a: 'This is John Dobs standing in front of a DB59, MarkII special! It's a Spitting All-guns-blazing Rooster flour mill engine'
- b: 'Your money paid for the engines that provides the power to operate the flour mill so food can be provided to the poor'
- c: 'Your money provided engines to power the mill in order to feed the poor' (14 words)

### A staffed display table and board in the foyer area

This needs to display photos with captions, brochures, requests for help, information with relevant details about you and/or your helpers. If you need help to do this, you will need to find it well in advance! If people are interested they will come to this display point.

### A summary of your testimony/ stories in the form of a newsletter or brochure

Perhaps this could contain the full transcript of your testimony, with one or two of the photos. Parts or all of this could be used to publish in the church newsletter or as handout from your display table or to be emailed to prayer partners! Ideally this could be published in the form of a newsletter or a brochure and could be an insert into the pews or church newsletter.

### Noting your perceptions

Ask God to help you and/or your team to spot people in the congregation who are interested in what you are saying. Note people who smile, maintain eye contact or show interest. Make a bee line to them afterwards and invite them to respond to your appeal.

### Take an active part in the service.

Multi sensory presentations are to be encouraged; people will be more engaged if it is more than mere words, as powerful as words may be. Children, especially, are engaged by a variety of senses and will remember more if there is something to see, touch smell and/or taste as well as words to listen to. Many adults appreciate this approach as well. Communication will be even more effective if at least a dimension of this can be included.

Humour is also a possibility in telling a story. This could be in the form of a skit/ situational comedy with a teaching point delivering the meaning of your request. Make sure the humour is NOT derogatory or politically insensitive or incorrect. Slapstick humour or appropriate plays on words can work with practice. Watch kids videos to see what works for adults and children alike. Recruit help in this area from your script writers and dramatists.

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# Big Buds Information and Training Event

An information and training event would not need to spend a great deal of time on some of the areas below if they achieved by another means. For example, sharing the vision of Big Buds maybe achieved in a church service, in the brochure or through chatting to individuals and so less time will be needed for this in the event described below.

## A program of information and training needs to cover:

### Vision

- Explore the need and sow the vision for Big Buds in your context. For help in this, refer to the Big Buds Brochure, 40 Development Assets and Next Generation Video and associated pdf file for further presentation ideas.

### Stories

- Share stories of the difference a older friend or mentor has made in our faith journeys.

### Safer People Training

- Outline you church's policy regarding safe practice and safe programming with children.
- If you have a system in your church for training team members in safe practices with children, please refer to and follow this process. For example, in The Salvation Army, Scripture Union's ChildSafe training is used to help ensure safe people and safe programs.
- In any event, the areas you need to address are:
  - why a safety management system is needed
  - the process of appointment for Big Buds
  - your church's code of practice for child safety
  - what to do in case of a critical incident (including definitions)
  - safety guidelines (communication, outings, first aid, water, transport, food)
  - types & indicators; myths and facts relating to the abuse of children
  - healthy, wise responses to abuse

## Team work is fundamental in realising a vision.

Team work helps to ensure a realistic work load for each person where people are able to give of their time, energies and resources in their gift areas.

### Role Descriptions for a Project Team or an Events Team may include:

- **Venue Host:** Find a location that communicates that each potential Big Bud is special and important. Even small things such as a neat, clean, uncluttered room at the right temperature and comfort can achieve this. Find a team member to ensure this. Sometimes there is a person who will offer their well appointed home for your events.
- **Catering Host:** Simple, healthy food and beverages well presented also help to communicate appreciation to people for giving their time to be a Big Bud.
- **Trainer:** Find your most passionate communicator to prepare and facilitate your training. Perhaps different people can be assigned different parts.
- **Technician:** Recruit the 'techo' to ensure sound and visual equipment required is booked, on hand and working and that all sound and visual components are rehearsed and run smoothly.
- **Encourager:** If you can find someone to come along to the event (it may be a participant) to write thank you notes/emails that describe each of the above person's contribution to this ministry then so much the better!
- **Storyteller:** The result of having a reporter at your event could be a range of reports, stories and insights for your Big Buds Newsletter, church web site or newsletter.
- **Coordinator:** Having a coordinator of training events means that all of the above roles are filled and each person is kept well informed and encouraged.
- Make sure YOU are fulfilling the role that is the best fit for you!





**Helpful ideas for  
training Big Buds**



# Helpful Ideas for Training Big Buds

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Some of the thinking, research and philosophy undergirding the Big Buds program is explored in the articles presented below. The topics include:

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## Connecting: The Lesson of the Brick

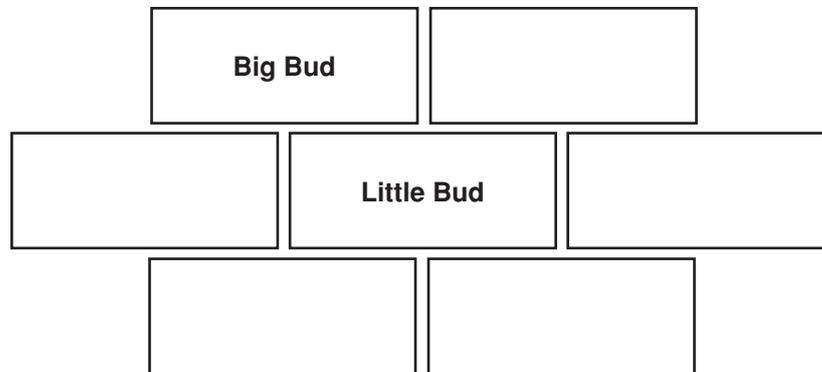
Take a moment to either look at, or picture in your mind's eye, a 'normal' brick wall. How many bricks surround an individual brick? The 'normal' method of brick wall construction means that each brick is firmly cemented into each row and overlapped by bricks in the two other rows, one below and one above. This means each brick is surrounded by six other bricks.

Now imagine a child's name written on a brick and ask yourself, "Who are the six people in key relationships surrounding that child and cementing him or her into the life of the faith community?" It's OK to put the names of a couple on two different bricks if it is true that both people are active in the life of the child but perhaps, for a challenge, it would be better to put a couple's names on one brick only.

Westerhoff<sup>(1)</sup> talks about faith as a pilgrimage through four 'styles' of faith. The first is inherited or 'experienced faith' - a person is born into the faith community or enters it at some point. The second is 'affiliated faith' - a person is established in, and belongs to the faith community. The third is 'searching faith' - a person expresses doubts, critical judgements and experimentation. The fourth is 'owned faith' - a person makes responses showing one owns one's faith for one's self.

The metaphor of the brick cemented into a brick wall pertains to the three latter stages. The challenge parents and the church share is to provide ways for the faith community to be the strongest affiliation in a child's life where the connections will 'cement' or affiliate the child into natural, loving ways of the faith community. This also means that as a child questions faith that they can do so in loving non-judgemental relationships with a variety of people. Then, as a child owns his or her own faith, discipling can happen in and through a variety of mentoring or coaching relationships.

Of course, this requires intentionality. When parents and the church work together to ensure that each child is surrounded by 'six bricks' the exercise becomes one of profound importance in the faith journey of each child. We ignore the lesson of the brick to our peril. As a Big Bud, or as the parent of a Little Bud, you are helping to ensure that one of the bricks is covered.



As a footnote to 'The Lesson of the Brick', the question is worth asking, "Are you cemented into the life of your faith community?" Don't wait for someone to make sure you are. Take responsibility for your own affiliative and discipling possibilities to cement the people around you to help you in the good and the difficult times. Too many people wander away from the church because they don't feel a part of it or they think no one cares. One of the most strategic things we can do is to cement ourselves into the fabric of the church in order to be Jesus to one another and the community around us. Join a study group, put your name on a roster, turn up to a working bee, do tea/coffee or come to a prayer meeting. These activities will not only benefit the church or the community but will also help you to feel and know you are an important part of the life of your church. We all need it. Your Little Bud needs it!

Exercise: Even though most metaphors break down eventually, what are the other parallels that can be drawn? For example, what could the cement represent? What could the levels of bricks mean? Any other ideas?

(1) Will Our Children Have Faith, John H. Westerhoff, Moorhouse Publishing, 2000

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## Children need to Connect, Participate, Engage, Belong & Respond

Churches who regularly research what their members need in order to foster a right relationship with God, themselves and others usually come up with some words along these lines ... “We all need opportunities to connect, participate, engage, belong and respond.”

Most of us would value: connections and relationships made with others; participation in activities and responsibilities to do with ministry and mission; engagement in and around the Word of God; a sense of belonging to a group or team; and the opportunities to respond to the life, ministry and mission of the gospel God has called us to. In this sense ‘connect, participate, engage, belong and respond’ become value words. To the extent we value them is to the extent we spend time, energy, resources, money, structural and strategic thinking making sure they are part of the way things happen.

Now if this is true and can be managed for adults in the life of the church, it is also true and can be managed for children in age appropriate ways. Holding to these values will mean that being inclusive and multi-age will naturally become more and more the dominant culture for a faith community. This is not just for children but children will especially benefit.

Faith communities that make opportunities to explore these values through relationships and programs should discover something that works and is just right for their context.

To underline this point and to express this another way, relationships and activities in a faith community need to help people of all ages connect, participate, engage, belong and respond.

- CONNECT:** Activities we are involved in (celebrating worship, learning, social and mission times) will model and teach appropriate and loving relationships to one another, cementing participants into the structure of the community. Healing and teaching will often be needed to enable this especially in the areas of encouraging and healthy communication.
- PARTICIPATE:** Activities and relationships will mean involving a wide variety of people together in skill and gift areas; calling forth cooperative contributions; learning to deal with unmet expectations and conflict.
- ENGAGE:** Our activities and message will be delivered through a kaleidoscope of appropriate, creative, colourful, multi-sensory, multi-learning - but not gimmicky - approaches that result in thoughtful and/or heart-felt responses to the Word of God.
- BELONG:** Ownership and shared vision is fostered; members’ rights and responsibilities are encouraged; inter-dependent relationships emerge and are celebrated; growing leadership is cultivated.
- RESPOND:** An environment where every response towards God is affirmed and celebrated in appropriate ways; children and adults are trained to see the range of possible responses and to prepare for and invite such responses in the course of all of the above processes; inviting and helping children to follow and be like Jesus is at the heart of our mission.

Whatever the idea or event designed to achieve one or more of these, the challenge is that they are all to be bathed in prayer; all to be conducted in God-honouring ways; all to be in partnerships between the families and the church; and all to be conducted across the life of the church, not just in a kids program.

Have a go. Design something that will help express one or more of these values.

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# Sharing Your Story/ Testimony

When you are given the opportunity to share a story/ testimony there are a couple of important things to remember. The first is that the primary purpose of testimony is to edify, uplift, teach by example and encourage the church family through your story/ testimony.

There is no doubt about the power of a person's witness to the saving and restoring work of God through Christ; it is an encouragement and an inspiration to others. To witness something of God's work in your own life or someone who is close to you, and to bear witness to that with some great storytelling is a helpful contribution to the faith community.

There are at least two types of testimonies. There are those of individuals sharing the story of what God is doing in and through their lives. And there are those of ministry groups who want to share what God is doing in and through the particular ministry group. In either event, telling the story simply and effectively may be enhanced by understanding some of the principles of storytelling. These is not covered in this article but is well worth investigating.

Personal testimonies may vary in response to a range of questions but a helpful set of questions to follow would be:

- What is your experience of God?
- What are examples of this?
- How is God at work in and through your life?

Usually a testimony from someone from a ministry group will be their well-thought out, prayed though, truthful and brief testimony along the lines of one or more of the following questions:

- How is God at work in and through you (and your ministry) to grow your faith and the faith of others in the Lord Jesus Christ? Just one or two very brief stories (3 mins max!)
- What is one key scripture that speaks to your heart and encourages you in your faith/ministry & why? Avoid delivering a sermon here - simply share its meaning to you! (2 mins max)
- How can the church serve/ help/ encourage you and your team?  
Be very specific. (2 mins max)

The primary goal is to serve the church family by the giving of your testimony. It is a secondary outcome of this that a particular ministry area is promoted. It is more important to glorify God than to glorify the ministry. What God is actually doing in and through you and your ministry is more important to hear about than what you actually do or hope and pray for. Having said this however, if you fulfil the primary goal of the testimony, the second goal is covered anyway.

Example:

- a. "I was thrilled when God used me to share my faith with 'Sally'. It encouraged my faith but she has since told me it especially encouraged her faith ... I was scared stiff but I sensed God giving me the courage and the words, and it's great to see her here this morning as part of our celebration"
- b. "In our ministry, our prayer is that people will come to know the Lord and help them to grow in faith."

The first informs, encourages and gives God a good name. The second is a motherhood statement that merely informs us. Save the second one for the handout brochure.

## Ministry Groups are strongly encouraged to serve!

One suggestion here is to demonstrate your group's willingness, capacity and ability to serve your church family in some way as part of the celebration of worship on the morning of your testimony. This could vary from leading a segment of worship to providing an item; from hosting a morning tea to bringing the Bible reading ... the possibilities are endless here.

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## Creative Ideas for Big Buds

To connect with your Little Bud, the list of creative ideas is endless. It is important however to ensure that your creative choices are bathed in prayer: “Dear God, what is the next best idea that would be just right for my Little Bud?” Please ensure that your choice is appropriate. If there is any doubt, either don’t do it or check with your Little Bud’s parent/s.

- Birthday card/ SMS/ message ... diarise this now!
- A smile. Always light up when you see your Little Bud. This is the cheapest yet MOST effective gift you can deliver. Make sure the smile is genuine. If not, pray for the Love of God to shine through you. Speak to them at eye level. Kneel or sit to talk to them.

Note: Sometimes these first two ideas of how to connect in with your Little Bud is all a Big Bud can commit to. If so, thank you. This, in itself, is huge. Be consistent and careful. If time or energy permits, some of the following ideas may help.

- A letter/ note of encouragement. Say what you like; what you think or feel; and what difference it makes.
- A phone call to let them know you have been praying for him/ her. Pray for him/ her.
- Question: Tell me about your friends at school? What makes a good friend? Who are you a good friend to? How can they tell??? Encourage and listen to their responses.
- Question: Tell me about your teacher/s. What makes a good teacher?
- Don’t ask heaps of questions all in one go; it will feel like an interrogation rather than interest.
- Question: If you were to say if you were “Very close to God”, “Sort of close to God”, or “Not really close to God at all” which would you say? Why? What does being close to God mean to you?
- Question: Tell me about your pets please. What are they like? How do they act? What’s involved in looking after them?
- Invite the whole family of your Little Bud to a meal. If you don’t have a house, ask someone to host you and the family and build the connections with them as well.
- Send an email. Agree with the parent/s of your Little Bud to always c.c. them in on every email including the replies a child gives.
- Go on an outing. Combine with another Big Bud/Little Bud to help create a sense of party!! Always meet with your Little Bud in a public space and with others. This is covered in ‘safe person’ training but always bears repeating.
- Have small encouragement gifts for your Little Bud at church. A button badge, a sticker or what ever works for your Little Bud.
- Never be derogatory, not even in jest. Don’t ask of them more than they can deliver.
- Learn the art of apology. This is because most adults always seem to manage to muck it up and break a trust somewhere along the line. We will need to work at restoring the relationship if at all possible. Even if restoration is not possible, you may be able to say sorry, ask for forgiveness and make it up to them in some way.
- After you find out what their favourite TV show is, make the time to watch it and at least devise some intelligent questions. Ask a child to explain aspects of it to you. This approach can be applied to computer games; sport teams, foods, activities, magazines etc.
- Attend a sport match, recital or whatever your Little Bud is involved with. Perhaps you can go with the parent/s or even act as a back up in case a parent can’t attend.

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## Children Come in Families

There are many ways to connect with your Little Bud: when at church, phone call, email, card, special outing, other church events, visits etc.

You must keep in mind when mentoring your Little Bud that they are part of a bigger family. There are other people and relationships that will impact who that child is and their view on life. It is good to see the child for who they are individually but it is also important to see them in light of the other significant relationships that make up who they are.

Take time to know the make up of the family unit. Who lives in the family home? Is there only one family home or does the child spend time outside of the main family home with another parent? Who are the other significant adults in this child's life? What other extended family members spend significant amount of time at the family home or with the child?

What are the special things about the family that your Little Bud is in? What are the traditions they have or participate in, what are the values of the family? Take time to hear and learn about this, make mental notes so as to value the family and what is important to them. This is where you can great impact not only with the Little Bud but also with the rest of the family.

Take time to understand all those who live in the family home, who they are and how they impact and interact with your little bud

Have conversations with members of the family

Take the time to build a good relationship with the family as well as the Little Bud. Always keep them informed with what you are doing and planning with your little bud.

The parent/s can help you to understand your Little Bud and how you can help meet their needs to the extent you are able. It may also give you the opportunity to encourage the parent/s in discipling the child and possibly the opportunity for input into this process.

Take time to think about what you are saying about 'family' when connecting with your Little Bud. Are you supporting the idea of family, are you speaking about it in a positive way? Are you helping them to be positive about being involved in their family? Don't become competitive with the family or build a wedge where the child would prefer to be spending time with you and not with their family.

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## Resilience

Some interesting research has emerged recently that underscores what we probably already knew. The research comes out of Search Institute ([www.search-institute.org](http://www.search-institute.org)) under the topic “40 Developmental Assets® for Adolescents (ages 12-18). This can be downloaded in pdf format from ... <http://www.search-institute.org/node/15>

Identified in the research are 40 ideas or assets that, if present in a young person’s life, provide the building blocks for healthy development. It is asserted that these will “help a young person grow up healthy, caring and responsible.” Growing in this way will help young people be resilient as they face life’s challenges. Check out the full discussion at the web sites referenced above. In a nutshell, children and young people need:

- Support
- Empowerment
- Boundaries and expectations
- Constructive use of time
- Commitment to learning
- Positive values
- Social competencies
- Positive identity

While secular in nature, this research shows that normal, caring relationships with other adults is helpful and healthy. We can confidently assert that the Big Buds program is strategic in providing support for healthy development. Being in a helpful, positive relationship with adults other than parents will be a key factor for growth in some of the other areas as well.

Any healthy relationship is underpinned by mutual trust. The safety and care of each person is foundational to any healthy growth in that relationship. Even when mistakes are made, it is not the end. We can learn and grow through failures with the help and grace of God and others. We can apologise and discover forgiveness.

Once a trusting relationship is established key messages can be received, believed and relied on as the truth. The more credible and reliable the adult surrounding a Little Bud, the more likely s/he will believe the message of how special, loved and important s/he is and how real God’s love is for him/her. In the midst of strong relationships with others, the message of how we can also belong to God and follow God’s ways and purposes for our life is more easily demonstrated. Other issues such as values for living, competencies, self esteem and positive behaviours can also be more easily addressed in the context of a safe relationship.

Be encouraged Big Buds. You are playing a very important role!

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# Nurturing Faith in the Home and in the Church

## Adapting an old African saying - Villages raise children, faith communities make disciples.

It would be wrong to say a parent is solely and completely responsible in the raising of a child ... socially, academically, spiritually, emotionally or physically. It takes a 'village'. Neither can a parent abdicate their responsibility to that 'village' and its wide variety of groups (such as a school, a church or a club) to raise their child to maturity. It is equally wrong for any one or more of those 'village' groups to assume the responsibility for nurture a child and to say "leave it to us". Working out what shared responsibility looks like and how partnership works in practice is the issue.

Of course, in dire situations children are removed from the home for their safety. In these cases there is a breakdown in the sense of shared responsibility between the parent/s and the 'village'. Where one or both fail, the outcomes can be very damaging.

This raises the interesting issue regarding the faith-nurturing role of the home and the church. It begs the question, "Whose responsibility is it to make disciples?" The answer has to be, "It is a partnership of parents and the church!"

When it comes to nurturing faith, this idea of partnership has some interesting implications. Sometimes churches have provided programs of a nature that give the sense to parents they can leave it up to the church to give a child all they need for spiritual development. Churches haven't resourced parents to play a part in the faith nurturing of their children. Parents can feel inadequate in this area for a variety of reasons and may have become happy to abdicate their responsibilities for Godly discipline and faith nurture to the church. When things go wrong, the blame game begins.

## 'Orange ministry' is about exploring ways to establish and resource partnerships between parents and the church.

In recent years, a concept of 'orange ministry' has emerged.<sup>(1)</sup> Simply put: Is your ministry with children and families ... a strong, vibrant RED + YELLOW = ORANGE ministry?

RED ... the colour of the parents' spiritual leadership, faith nurturing and discipling of their own children  
+  
YELLOW ... the colour of the church's invitational and discipling ministry with children and families  
=  
ORANGE ... working together to strengthen both the roles of parents and the church; synergy

## Affiliated Faith

Another way to look at ministry with children and families is to consider the writings of Westerhoff.<sup>(2)</sup> He describes faith as a pilgrimage through four 'styles' of faith. Faith is first **experienced**. This is true when a child is welcomed into a faith community from birth or the welcome they receive at their first times entry. Then there is a belonging stage when a child is **affiliated** with the faith of the home and the faith community. Following this, a child takes steps through a **searching** stage before taking personal responsibility, with the help of the faith community, to **own** their faith for themselves.

Following this pattern, the partnership of the home and the church needs to be such that, in each of these 'styles' of faith, the relationships, activities and programs actually help, not hinder faith development. Regarding **affiliated** faith ... what if parents and the faith community were working in partnership in such a way that the faith community was the strongest affiliation in that child's life? Would a child be more or less likely to transition to an **owned** faith, a faith where they felt and knew they belonged?

The call to parents and the church is to continue to work out helpful, strategic partnerships to nurture a child's faith.

(1) Use the following two links to begin to explore this topic further ... <http://www.orangeleaders.org/>  
<https://secure.rethinkgroup.org/store/product.php?productid=611>

(2) *Will Our Children Have Faith*, John H. Westerhoff, Moorhouse Publishing, 2000

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## Faith Development in Children

Faith begins with God, the author of faith. Our God is King of kings and Lord of lords. Our God is Father of our Lord Jesus Christ of Nazareth. Our God is God of miracles. At any moment of time and at any place, God does and will break into people's lives in amazing ways. One of the ways people have tried to understand a faith journey has been to devise linear approaches to understanding this. This has been helpful to a point. In the same way we have linear orders of service, program outlines, and structure on paper for various responses we also have 'faith stages' as outlined below. God will use these linear approaches and it is important to affirm that God will also work outside of them and even in spite of them sometimes.

Understanding linear approaches to life and faith form part of our skills and knowledge base. Primarily though, we need to rely on God, listen to God and partner with God in the work he is doing in our midst and in the lives of children, young people and their families.

The thoughts below have been gleaned from experience and from a very helpful summary of a large body of knowledge concerning the spiritual development of children found in *Post Modern Children's Ministry* (1) Well worth a read!

To develop this further, we ask the question, "What spiritual truths do we want to sow into the lives of children?" Grouping our wide and varied responses to this question and ordering them to correspond to the learning regarding how faith develops in stages, means we can more effectively communicate and revise our ministries.

### Spiritual Truth: God is trustworthy.

Writers suggest that a child's faith development journey starts at conception or at least at birth. Spiritual development is intertwined with all other developmental areas of a child's life, and must be addressed to ensure successful navigation of with all areas and at each 'stage'. It is at the earliest stages of a child's experience of life that the concrete experiences of 'trust' and 'people in whom they may trust' will form. This will dramatically influence their understanding later in life of a God who is trustworthy.

**Application:** Our facilities, programs, behaviours and relationships need to be safe and trustworthy.

### Spiritual Truth: To God, you are lovable (worthy of love), special and important!

We fail to communicate this truth when we, as adults, cast doubt and shame in a child's life. We manage to do this almost unwittingly when we fail to encourage and affirm a child in all that they are capable of doing. Children see adults as 'all-knowing' and 'god-like' so when adults expect too much, children may feel they have let us adults down, this may sometimes sow doubt or shame in a child's sense of self. This can also happen when we fail to take into account their ages and stages of development.

**Application:** Encourage and affirm children in their successes. Challenge, help and encourage learning through the risks and the failures. Do not berate failure. Make godly character the goal of godly discipline.

### Spiritual Truth: God is love!

A young child thinks in concrete rather than abstract terms. When an adult says, "This is what it is to love one another" or "You are being kind to your sister", a child accepts the comment and 'banks' it for the day that he or she will understand this concept. Love is experienced and named a long time before it is understood; keep linking the concrete expression to the abstract idea of it. Another important note is that God expresses God's love partly in and through a sense of belonging in families and communities.

**Application:** Celebrate God's love! Talk about it! Gossip it! Tell stories about it! Bank it! Help children to belong and feel connected to their faith communities; talk about this connectedness and sense of belonging as a experiences of God's love.

### Spiritual Truth: We can't earn God's love.

In primary years, children begin to discover what they are good at and may be affirmed in their learning style and special gifts and abilities. If this doesn't happen there will be an increasing sense of failure, frustration and guilt. It's also true that we are in the midst of a society that increasingly expects and deems as necessary a range of competencies.

In terms of children's spiritual development, we must also begin to sow into their lives what the Bible teaches as necessary - which is often in stark contrast to the competencies valued by society at large. Loving God, self and others, loving mercy, working for justice are not often listed as values of our society. Building on the truth that God is love and by adding concepts of mercy and justice is an important development in our children. It's worth noting here that all the above stages need to apply and in place in order for this stage of development to be negotiated well.

**Application:** Teach and explore the concept of sin in the context of this wider picture of God's love, mercy and justice. As parents and children's workers, help children to take steps and make choices in following Jesus.

### Spiritual Truth: We can belong to God and God's family.

Preteens are on the lookout for role models and mentors who have stories of faith (their own and the Bible Story) that demonstrate the experience of belonging and connection to God. Children will bring sustained, insightful and deep questions to these faith stories. A sense of belonging is adopted after a process of hearing it, seeing it, experiencing it, 'banking' it and then claiming it as their own. They may inherit this notion of belonging from their parents until they eventually embody it for themselves through a process of questions, decisions and choices on the basis of their own experience..

**Application:** As parents and children's workers, don't be shocked at any question that seems like a child might be doubting their own or someone else's faith. In an affirming, loving and gently way, help a child to understand why they are asking these questions and to explore the answers with them. Help one another to identify and address deficiencies in the earlier stages of a child's spiritual development.

### Spiritual Truth: God is worthy of our worship.

If children have learnt or experienced the antithesis of any of the above, they will more than likely leave their faith community. They will vote with their feet. They will make choices away from 24/7 worship of God. Also, if children are not participating in or a not engaged by our celebrations of worship they will more than likely leave. If children are just sitting around waiting to leave to go to Kids Church when they no longer fit Kids Church we will risk losing them.

**Application:** Find appropriate ways to include children of all ages (including babies) in our expressions of corporate worship. It is where they will best learn to worship God together as God's family. Do this in ways that take into account all of the above stages of spiritual development.

### Further notes

For those children and adults who have missed out in developing in any of these stages or have not negotiated any of them particularly well, the grace of God is such that we can move into healing and shalom with Holy Spirit's help. Even in ministry with children and young people we are able to meet the deepest longings and needs as we journey, learn and grow with children, young people and their families.

The word 'shalom' is a Hebrew word that is often translated as 'peace' but has a far richer meaning to do with 'Nothing missing! Nothing broken! Full supply!'

In terms of relationship with God and faith in God, it is our prayer for every child and every adult to know the sort of peace that comes through a 'Nothing broken! Nothing missing! Full supply!' of all that God has for humans in just, right relationships with God, ourselves, others, our history and our environment.

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# Worshipping with Children

To call a celebration of worship 'multi-age' or 'inclusive' doesn't just mean to have a group of people who are different ages turning up to be all in the one spot. When people with a variety of expectations are present together for worship the conflict of emotion and thought can leave us with a negative experience. Often our memories of such times haven't been that positive. Gimmicky, disorganised and performance are words that may spring to mind.

The understanding of the 'multi-age' dimension of worship has progressed much in thinking, ideas and practice in recent years in order to address many of the issues that may have created negative reactions. If our experience has been positive, careful work will reinvigorate and refresh our vision for worshipping with children.

But before we get on to the 'multi-age', inclusive part, it will be helpful to have a look at the 'worship' part.

## What's your definition of 'worship'?

One possibility is that 'worship' is the giving of worth and honour, respect and adoration to an object or someone. This means that if we worship God, we give God his worth in the way we live. If we live unholy lives we show that we do not think God is worth much. We give worth to God as we live, think, act and respond in ways that are pleasing to God. True spiritual worship of God is living with God in each moment of each day with the Holy Spirit guiding, teaching and encouraging us at every turn and in every thought. In this sense, it doesn't matter at all which mountain we worship at or church building we worship in.

Many Christians understand that, as humans, we are made for community. Community with God as well as with others ... and that God's community is made for us. Looking at Jesus' example and teaching we understand that God's community is to exclude no-one. Everyone is special and welcome. As Christians we also understand that we are asked to come together to be community in a particular way, that is, to be 'the Church'. In doing so, we are asked to cooperate with and be empowered by God to give a pretty good snapshot of Jesus to those who get to see or experience us. One of the things we do as we come together is to celebrate our individual worships in a corporate, communal way.

## Multi-age

With all this in mind, let's have a look at the 'multi-age' bit. \*'multi-age worship' or 'inclusive worship' then refers to the activities of worshipping people who come together to celebrate their worship. They are people who are:

- of all ages
- of all stages of faith, growth, intellect
- of different cultural, socioeconomic and educational backgrounds
- of a wide range of learning styles, personalities
- of a variety of needs, skills, gifts, ministries.\*

Reflective exercise: Think of five very different people in your church and ask yourself if you do any of the following things with them.

- share life together
- grow together
- learn together
- celebrate together

An inclusive, worshipping faith-community would be experiencing many if not all of these attributes. You and those five very different people would experience some specific age or stage related activities ... a youth group, a band or mission task group for example ... but there would also be significant opportunities for sharing, growing, learning and celebrating TOGETHER.

With this outlook, being inclusive will become more and more the dominant culture for a faith community. It may be expressed in variety of ways that are just right for your context but such activities will help participants worship together in meaningful ways in order to:

- celebrate faith and life
- deepen relationships with one another
- explore facts, ideas, meanings
- express attitudes, beliefs, opinions
- help each other and others grow in Christian discipleship.

Together, a faith community would be exploring these things in the context of:

- celebration of worship
- inclusive learning experiences
- mission to the community
- social events
- family camps

Do you happen to know any church congregation who has achieved all the above? I don't! Sometimes I even drive away from church on Sunday mornings wondering if it's all just too hard. So that's where the love and the grace of God comes in. Always, God is in our midst accepting and loving us and desiring the best from us as we learn to be Jesus to one another and to our community around us. Always, God is there in our midst helping us, empowering us and guiding us by the Holy Spirit to be 'The Church' and to take the next brave step ... what ever that next small step may be. Always, God is gently commanding the Church to follow a path of life and service after the pattern of Jesus. God is in it with us!

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## Engaging Children in the Bible

Imagine any or all of the following taking place over the course of a few weeks in the life of a group of children or particularly for one child on your heart:

- hearing a Bible story well told with facial and body expression
- being invited to help present this Bible story to others so that they can dig into it, understand it, love God more and follow God's ways for their lives more closely
- responding positively to participate and contribute to the life of the faith community
- bringing the drama of the actions (verbs) and emotions (feelings and thoughts) of each section of the Bible story to life using one of a variety of dramatic, visual or performing arts, e.g. drama, drawing, animation, pipe cleaner figures, clay models, Lego, toys, music, song, fun, play etc.
- wondering about different aspects of that action/ emotional moment from the viewpoint of the original characters in the story
- responding to the invitation to wonder with answers, stories and examples of their own
- doing the work of drama/ visual art and having it captured digitally for presentation to others at a later date
- editing and highlighting aspects of the digital presentation with more wondering questions
- previewing the finished result providing opportunities for a variety of responses
- receiving a version of their work and some of the questions/ responses in paper or digital form - on a CDROM or a booklet
- presenting the Bible story to others along with the insights gained along the way
- helping adults to see that children have theological insights too
- responding to the Word of God in their life
- repeating all of these steps with another Bible story with a group of mixed ages, stages and life experiences
- spending time on a Bible story in a variety of ways (rather than one week on one story before quickly moving on to the next)
- responding to the invitation to be friends with Jesus and belong to God
- being affirmed and led in those responses towards God

When we only attempt step one (above), we limit the possibilities of children engaging with God's word and allowing it to impact their lives. We often move too quickly to the next activity. Next week's program often means a different Bible story.

Many of the other steps require hard work, prayer, preparation, training and sometimes recruiting a team. Sometimes many of the steps are not possible in a particular context however with some effort, more opportunity could be sought and more steps may be made possible.

Becoming a great storyteller is only the first step, not the last step. Learning how to phrase engaging "I wonder ... questions is the second step, not the last step. Find the passion, learn the skills, pray for the outcomes you would love to see.

### What does a child engaged in The Bible look like to you?

We would love to see a greater engagement of children with more of these steps prayerfully and carefully implemented. Each child is different so engagement could look like one of a number of things: a greater desire to be in relationship with us; wanting to help others; finding their part in either the preparation or the presentation; realising the 'presentation' is ministry not a concert; wanting more; a sense of greater affiliation with the group they are actively involved in helping; responding to questions; more eye contact; more smiles and laughter; more satisfaction; more questions; wanting to spend more time out of 'normal time'; greater contributions of ideas and what to do next; deeper responses; less bullying; less fidgeting; less boredom shown by less behavioral issues; children listening to one another and praying for one another. Add to this list. Ask a parent what engagement looks like for their child.

[© Phillip Day & Scripture Union Victoria, 2009 ... [www.midst.suVIC.org.au/phil](http://www.midst.suVIC.org.au/phil)

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## **Big Buds Resource File**



# Big Buds Resource File

## Notes

### Licence

Anyone may access this Big Buds Manual and the Big Buds Resource File in order to determine if the Big Buds program is suitable for their context. To run the Big Buds, however, you will first need to obtain a once only set up licence for each location.

A set up licence also includes your first year's subscription to web and newsletter support. There will be a smaller subscription sought for this continued support in subsequent years.

Congregations or groups coming under The Salvation Army may obtain the Bug Buds Resource File and a set up licence from *Email: [tracey.davies@aus.salvationarmy.org](mailto:tracey.davies@aus.salvationarmy.org)*  
All others will find detailed information on how to proceed at [www.midst.suvic.org.au/bigbuds](http://www.midst.suvic.org.au/bigbuds)

If a page or section of the Big Buds manual is marked [FreeShare ...] this means it may be photocopied or printed as is and must continue to show the complete [FreeShare ...] paragraph indicating copyright, authorship and terms of use. Extracts of text may also be used in Big Bud Newsletters and related training materials. It also must show the [FreeShare ...] paragraph. Articles, text or graphics may not be used for profit without permission from the authors.

### Links in an active PDF

If you are viewing this document as an active PDF, clicking on interactive text denoted by *dark blue, italic, text* will link you to a relevant page or section of the Big Buds Manual or even your email or web browser.

*[TOC]* indicates a link to the Table of Contents of the section you are browsing

*[top]* indicates a link to the main Big Buds Manual Table of Contents (pages 4/5)

Try it!

## Table of Contents

### Big Buds Resource File

This is presented as a CD of digital files including the PDF Manual, Resource Templates and Resource Graphics listed below. Many of the templates are shown as images in the pages that follow however Templates on the Resource File are provide in a variety of styles and formats for you to open, adapt and print for your context. Templates and graphics may be used in compliance with the licencing information contained in the notes section of each manual.

### Big Buds PDF Manual

This single, interactive PDF Manual will be your guide for administering Big Buds in your context. The PDF Manual contains the following sections:

- Introduction
- Help for launching Big Buds in your church
- Help for training Big Buds in their role
- Big Buds Resources Index with examples of different graphic styles.

#### Important Note:

Print off as much or as little of the PDF Manual you need to get you started.





## Big Buds Resource Templates

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Apart from T18, examples of each template are shown in the pages below in the various graphic styles. All templates are provided for you to adapt to your context. They may be found on the Big Buds Resource File along with hints on how to adapt a template in the 'Read First' pdf - or see page 70.

## Big Buds Resource Graphics

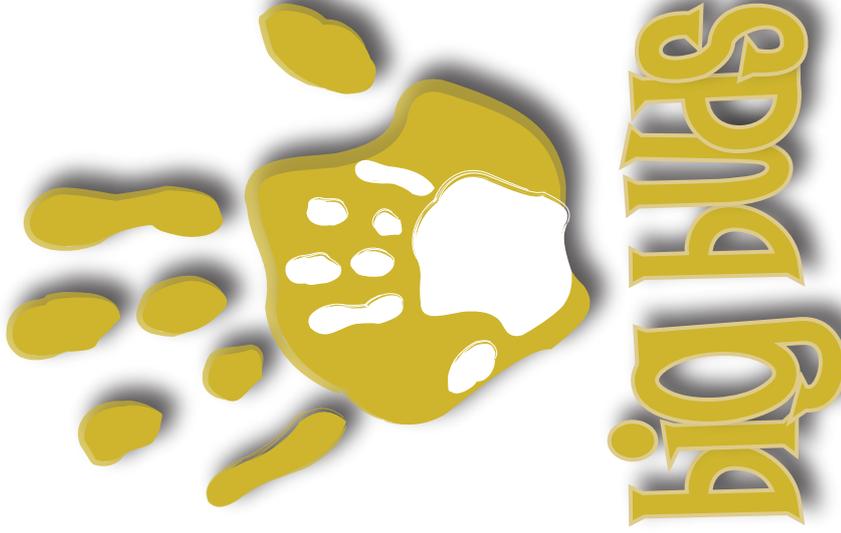
Graphics of logos in a variety of styles are provided as part of the Big Buds Resource File. These may be found in the Graphics folder.

Each graphic file is coded with the letter G prefix. For example, 'GA HW red.eps' is the red logo in StyleA (A) showing both the hand (H) and the words (W) 'Big Buds'. in a .eps format. The letters Ho' indicate the graphic is an image of the Hands only. See page 69 for complete details.

Different graphic formats are provided in some cases as indicated by the extension e.g: .jpeg

The Big Buds Resource Graphics are provided as part of the Big Buds Resource File are not for use for any other purpose other than Big Buds.

# T01 Big Buds Brochure



[name of your children and families ministry]

[Name of your church]

[logo placed here or at top right]

**Note: T01A~Brochure can be found as part of the Big Buds Resource File.**

StyleA (shown) features the use of a red and gold version of the logo & headings in 'surf safari' font.

StyleB features a white logo on a variety of coloured backgrounds & headings in 'surf safari' font.

StyleC features a red logo in white space or a white logo on red & headings in helvetica/arial font.

All templates are provided in the following formats: Apple~InDesign, Apple~Pages, PC~MSWord & others.

[Logo]

## Church details

[Name of Church]

[Location]

[Postal]

[Contact phone/ email/ web site]

[Big Buds Coordinator]

[Coordinator's contact details]

[Church vision statement]

Big Buds The Salvation Army 2009



- Children need to have significant adults in their life, as well as their parents, that intentionally connect, engage, and care for them.

- Villages raise children, faith communities make disciples.

## What is BIG BUDS?

Big Buds is an intentional mentoring and discipleship initiative aimed at engaging children in significant relationships with adults outside of their own family.

## What does it LOOK LIKE?

A Big Buds mentor intentionally engages in conversation with their child. They take the time to listen, send letters, cards, emails, make phone calls, remember significant events such as birthdays, tests, sporting events, and promises to regularly pray for the child. Each Big Buds partnership may look different, as they will be tailored to the individual child's personality and needs.

A 'My Big Bud Passport' (Information Card) is supplied to both the child and the mentor. This includes a photo, and space for important information to be recorded, such as birthday, pets, hobbies, and special things.

## SAFE PEOPLE REQUIREMENTS

God values children and can be completely trusted. In all we do and in all we say we want this to be clearly communicated to children. We want to ensure that all our people and programs include the highest level of care and trustworthiness for all involved. All mentors involved in Big Buds must comply with your denomination's standards for working with children.

## The Research behind Big Buds

The Search Institute (1) identifies that to help young people grow up healthy, caring and responsible, certain building blocks or 'assets' are required. In total, forty assets are identified. As a Christian community, we are able to provide many of these required building blocks, in partnership with the child's family and school communities, such as the examples below.

Big Buds is one way that we can help develop a child, specifically addressing the areas of:

- A child receiving support from adults other than his or her parent(s).
- A child feeling valued and appreciated by adults in the community.
- Adults modelling positive, responsible behaviour.

In partnership with other children's ministry initiatives at your church, we believe that Big Buds is one way that we can intentionally mentor children through connecting, engaging and caring for them in a way that matches their developmental stage and individual personality.

(1) Search Institute ... 40 Developmental Assets for Middle Childhood. Available internet ([http:// www.search-institute.org](http://www.search-institute.org))

## Response Form

If you are considering being a Big Buds mentor, would like your child to be connected with a Big Buds mentor, or would just like to chat further to someone about Big Buds or children's ministry in general, please complete this form and hand to a children's ministries leader or post to the church address. Please feel free to add your questions or comments.

- I'd like to chat more about Big Buds
- I'd like to become a Big Buds mentor
- I'd like my child to be part of Big Buds
- I'd like more information on [your church's name] children and families activities
- I'd like more information about [your church's name]

Name of adult:

Name of child:

Address:

Contact phone/s:

Email:

### Church details

[Name of Church]

[Logo]

[Location]

[Postal

[Contact phone/ email/ web site]

Big Buds Coordinator: [Big Buds Coordinator's name]

[Coordinator's contact details

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## T02 Implementation Checklist

- Become familiar with the abbreviations and terminology used in this manual
- Attend or host an information/ training event in your region ...
- ... OR ... Read this manual thoroughly
- Assess the need
- Start with a team
- Make sure you and your team have a clear vision
- Set the strategy
- Set some SMART goals and devise a time-line
- Manage change
- Adapt and produce the Big Buds brochure
- Prepare your proposal to the church leadership
- Prepare a budget
- Present the proposal to your church leadership
- Launch this proposal to your church
- Develop a data base
- Adapt a privacy policy for your use
- Run a Big Buds training & information event
- Know the requirements for working safely with children
- Recruit your minimum number of Big Buds and Little Buds
- Match Big Buds and Little Buds
- Adapt and send out letters to Big Buds, Little Buds and families of Little Buds
- Run additional training events as required
- Celebrate the exciting start of Big Buds once it has lifted off
- Communicate how this program is going by sharing stories on a regular basis
- Newsletters
- Special events that celebrate the stories and the progress
- Continue to provide training and information for Big Buds



## T03 Implementation Time Line

Due Date	Person/ group responsible	Item	Date completed
		Become familiar with the abbreviations and terminology used in this manual	
		Attend or host an information/ training event in your region ...	
		... OR ... Read this manual thoroughly	
		Assess the need	
		Start with a team	
		Make sure you and your team have a clear vision	
		Set the strategy	
		Set some SMART goals and devise a time-line	
		Manage change	
		Adapt and produce the Big Buds brochure	
		Prepare your proposal to the church leadership	
		Prepare a budget	
		Present the proposal to your church leadership	
		Launch this proposal to your church	
		Develop a data base	
		Adapt a privacy policy for your use	
		Run a Big Buds training & information event	
		Know the requirements for working safely with children	
		Recruit your minimum number of Big Buds and Little Buds	
		Match Big Buds and Little Buds	
		Adapt and send out letters to Big Buds, Little Buds and families of Little Buds	
		Run additional training events as required	
		Celebrate the exciting start of Big Buds once it has lifted off	
		Communicate how this program is going by sharing stories on a regular basis	
		Newsletters	
		Special events that celebrate the stories and the progress	
		Continue to provide training and information for Big Buds	



# T04 Data Base

## Sample information and notes

The sample information given below is also available in the Big Buds Resource File as spreadsheet files in MSExcel/PC and Numbers/Apple formats. The headings below may also be used to create data bases in other software packages.

### Little Bud Information

Little Bud (LB),LB Parents,LB Family Name,LB Address,LB Suburb,LB Postcode

Sample: Aaron,Joe & Jane,Typical,555 Holywood Road,Tambellup,5555

### Big Bud Information

Big Bud (BB),BB Family Name,BB Address,BB Suburb,BB Postcode,BB Email

Jack,Spratt,99 Hundred Drive,Tambellup,5555,jackspratt@bigmailhotpond.com

### Administration

Police Check Date,WWCC Number,WWCC Expiry,Childsafe Training,LB/BB

photo taken,LB Passport sent,BB Passport sent

19-Apr-07,00255555-01,5-Aug-12,October-09,Yes,Yes,Yes

Little Bud (LB)	LB Parents	LB Family Name	LB Address	LB Suburb	LB Postcode
Little Bud Information					
Aaron	Joe & Jane	Typical	555 Holywood Road	Tambellup	5555

Big Bud (BB)	BB Family Name	BB Address	BB Suburb	BB Postcode	BB Email
Big Bud Information					
Jack	Spratt	99 Hundred Drive	Tambellup	5555	<a href="mailto:jackspratt@bigmailhotpond.com">jackspratt@bigmailhotpond.com</a>

Police Check Date	WWCC Number	WWCC Expiry	Childsafe Training	LB/BB photo taken	LB Passport sent
Administration					
19-Apr-07	00255555-01	5-Aug-12	October-09	Yes	Yes



## T05 Privacy Policy Statement

### Does your church have a Privacy Policy?

If your church already has a privacy policy statement you will need to ask for it and refer to it in organising your data base and preserving its integrity and safety. Generally speaking, don't collect data such as names, addresses and contact details unless you have a good reason to do so and unless you can keep the collected data safe from misuse.

If possible, use the existing official data base in the church. This may be a requirement anyway. Talk to your church's administration as to the best way to go about storing and accessing personal information for Big Buds.

Below is a sample Privacy Policy Statement to adapt to your needs. It also found in the templates section of the Big Buds Resource File in various formats.

### Privacy Policy Statement

[Your congregations name] acknowledges and respects the privacy of individuals. We support and endorse the National Privacy Principles contained in the Privacy Amendment (Private Sector) Act 2000 and will comply with these principles whenever personal information described by the Act is collected by us.

In accordance with the National Privacy Principles:

1. We will only collect personal information from you with your prior knowledge and consent.
2. We will only use personal information provided by you for the purposes for which it was collected.
3. We will not disclose your personal information to a third party with our your consent.
4. We will not disclose your personal information to other institutions and authorities except if required by law or other regulations.
5. We will remove personal information from our records when it is no longer required (except where archiving is required)
6. We will have processes and policies to protect the personal information that we have under our control from:
  - Unauthorised access
  - Improper use
  - Alteration
  - Unlawful or accidental destruction and accidental loss
7. We will tell people on the data base in plain language, initially and at least once annually, how they may remove, correct or update their information from data lists. At any time an individual can contact us to remove their name from such lists. Our forms will always include information on how to opt out of the data base and from receiving any further information from us.
8. Other organisations providing support services with or for us will be required to conform to our privacy standards and to allow us to audit them for compliance.
9. If changes are made to our privacy policy, we will make every person aware of this.
10. Complaints and disputes: If you have reason to believe we have breached the Privacy Policy outlined in this document, we urge you to raise this with our governing body.

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## T06 Letter to Big Bud ~ Initial

**Note: T06B -toT12B Letters can be found as part of the Big Buds Resource File.**  
StyleA features the use of a red and gold version of the logo & headings in 'surf safari' font.  
StyleB (shown) features a white logo on a variety of coloured backgrounds & headings in 'surf safari' font.  
StyleC features a red logo in white space or a white logo on red & headings in helvetica/arial font.  
All templates are provided in the following formats: Apple~InDesign, Apple~Pages, PC~MSWord & others.

*This letter thanks a person for applying to be a Big Bud and indicates the 'safe person' training steps to be successfully undertaken before a go ahead can be given.*

*Please perform a 'Save As ...'; modify font, [paragraph options] and wording to suit your context and style; delete these sentences in italics and headings as required.*

Dear [name of Big Bud],

Thank you so much for your willingness to be a part of the 'Big Buds' program at [the name of your congregation and location]. We thank your for your effort to make a significant contribution by being a part of a young person's life. We know that your Little Bud will benefit from your connection with them. We pray that you too will be blessed through this ministry.

Before commencing a relationship with a Little Bud, it is essential to:

1. Consider your availability to be a Big Bud for at least 12 months as having to end this type of relationship early may be detrimental for the child. Even though things don't always go as planned, it is important you aim for this minimum commitment.
2. Obtain a card indicating you have passed a Working With Children Check (WWCC) - Victoria. [See your state's requirements and modify this paragraph.] You will need to do this your self by completing a Working With Children Card application form available from a post office or request one online at [www.justice.vic.gov.au/workingwithchildren](http://www.justice.vic.gov.au/workingwithchildren).
  - If you have any difficulty with this then please speak with either: [myself], [email], [phone contact] or [name], [email], [phone contact].
  - Once you have lodged this form it is important that you pass the receipt number - found on the application form - on to us for our records so we can track your application's progress online. We also need to see your card once you receive it.
  - If you all ready have a WWCC for employment or other volunteer work, and did not include [name of your denomination] on your application form, please speak to me and I will show you how to add us as an organisation you volunteer with.
3. Attend and satisfy the requirements of a 'ChildSafe' training program [substitute the name of your denomination's training program as required]
- [4+ Some congregations/ denominations also require a current police check, application form and/or interview. Make sure this is clear in this letter and give the steps in such processes.]

On completion of the 'safe person requirements outlined above, you will be allocated a Little Bud. You and your Little Bud will then be given a special passport. We encourage you to find some time together to fill in the details. This first connection could happen after church when we are having morning tea together. We will also take a photo of you together for your passports. The purpose of a passport is to help remind you of likes, hobbies, and special dates. It will also serve as a reminder to pray for your Little Bud on a regular basis.

If you have any questions or comments, please do not hesitate to contact us.

Again we want to thank you for your commitment to your child and to making a difference for the Kingdom.

Blessings,

[Your Name]

[Contact email and phone details]

[Position]

[Church]

## T07 Letter to Big Bud ~ Confirmation



*This letter thanks a person for successfully achieving the 'safe person' training steps and lets them know who their Little Bud is. It also outlines some first steps.*

*Please perform a 'Save As ...'; modify font, [paragraph options] and wording to suit your context and style; delete these sentences in italics and headings as required.*

Dear [name of Big Bud],

Thank you so much for being a part of the 'Big Buds' program at [the name of your congregation and location] and completing the 'safe people' requirements.

We confirm that you have:

- Completed a Working with Children Check application form ...  
Receipt Number:
- Obtained a card indicating you have passed a Working With Children Check (WWCC). The card number is No: [XXXXXXXXXX]
- Attended and satisfied the requirements of a 'ChildSafe' training program [substitute the name of your denomination's training program as required]
- [• Other steps as required.]

Your Little Bud is [name of Little Bud] [family and contact details]

The intentional part you will play in your Little Bud's life will help make a difference in their faith journey. Thank you for making a 12 month commitment although we understand that unforeseen circumstances means things may change. We trust you will also receive a blessing from this ministry.

Please find enclosed blank passports and plastic holders for you and your Little Bud. The next step is to find some time with your Little Bud to fill in the details. This first connection could happen after church when we are having morning tea together. We will also take a photo of you together for your passports. The purpose of a passport is to help remind you of likes, hobbies, and special dates. It will also serve as a reminder to pray for your Little Bud on a regular basis.

If you have any questions or comments, please do not hesitate to contact us.

Again we want to thank you for your commitment to your Little Bud and to making a difference for the Kingdom.

Blessings,

[Your Name]

[Contact email and phone details]

[Position]

[Church]



## T08 Letter to Big Bud ~ Combination

*This letter is a combination of the Initial and Confirmation letters to be used where application and 'safe person' training steps are achieved virtually simultaneously.*

*Please perform a 'Save As ...'; modify font, [paragraph options] and wording to suit your context and style; delete these sentences in italics and headings as required.*

Dear [name of Big Bud],

Thank you so much for your willingness to be a part of the 'Big Buds' program at [the name of your congregation and location]. We thank you for your effort to make a significant contribution by being a part of a young person's life. We know that your Little Bud will benefit from your connection with them. We pray that you too will be blessed through this ministry. Thank you also for completing the 'safe person' requirements.

We confirm that you have:

- Completed a Working with Children Check application form ...  
Receipt Number:
- Obtained a card indicating you have passed a Working With Children Check (WWCC). The card number is No: [XXXXXXXXXX]
- Attended and satisfied the requirements of a 'ChildSafe' training program [substitute the name of your denomination's training program as required]
- Other steps as required.]

If you all ready have a WWCC for employment or other volunteer work, and did not include [name of your denomination] on your application form, please speak to me and I will show you how to add us as an organisation you volunteer with.

Your Little Bud is [name of Little Bud] [family and contact details]

Please find enclosed blank passports and plastic holders for you and your Little Bud. The next step is to find some time with your Little Bud to fill in the details. This first connection could happen after church when we are having morning tea together. We will also take a photo of you together for your passports. The purpose of a passport is to help remind you of likes, hobbies, and special dates. It will also serve as a reminder to pray for your Little Bud on a regular basis.

If you have any questions or comments, please do not hesitate to contact us.

Again we want to thank you for your commitment to your Little Bud and to making a difference for the Kingdom.

Blessings,

[Your Name]

[Contact email and phone details]

[Position]

[Church]

## T09 Letter to Little Bud ~ Initial



*This letter thanks the Little Bud for being willing to be part of the Big Buds program. It outlines a process if there is no suitable Big Bud initially available.*

*Please perform a 'Save As ...'; modify font, [paragraph options] and wording to suit your context and style; delete these sentences in italics and headings as required.*

Dear [name of Little Bud],

Thank you so much for wanting to be a part of our Big Buds and Little Buds program.

We are working hard to find just the right person to be your Big Bud. When we think we have found the right person we will be in touch with you and your family to make sure the match will work.

We are hoping that this friendship with your Big Bud will be a very important one amongst all the friendships you have in our church family.

In the meantime, if you would like to pray for just the right Big Bud, that would be helpful too.

If you have any questions or comments, please do not hesitate to contact us.

Blessings,

[Your Name]

[Contact email and phone details]

[Position]

[Church]



## T10 Letter to Little Bud ~ Confirmation

*This letter lets a Little Bud know who their Big Bud is and outlines a few first steps to look forward to.*

*Please perform a 'Save As ...'; modify font, [paragraph options] and wording to suit; your context and style; delete these sentences in italics and headings as required.*

Dear [name of Little Bud],

Good News!

We have found your Big Bud.

Your Big Bud's name is [Big Buds Name] [contact details]

We are hoping that your friendship with your Big Bud will be a very important one amongst all the friendships you have in our church family.

In time, you will discover little bits and pieces of information about your Big Bud so you will be able to ask them questions when you see them.

Your Big Bud will find some time to spend with you to fill in the details on a special Little Buds passport that you will be given to you. This might happen after church one day while we are all having morning tea. We will also take a photo of you together with your Big Bud for your passport. The passport will help you get to know your Big Bud and them get to know you. It will also help remind you to pray for one another.

If you have any questions or comments, please do not hesitate to contact us.

Blessings,

[Your Name]

[Contact email and phone details]

[Position]

[Church]



## T11 Letter to Little Bud's Family ~ Initial

*This letter thanks a Little Bud's family for requesting a Big Bud. It outlines a process if there is no suitable Big Bud initially available.*

*Please perform a 'Save As ...'; modify font, [paragraph options] and wording to suit your context and style; delete these sentences in italics and headings as required.*

Dear [name of parent/s],

Thank you so much for the willingness for your child to be a part of the 'Big Buds Little Buds' program at [the name of your congregation and location]. It is a really significant thing for you to allow a Big Bud to be an intentional part of a your child's life. We appreciate this and anticipate that your child will benefit from the connection with a Big Bud.

The first step in the process is finding a suitable adult to be your child's Big Bud. If you do have a Big Bud for your children in mind, please invite them to see us and make arrangements to complete the 'safe person' steps.

In order to become a Big Bud, it is essential that an applicant completes the following steps:

1. Commit to be a Big Bud for at least 12 months.
  2. Obtain a Working With Children Check (WWCC) - Victoria. [See your state's requirements and modify this paragraph.]
  3. Attend and satisfy the requirements of a 'ChildSafe' training program [substitute the name of your denomination's training program as required]
- [4+ Some congregations/ denominations also require a current police check, application form and/or interview. Make sure this is clear in this letter.]

On completion of the 'safe person' requirements outlined above, you will be consulted before a Big Bud is allocated to your child.

At this stage your child's Big Bud will be given special passports and plastic holders for each of them. The next step is for the Big Bud and Little Bud to find some time with one another to fill in the details. This first connection could happen after church when we are having morning tea together. We will also take a photo of them together for their passports. The purpose of a passport is to help be a reminder of likes, hobbies, and special dates. It will also serve as a reminder to pray for each other.

If you have any concerns, questions or comments at any stage, please do not hesitate to contact us.

Again we want to thank you for your commitment to your child and to making a difference for the Kingdom.

Blessings,

[Your Name]

[Contact email and phone details]

[Position]

[Church]

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## T12 Letter to Little Bud's Family ~ Confirmation

*This letter lets a Little Bud know who their Big Bud is and outlines a few first steps to look forward to.*

*Please perform a 'Save As ...'; modify font, [paragraph options] and wording to suit your context and style; delete these sentences in italics and headings as required.*

Dear [name of parent/s],

Thank you so much for the willingness for your child to be a part of the 'Big Buds Little Buds' program at [the name of your congregation and location]. It is a really significant thing for you to allow a Big Bud to be an intentional part of a your child's life. We appreciate this and anticipate that your child will benefit from the connection with a Big Bud.

The name of your child's Big Bud is [name of Big Bud] [contact details]

This person has completed the 'safe person' steps and has:

1. Committed to be a Big Bud for at least 12 months.
2. Obtained a Working With Children Check (WWCC) - Victoria. [See your state's requirements and modify this paragraph.]
3. Attended and satisfied the requirements of a 'ChildSafe' training program [substitute the name of your denomination's training program as required]

[4+ Some congregations/ denominations also require a current police check, application form and/or interview. Make sure this is clear in this letter.]

At this stage your child's Big Bud will be given special passports and plastic holders for each of them. The next step is for the Big Bud and Little Bud to find some time with one another to fill in the details. This first connection could happen after church when we are having morning tea together. We will also take a photo of them together for their passports. The purpose of a passport is to help be a reminder of likes, hobbies, and special dates. It will also serve as a reminder to pray for each other.

If you have any concerns, questions or comments at any stage, please do not hesitate to contact us.

Again we want to thank you for your commitment to your child and to making a difference for the Kingdom.

Blessings,

[Your Name]

[Contact email and phone details]

[Position]

[Church]



## T13 Sample Budget

Two sample budgets are provided in the one spreadsheet as part of the Big Buds Resource File. See T13 Sample Budget.

### At a glance ...

The first budget is simple. The cost is calculated on the basis of the number of pairs of Big Buds and Little Buds multiplied by the stationery and photocopying charges for each. This simple budget assumes that volunteers will provide their time and energy at no cost. It also assumes that any paid staff of your church/organisation will provide their supervision or time and energy at no cost to the Big Buds program. You may further reduce your costs through donations which could be used for starting Big Buds by paying for any stationery and photocopying costs for example. These stationary costs could also be absorbed by the church's general administration.

### Further analysis ...

The second example of a budget is a more detailed information of the costs of a Big Buds program. It is the sort of information sometimes required by funding bodies, perhaps even by your church governing body.

If you intend to apply to an outside organisation for a small grant for one or two aspects of Big Buds, they may want to see that you have factored in what it will actually cost in terms of the human resources, use of facility charges, catering and hire charges. Much of this will be donated by the church as 'in kind' donations. Detailing these costs shows to an outside funding body that Big Buds will be well supported. It demonstrates you have realistically worked through the costs of running the program.

This sort of funding submission will also require a description of such things as your vision; any needs analysis or benefits analysis you have undertaken; your strategy and goals.

Another advantage of this more complex budget is that it lets your church leadership know you are not taking their contributions for granted and you are being realistic about the range of costs involved.

### Adapt

The budget you need to prepare may fall between the two types. Adapt the spreadsheet to your needs.



# T14 Big Buds Passport

**Note: T14C Passport can be found as part of the Big Buds Resource File.**

StyleA features the use of a red and gold version of the logo & headings in 'surf safari' font.  
StyleB features a white logo on a variety of coloured backgrounds & headings in 'surf safari' font.  
StyleC (shown) features a red logo in white space or a white logo on red & headings in helvetica/arial font.  
All templates are provided in the following formats: Apple~InDesign, Apple~Pages, PC~MSWord & others.

## My BIG BUD



Name \_\_\_\_\_

Birthday \_\_\_\_\_

Family members \_\_\_\_\_

\_\_\_\_\_

Pets \_\_\_\_\_

\_\_\_\_\_

Daytime activity \_\_\_\_\_

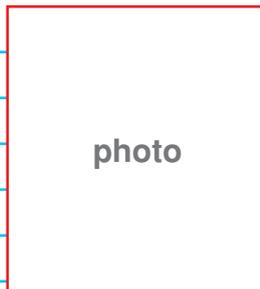
Hobbies & interests \_\_\_\_\_

\_\_\_\_\_

Contact details \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Post \_\_\_\_\_



To complete each passport you will need a plastic holders generally available from stationers. It will be needed to hold the 120 x 115 mm cards. Alternatively, the card may be laminated. The Big Buds Passport will be able to be pinned or held with magnets to a prominent place in homes to remind both Big Buds, Little Buds and their families of this significant relationship.

## My Little BUD



Name \_\_\_\_\_

Birthday \_\_\_\_\_

Family members \_\_\_\_\_

\_\_\_\_\_

Pets \_\_\_\_\_

\_\_\_\_\_

School \_\_\_\_\_

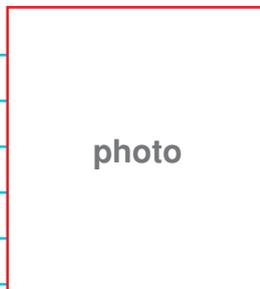
Hobbies & interests \_\_\_\_\_

\_\_\_\_\_

Contact details \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Post \_\_\_\_\_





# a big buds event

## SPIT ROAST PARTY

Big Buds, Little Buds and their families ... let's celebrate a year of Big Buds and Little Buds. Come with stories to share and an appetite to see what God is doing in our lives

Bring a salad to share, soft drinks.  
Tea/ plunger coffee provided

RSVP by [date]  
To [your name] [contact detail]

[name of your children and families ministry]  
[Name of your church]  
[logo placed here or at left]

Time

Date:

Place:

**Note: T15A Flier can be found as part of the Big Buds Resource File.**

StyleA (shown) features the use of a red and gold version of the logo & headings in 'surf safari' font.

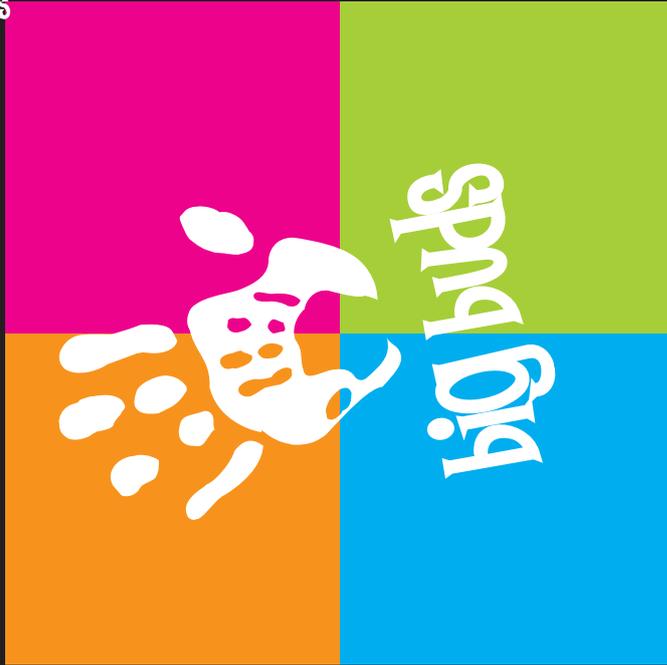
StyleB features a white logo on a variety of coloured backgrounds & headings in 'surf safari' font.

StyleC features a red logo in white space or a white logo on red & headings in helvetica/arial font.

All templates are provided in the following formats: Apple~InDesign, Apple~Pages, PC~MSWord & others.



T16 Newsletter



# BIG BUDS Newsletter

February 2010

## How are we discipling?

Thank you for your willingness to be a Big Buds discipleship partner at [your church]. Your support of the children and youth at our church does not go unnoticed. Without your prayer and support the children in [church4kids/your program/s for children] and youth in [Revolve & Refuel/ your program/s for youth] would be disadvantaged - we cannot intensely care for the whole group as much as you can care for just one young person. This publication serves to resource you with the tools you need as a Big Bud to ask "How are we discipling?" "Are we impacting children and youth with the positive influence of Jesus Christ?" Inside this first issue is information about being a Big Bud; information on ways to show youth you care; as well as some practical ideas for you to get together with your young person and have some fun. If you ever need any ideas or have some questions about being a Big Buds discipleship partner, please don't hesitate to contact us.

Photos of Big Bud & Little Bud

**Note: T16B Newsletter can be found as part of the Big Buds Resource File.**

StyleA features the use of a red and gold version of the logo & headings in 'surf safari' font.

StyleB (shown) features a white logo on a variety of coloured backgrounds & headings in 'surf safari' font.

StyleC features a red logo in white space or a white logo on red & headings in helvetica/arial font.

All templates are provided in the following formats: Apple~InDesign, Apple~Pages, PC~MSWord & others.

[Logo]

### Big Buds Coordinator

[Big Buds Coordinator's name]

[Coordinator's contact details]

### Church details

[Name of Church]

[Location]

[Postal]

[Contact phone/ email/ web site]

[Church vision statement]

Big Buds © The Salvation Army 2009



## What is a Big Bud?

Big Buds are dedicated Christians who commit to praying and supporting a young person within the [children and families and youth] ministry in [our church]. The children are members of [church4kids/program name], and the youth are members of [Revolve & Refuel/program name]. Many of these young people have made a Christian commitment, and are seeking support from a more mature Christian who may become a significant adult in the life of the young person.

It has frequently been said that “today’s youth don’t care how much you know until they know how much you care”. Big Buds are encouraged to show how much they care so that they can then tell today’s children and youth about the positive influence of Jesus Christ in their own life.

A Big Bud’s partnership with the young person involves praying for them, occasionally meeting with them informally (perhaps to see a movie or a take-away/ fast-food lunch), and encouraging the young person in his or her life. The partnership is informal, but intentional. Big Buds can keep it simple – be there to support and encourage. The children and youth ministry leadership team supports the Big Buds through personal contact and this resource. Big Buds make an initial commitment of supporting the young person for twelve months. This time period allows either the young person or the discipleship partner to identify if they wish to continue in the partnership. Big Buds renew their commitment each year in a special service.

In ten years, we want Big Buds to have made a significant difference in the lives of children and youth.

## About being chikSAFE

Our church places a high value on children and youth. All people who have regular ongoing contact with a child under the age of eighteen is required to comply with our Child Protection Policy. For a copy of the policy, or to enquire about the requirements of this policy, please contact [Big Buds Coordinator].

[Modify to suit your church/ denomination’s requirements]



## WAYS TO SHOW YOU CARE

- Be yourself • Help them discover new things • Remember their birthday • Look in their eyes when they talk to you • Listen to them
- Laugh together • Tell them their feelings are okay • Be honest • Share with them strengths you admire • Give them choices when they ask your advice • Surprise them • Suggest better behaviors when they act out • Share in their excitement • Mail a card or letter to them. Ways to show you care • Call them to say hello • Give them space when they need it • Laugh at their jokes • Be relaxed • Create traditions with them and keep them • Use your ears more than your mouth • Make yourself available • Find common interests • Apologise when you’ve done something wrong • Keep the promises you make • Thank them • Have fun together • Ask for their opinions • Praise more; criticize less • Let them tell you how they feel.

© 1996 by Search Institute, Minnesota. Taken from ‘Intensive Caring’ © 1998 Group Publishing Inc.

## Now here are some ideas!

Need an idea on what to do with your young person as a part of Big Buds? Here’s a few that we’ve found. Each issue we’ll give you a few more. Remember, not every idea will work with every young person. Make sure you choose something that relates well to you and the young person. Let us know how you go!

- Go to a movie • Go bike riding • Talk about ways to find a job • Take a tour of friends workplaces • Talk about what you’re learning about God • Visit a sick friend together • Share your music collections (that is on your iPod, not your LP collection!)

# BIG BUDS



T17 Poster

## Spit Roast Party

Time & Date:

Place:

For Big Buds, Little Buds and their families

Bring:

Let's celebrate a year of Big Buds and Little Buds.  
Come with stories to share and an appetite to see  
what God is doing in our lives.

RSVP by [date]

To [your name] [contact detail]

[name of your children and families ministry]

[Name of your church] and/or ...



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**Note: T17C Poster can be found as part of the Big Buds Resource File.**

StyleA features the use of a red and gold version of the logo & headings in 'surf safari' font.

StyleB features a white logo on a variety of coloured backgrounds & headings in 'surf safari' font.

StyleC (shown) features a red logo in white space or a white logo on red & headings in helvetica/arial font.

All templates are provided in the following formats: Apple~InDesign, Apple~Pages, PC~MSWord & others.



# Big Buds Resource Graphics

## StyleA



GA HW gold.jpg

GA HW gold.ai

GA Ho gold.png

GA HW gold.eps

GA Ho gold.eps

Add and adjust shadow as required and as you are able in your software package.

## StyleB



GB Ho black.eps

GB Ho blue.eps

GB Ho green.eps

GB Ho purple.eps

GB Ho silver.eps

GB Ho white.eps



GB HW black.eps

GB HW blue.eps

GB HW green.eps

GB HW purple.eps

GB HW silver.eps

GB HW white.eps

## StyleC



GB Ho red.eps

GB HW red.eps

### Notes:

Each graphic on this page has been rotated 9 degrees.

Apart from the obvious contrasts such as red on white; black on white or white on colour, other contrasts are shown listed below.

Each graphic has a coded file name, for example, GA HW gold.jpg

G=Graphic file

A=StyleA; B=StyleB; C=StyleC

HW=Hand & Words(Big Buds)

Ho=Hand only

Assorted colours

File extensions: .eps .ai .jpg .pnd

## Contrasts



purple on magenta:  
C=0 M=100  
Y=0 K=0



red on orange:  
C=0 M=50  
Y=100 K=0



blue on blue:  
C=100 M=0  
Y=0 K=0



green on green:  
C=40 M=0  
Y=100 K=0



silver on grey:  
C=0 M=100  
Y=0 K=65

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## Adapting Templates

### A note about template versions

There are a variety of versions of various templates for Apple Mac users including InDesign 2.0 or later, Pages '08 and MSWord, Numbers '08 and MSEXcel. For PC users versions are included for InDesign CS3 and MSWord and Excel. InDesign users on a PC platform should be able to open Mac InDesign 2.0 files.

Every attempt has been made to make these usable however slightly differing software versions may result in variations in alignment and treatment of some graphics when they open and appear on your screen.

### Fonts

You will need to ensure the correct fonts are installed: *Helvetica* and *Surf Safari* for Apple Mac users and *Helvetica/ Arial* and *Surf Safari* for PC users.

Surf Safari is a free font and is available from the internet. Type - surf safari free font - in your search engine and go to any one of the listed sites to access this font. You may, of course, use different fonts. The general style guideline here is to use a maximum of two fonts and only a minimal number of variations of each font style.

### Graphics

If a graphic is not displayed correctly, try either re-inserting or re-placing it from the graphic file.

For users of InDesign, click on the graphic not displaying correctly and, from the menu bar, choose - Object/ Display Performance/ Optimized Display. This may help.

### When all else fails ...

Open the pdf versions of the templates and cut and paste the text into a new document of the software of your choice. The pdf also acts a guide to your desktop publishing adaptations.

### jPages 71 & 72 ...

Burning a copy of the Big Buds Resource File onto a cdrom?  
Please feel free to do so and use it to promote Big Buds within your networks.

Printing the two following pages back to back provides a dust jacket insert for a plastic cdrom cover.

Please be aware that while you are encouraged to share the Big Buds Resource File, a once only set up licence for each separate location must first be obtained before Big Buds may be used.



Villages raise children,  
faith communities make disciples.

#### **BIG BUDS ...**

- an intentional mentoring and discipleship initiative aimed at engaging children in significant relationships with adults from their faith community outside their own family.
- a 'cooee' to the churches to connect with their children even more effectively.
- a remarkable manual providing a wealth of wisdom, step by step guidelines for the novice and a checklist for the more experienced
- "thorough and helpful ... the graphics package and templates for letters, brochures and newsletters will help us launch Big Buds straight away.

We are already doing this informally but the the concept, the training and the graphics will help us to do it safer and with more pizzazz!



suvictoria 



suvictoria 



## **BIG BUDS RESOURCE FILE**

Villages raise children,  
faith communities make disciples.



suvictoria 

## What is Big Buds?

Big Buds is an intentional mentoring and discipleship initiative aimed at engaging children in significant relationships with adults from their faith community outside their own family.

## What does it look like?

A Big Buds mentor intentionally engages in relationship with their Little Bud. They take the time to listen, send letters, cards, emails, make phone calls, remember significant events such as birthdays, school tests, sporting events, and promise to regularly pray for the child. Each Big Buds partnership may look different, as they will be tailored to the individual child's personality and needs.

Big Buds may also be a significant platform from which to launch or enhance additional one-to-one mentoring or discipleship programs.

A 'My Big Bud' and a 'My Little Bud' information card is supplied to the child and the mentor respectively. This includes a photo and space for important information to be recorded, such as birthday, pets, hobbies and special interests or events.

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## Licence

Anyone may access this Big Buds Manual and the Big Buds Resource File in order to determine if the Big Buds program is suitable for their context. To run the Big Buds, however, you will first need to obtain a once only set up licence for each location.

A set up licence also includes your first year's subscription to web and newsletter support. There will be a smaller subscription sought for this continued support in subsequent years.

Congregations or groups coming under The Salvation Army may obtain the Big Buds Resource File and a set up licence from [Email: Tracey.Davies@aus.salvationarmy.org](mailto:Tracey.Davies@aus.salvationarmy.org). All others will find detailed information on how to proceed at [www.midst.suvic.org.au/bigbuds](http://www.midst.suvic.org.au/bigbuds)



**BIG BUDS  
RESOURCE FILE**

Villages raise children,  
faith communities  
make disciples.



su victoria 

**big buds**

Big Buds Resource File contains an active pdf of the Big Buds Manual, a range of templates in a variety of styles and formats/platforms as well as host of graphics ... everything you need to help you launch Big Buds in your church.



