

CONTAGIOUS FOR THE NEXT GENERATION

SUMMARY

Contagious has faithfully taught the Bible to thousands of young people, modelling quality youth ministry to hundreds of leaders and blessed the church in the UK for God's glory. Contagious has grown from 1 conference of 30 young people in 2000, to 11 conferences in 2023, of four types (Adventure, GO, MAX and CREW) serving over 1250 people across the UK.

We praise God for the many thousands of young people and leaders who have been blessed by the faithful Bible ministry of Contagious and the prayer of all involved is for this ministry to continue to flourish for God's glory. The Trustees recognise that we need to adapt to reflect the demands and complexity of the charity and ensure that the core values are communicated to the next generation.

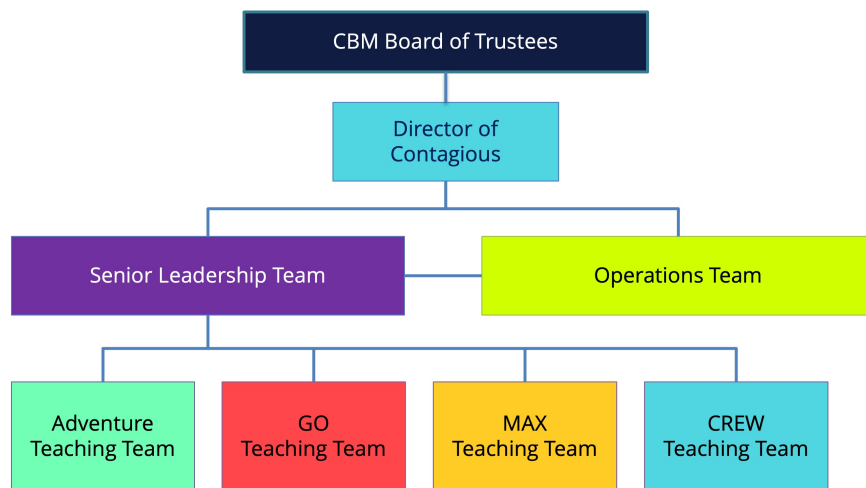
The purpose of this paper is to define our core-values and standards of provision, and establish the leadership structure required to ensure these values are passed onto the next generation. Our most important core value is delivering quality Bible Teaching to young people, so we have recommended further thought be given to the process of preparation, the methods of teaching and how we train our leaders.

The contents of this paper are summarised below with references to the pages and sections for quick reference:

1.0 THE CONTAGIOUS VISION. (page 3) Our vision to bring glory and praise to God by being passionate about God's Word, serious about young people and committed to the local church, is restated below as the backdrop to define our core values.

2.0 THE CONTAGIOUS CORE VALUES AND QUALITY STANDARDS. (Pages 3-8) We have often talked about the 'Contagious DNA'. In this section we try to define what makes Contagious unique and highly valued. We hope these statements will be adopted by all staff, leaders, parents, young people and church leaders as the standards that all delegates at our conferences can expect and enjoy. We have included statements about our Bible Teaching (2.1), Teaching Methods (2.2), Lifestyle and conduct of our leaders (2.5). Finally, we have added some weight behind these statements by giving authority to the Teaching Leaders and Director to act if the standard of provision falls below the expectation (2.9).

3.0 CONTAGIOUS ORGANISATION STRUCTURE 2024. (Pages 9-13) The leadership structure seeks to improve the communication to each of our regional conferences and encourage the next generation of leaders to capture the core values and vision of Contagious. Each conference type/age group will have a Teaching Team of all the Teaching Leaders from the regions. We also encourage them to invite a second leader from each conference to learn and contribute. Teaching Teams will have responsibility to select, prepare, train leaders and deliver teaching to all conferences. Each Teaching team will recommend a 'Senior Teaching Leader' to represent them in the Senior Leadership Team. This is the decision-making body, led by the Director under the authority of the Trustees who will check and approve decisions align with the aims, purposes and financial constraints of the charity. The roles and responsibilities of all leadership teams are clarified in 3.5.



4.0 TEACHING AND TRAINING REVIEW. (pages 14-15) The Trustees recommend a temporary group are formed to review our teaching content, teaching methods and training of leaders. Details of the proposed review are found in item 4.2. We affirm the responsibility for the teaching at a conference remains with the Teaching Teams 4.3.

5.0 IMPLEMENTATION. (page 16) The leadership structure for the next generation will be implemented in stages over the summer. The core values and quality statements will be displayed on the website and included in the application process for leaders for 2025. The Teaching Review Group will be appointed by the Senior Leadership Team and report by the end of 2024. A meeting schedule has been suggested.

6.0 CONCLUSION (Page 16) If the proposals in this paper are adopted, in God's grace, Contagious will continue to be a blessing for the Next Generation and for all eternity.

CONTAGIOUS FOR THE NEXT GENERATION

1.0 THE CONTAGIOUS VISION

Our central vision is to bring glory and praise to God. The way that we do this is in three ways.

1.1 Passionate About God's Word

We are utterly and increasingly convinced that when God's Word is preached and taught, in the power of God's Spirit, lives are transformed. If young people are to know God and grow in relationship with the risen Lord Jesus Christ, they need to hear God's Word.

At our youth conferences, we are absolutely committed to the preaching and teaching of God's Word. This happens in a variety of ways. There are small group studies, discussion-based seminars, one-to-ones, question times and upfront preaching.



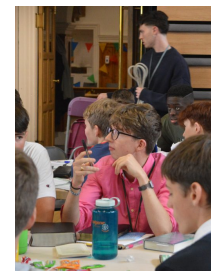
1.2 Serious About Children and Young People

Our aim is to encourage children and young people to be faithful followers of Jesus Christ in their lives. We believe that they are more capable of listening, discussing and grappling with God's Word than is often assumed. Our experience has been that the teaching provided has developed in young people a hunger for more of God's Word rather than less.



1.3 Committed To Local Church

We long to see a generation of young people soaked in Bible truth, serious about pursuing God and passionate about serving Jesus in their local church. We also want our leaders to experience and become convinced of the need for Bible centred ministry. We want to help train leaders for a lifetime of serving Jesus within local churches.



Everything that we do at Contagious is designed to support this central vision and it is a lot of fun!

2.0 CONTAGIOUS CORE VALUES AND QUALITY STATEMENT

In this section we aim to define the core values and standards we expect at Contagious. We seek to capture these now to uphold and protect the quality of Contagious for generations to come. As we grow and develop more ministries, we do not want these core values compromised or forgotten, but rather form the foundation for quality conferences where the Bible is faithfully taught in engaging ways by godly people.

2.1 Quality Bible Teaching

2.1.1 In Depth Bible Teaching

Our Bible Teaching will stretch young people further than a typical youth/children's work programme. We seek through the truth of God's word, to bless the minds of young people as they consider doctrines and concepts beyond their youthful understanding to fill them with awe and wonder about the nature of God and the power of the gospel. We are not afraid of complicated or challenging parts of the Bible. We often teach through whole books of the Bible and/or consider big doctrines across a biblical framework.

2.1.2 Accessible Engaging Teaching

Our teaching will be accessible and engaging so that young minds can grasp big concepts. Complicated doctrine is not watered down but broken down into digestible pieces. We will create resources to aid the teaching and encourage the listener to engage at a deeper level. Illustrators, video editors, script writers, song composers, will be involved in the preparation process at an early stage and will be encouraged to use their gifting to create resources.

2.1.3 Culturally Relevant Applications

Good Bible teaching will be clearly applied to the lives of young people. Biblical truth is essential for a fulfilled, purposeful, and content life. We will take the principles of scripture and apply them to the cultural realities of today. Often biblical truth opposes popular culture and exposes the lies of our secular world. We aim to speak truth plainly, sensitively, and pastorally. In God's power, we seek to help a generation stand firm for Jesus and the gospel in a world that desperately needs the hope and love that Christ offers.

2.1.4 Ambitious Teaching Aim

A conference will have one big teaching aim rooted in the Bible, opposing the lies of the secular culture and seeking to make and grow disciples of the Lord Jesus.

2.2 Teaching Methods

Our primary method for teaching will always be preaching (Mark 1:38; 2 Tim 4:2) following the model of Christ. We recognise that preaching is complimented with other learning styles that help the young people to engage, grow and change. Contagious has developed many teaching formats which encourage different learning styles.

2.2.1 Big Teach

All gathered under the preaching of God's Word. Despite modern teaching philosophies saying that people have limited attention spans down to just minutes, we have proven that young people do engage, learn, enjoy and benefit from a good half hour preach from God's word. When the Bible is clearly explained and illustrated with a challenge to change and live for Jesus, young people love it! Good preaching is modelled to other leaders and established bible teachers can improve their skills with practice and feedback. Our evening gatherings bring other elements together including sung worship, prayer, memory verse songs, competitions, character sketches, games, drama, Bible readings, etc to support the teaching purpose of the conference.

2.2.2 Big Read

Large sections or whole books of the Bible that are read and sometimes dramatized by character actors. The Bible just read is powerful and provides a sweep of the story which is sometimes missed when only short passages are read. No doubt parts of the Bible read are a struggle to understand, though as the week progresses and the Bible is explained, it is hugely rewarding for young people to grasp that truth for themselves.

2.2.3 Seminars

Classroom based learning with workbooks, group work, practical tasks, creative engagement, and some up-front teaching. This is an opportunity for explanation of difficult theology mixed with group-learning through exercises and fun challenges. We want the seminar material to build in methods of teaching that embrace a variety of learning styles to deepen a young person's understanding of doctrine, reflect on the impact of the gospel in their lives, provide the opportunity to ask questions and turn their heart to praise and worship God.

2.2.4 Workshops

Like seminars though shorter and more practical for the younger groups and focussed on reflective learning.

2.2.5 Kick Back

Reflective engagement in group discussion to consider how the teaching is applied to our lives. Kick Back may focus more deeply on one aspect of application e.g. environment issues, relationships, racism. A kick back session could be run on tables like a seminar and collectively

all engaging with a video, interview or example; or a Kick Back session could involve groups passing around several stations to interact with actors or engage with issues. The teaching will be less prescriptive and allow young people to practice what they have learnt, applying the teaching to situations in our world. There should be space for questions, reflection, personal challenge and prayer.

2.2.6 Exalt

Various forms of 'exalt' have emerged in the practices of Contagious. Exalt aims to give young people a learning and worship opportunity. We want the gifts of young people to be used as an expression of worship, whether creative, artistic, song writing, musical, drama or dance, they are encouraged to reflect on what they have learnt, prepare a piece in a group and then perform/display to others as an act of worship. Experienced leaders will train, empower and guide the young people whilst teaching them about using their gifts to exalt the Lord in praise and worship, rather than seeking glory for themselves.

2.2.7 SUS Group Studies

Small group Bible studies which are usually stand-alone studies to complement the teaching programme. We want every SUS leader to lead a Bible study well through training, preparation, modelling and practice. The SUS studies should be independent of Big Teaches/Seminars so that they can be prepared in advance of the conference and not reliant on knowing the content of the teaching session preceding the study. Less experienced SUS leaders will be paired with others who are more experienced to learn from seeing a quality youth Bible study, then they will be encouraged to lead a study and offered feedback. Small group Bible studies provide learning in a relationally safe context which allow peers to share understanding, experiences and ask questions. The Bible is taught with some explanation from the leader, joint learning from group study and personal discovery and reflection from the text.



2.2.8 One-to-Ones

An opportunity for each young person to meet with a mature Christian to ask questions, seek advice and share any issues.

2.2.9 Question Time

A panel of experienced Christians will answer questions submitted by the young people. Answers should be short, gentle, pastoral and faithful to the Bible. Where questions relate to secondary issues, leaders should state where there are multiple applications in the local church and share the practices in their own church without undermining the churches within our network. Young people should be encouraged to continue investigations with further material or in discussion with their local church leaders.

Ideally, all or many of these teaching components should be included in a Contagious conference.

2.3 Quality Training

Training is enormously important to accurately communicate our teaching points to our leaders so they in turn deliver quality teaching to young people. We also train leaders in ministry skills that they can use to bless their local churches. Here is our commitment to training people at Contagious:

2.3.1 Bible-centred Youth Leaders

We seek to train leaders for Bible-centred youth ministry to serve at Contagious and back in their home churches. Our teaching material demonstrates sound techniques of Bible exegesis

and hermeneutics. We hope that youth leaders will develop further skills in bible handling and have the confidence that Bible teaching will transform the lives of young people. Furthermore, as we teach the Bible and young people love it, it will inspire youth workers to continue good Bible centred ministry in their churches.

2.3.2 Developing Teaching Leaders

Each conference needs to fit together as a whole. Teaching ideas/illustrations/phrases need to grow and develop with the week. The Teaching Leader needs to be able to see and understand the overview, adapt the teaching and press home the big teaching points. We need to train and develop new Teaching Leaders with these skills as we grow new conferences.

2.3.3 Training and Caring for a TEAM

We are blessed to have a committed TEAM of volunteers. We seek to support each person in their role with training, encouragement, pastoral care and accountability. We commit to providing people with the information, support and resources required to fulfil their duties.

2.3.4 Developing Leaders in Every Position

Many roles and responsibilities make Contagious conferences happen and we are hugely grateful to such a committed, talented and creative group of leaders. We value leaders in all positions and recognise the need to train the next generation to fill every position.

2.3.5 Contagious Conference Writers

Producing material for a conference is a demanding task that has grown in recent years as new conferences and new Teaching Leaders are seeking guidance and training on the subject matter. For the long-term health of Contagious we need to continue developing the skills of teaching leaders and share the burden of writing to a wider pool of people who will maintain the theological weight, cultural sharpness and bold application.

2.4 Safeguarding and Safe Recruitment

We recognise the importance of our ministry to children, young people & vulnerable adults and our responsibility to protect and safeguard the welfare of all those entrusted to the care of Contagious. Safeguarding is not just a modern world thing; it is rooted in the Bible. Jesus is concerned for the weak and vulnerable who he loves and protects. He is the greatest example of love. The church needs to be a community of grace, love and safety as those called to follow Jesus and love others as he does. Safeguarding is what Christians do. We are committed to safely recruiting adults to serve at Contagious by preparing, following and regularly reviewing policies and procedures to keep them up to date. We access expert advice from Christian Safeguarding Services who advise on all safeguarding matters according to Christian principles, law and best practice. [Safeguarding Policy](#)

2.5 Christian Lifestyle and Conduct at Contagious

Contagious staff and volunteers will seek to follow Christ by keeping God's law, acknowledging sin, living each day in repentance and faith according to His Word the Bible. They will firmly believe in, and live accordingly, to our statement of faith. This will look like regular Bible reading and prayer, participation in a local church and living to serve others rather than ourselves. All Contagious staff and volunteers will accept that the only appropriate place for a sexual relationship is within a marriage between a man and a woman.

A Christian's life will be marked by the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, gentleness, faithfulness and self-control.

At conferences our leaders will live out their faith in attitudes of humility, serving, being slow to anger and abounding in love.

Our leaders will be marked by their love for the Bible, their love for others made in His image, and their love for the work of sharing the gospel.

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

2.6 Quality Residential Venues

We seek to provide a residential experience that bonds delegates and enhances their learning and fun. Our residential venues should encourage a comfortable, family environment where the young people can hear, engage and learn from the Bible teaching.

We will seek venues that have good teaching rooms and facilities. Bedrooms should be clean, comfortable, ideally small, shared rooms to prevent young people becoming isolated. Bathrooms should be clean, in good order, nearby the bedrooms with adequate washing facilities including soap, hot and cold water. Venues will also provide open space for activities, common rooms for activities and building relationships, and all facilities should be within a 10 minute walking distance. We will provide 3 cooked meals a day for a hearty appetite with some choice and seek to accommodate all reasonable dietary requirements. Refreshments and tuck will also be available at other times of the day. We seek to offer residential experience to a high standard at affordable rates.

2.7 Activities in an Enjoyable Community

Whilst our focus at Contagious is the Bible Teaching, it is hugely supported by the activities and entertainment programme. Our primary aim for the activities is to create a community of friendship and fun, where enjoyment is experienced with others and not at the expense of others. Activities are selected to provide group experiences rather than individual entertainment and we like to plan big activities that can involve the whole group. We also seek to encourage people to express their gifting in sport, music, creativity, or puzzling through a full programme of options to suit everyone. SUS leaders are encouraged to get involved in planning, participating, and enjoying activities, alongside young people to build friendships and community. All activities will be assessed for risks and where necessary mitigating measures included to reduce the risks of harm.

2.8 Supervision and Care

Contagious is a place where young people should feel safe and be well cared for. An environment where volunteers can thrive, try new opportunities and are richly blessed through serving. Contagious endeavours to provide excellent care for all delegates:

2.8.1 Safe Recruitment

Suitable people will be recruited through an application process involving DBS/PVG (or equivalent) checks and two favourable references are required. All leaders will be appropriately supervised, accountable to one another and be able to carry out the tasks allocated to them.

2.8.2 Communication

Contagious will work hard to communicate clear information to all delegates beforehand via email and our website so that they can feel confident and prepared for our conferences. TEAM and CREW will have the appropriate training delivered in relevant and engaging ways.

2.8.3 Supervision

SUS groups sizes will be 8-12 young people with at least 2 leaders, to ensure adequate supervision, manageable groups sizes for good discussion and ease for partaking in activities together. Activities will have a minimum of two leaders up to 20 people then additional leader for every 10 delegates (or higher ratio's should a risk assessment deem that necessary).

2.8.4 Medical and Care

Medical Supervisors will be in place at every conference, overseeing young people's medication and onsite illness, and supporting the TEAM and CREW.

The health and fatigue of volunteers will be taken seriously, and opportunities for rest built into the programme and clearly explained.

The roles of safeguarding officer and pastoral lead seek to protect and care for attendees during their stay.

The Care Team (including: Event Co-ordinator, Medical Supervisor, Safeguarding Officer, Pastoral Lead) are encouraged to meet together during conferences to support, review needs and concerns, share the workload and make action plans.

2.8.5 Review

We will annually review volunteer and young people feedback and make improvements where necessary to ensure we provide excellent support.

2.8.6 Complaints Procedure

We always seek to have open dialogue with all involved in Contagious so that if a person feels our conferences could be improved, we seek to listen, understand and make changes as necessary. If anyone wishes to raise a complaint about Contagious Bible Ministries, our staff, volunteers, activities or content, we have a procedure to follow in our [Complaints Policy](#).

2.9 Quality Assurance

The Director, Trustees, Staff and Senior Leadership Team are responsible for monitoring the quality of the Contagious events. If an activity, venue, meeting or any person is deemed to be operating below the quality expected for a Contagious conference, the Director or the Teaching Leader of a conference, under the authority of the Trustees, can and will act.

Action could include:

- Stopping or preventing an activity from taking place.
- Requiring adjustments to be made to an activity.
- Closing or partially closing a site.
- Finishing a conference early or preventing it from going ahead.
- Removing a person from the conference.
- Preventing a person from leading an activity.
- Requiring changes to a programme or stopping a programme.

If such action is needed an explanation will be provided to the Leaders of the conference and a report submitted to the Senior Leadership Team for review. The objective in all circumstances is to maintain the quality of the ministry and activities of Contagious. If anyone feels the action taken was unjust or disproportionate, we have a [Complaints Policy](#) to follow via the website.

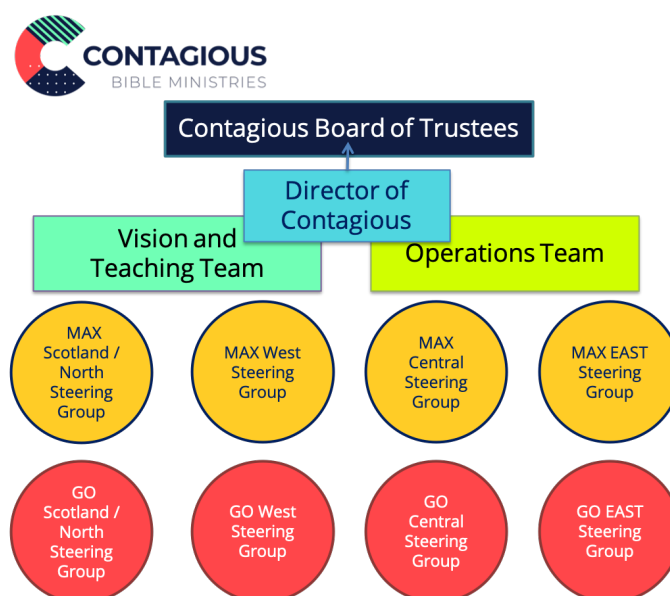
3.0 CONTAGIOUS ORGANISATION 2024

3.1 The Need to Change

The Trustees acknowledge that the decision-making process has been less clear in recent months which may have partly resulted from the existing leadership structure not being fit for the size and complexity of the organisation. The new leadership structure seeks to build clear lines of communication with all regional conferences so the senior leaders can better understand the issues or concerns in all conferences. Furthermore, we want the aims, core values and quality standards to be passed down to all regions to maintain or improve the Contagious product to our delegates. Currently the Operations Team are not involved in decisions about new ministry opportunities, and they have a valuable contribution to reach the right decisions.

3.2 The Existing Organisation Structure (2019)

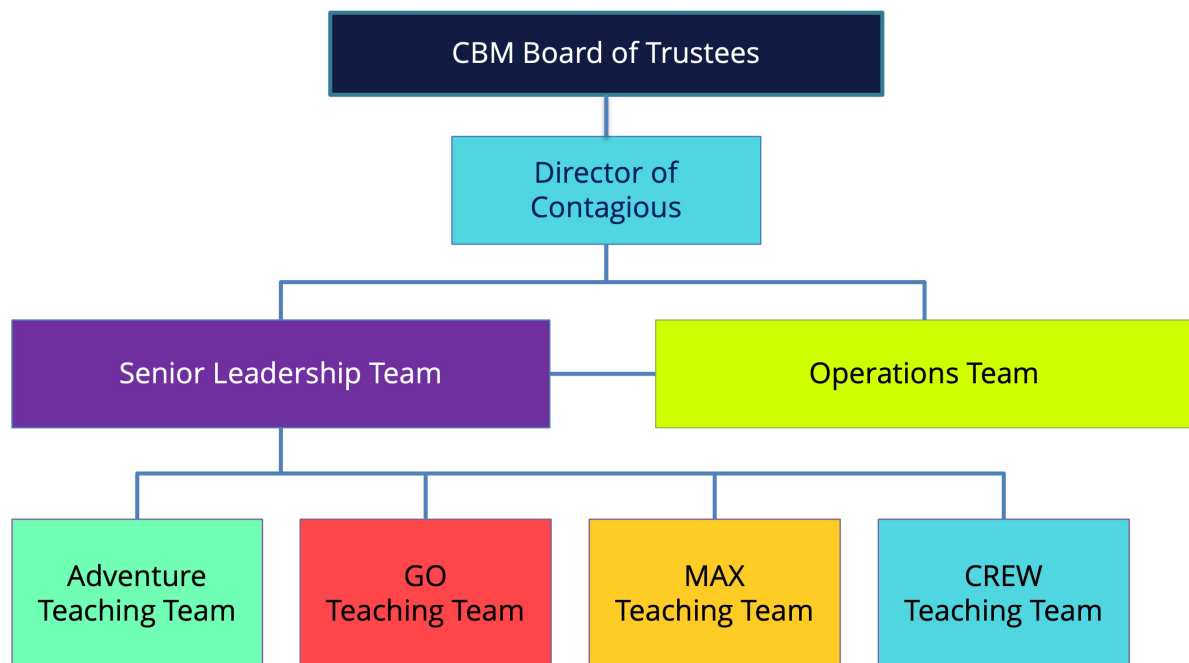
The Restructuring Group, appointed by the original Core Team, were formed in 2017/8 to create a functional structure following the growth of a staff team. In 2019 the following structure was adopted establishing the Vision and Teaching Team, Operations Team and Trustees, with the Director leading both VTT and Operations Team under the authority of the Trustees who checked and approved all activities were aligned with the purposes of the charity.



As we have grown the 'Steering groups' have been less able to receive or give influence to the leadership and it has not been possible to get representation from all regions at senior level.

3.3 New Organisation Structure for 2024

The new leadership structure aims to improve the communication to each of our regional conferences and encourage the next generation of leaders to capture the core values and vision of Contagious. Each conference type/age group will have a Teaching Team of all the Teaching Leaders from the regions. We also encourage them to invite a second leader from each conference to learn and contribute. Teaching Teams will have responsibility to select, prepare, train leaders and deliver teaching to all conferences. Each Teaching Team will recommend a 'Senior Teaching Leader' to represent them in the new Senior Leadership Team. This will become the decision-making body, led by the Director under the authority of the Trustees who will check and approve decisions align with the aims, purposes and financial constraints of the charity (see the decision process example in 3.6).



3.4 Summary of Roles In the 2024 Organisation

- The **Trustees** have the overall responsibility for all the plans, purposes, people and property of the charity to ensure it follows the vision and purposes of the charity and its ministries.
- The **Director** is appointed by the Trustees to lead and direct the strategy, activities and people of Contagious ministries. The Director leads the Senior Leadership Team and chairs SLT meetings to fulfil the purposes of the charity and its ministries.
- The **Senior Leadership Team** under the guidance and leadership of the Director will be formed to uphold the quality of ministry at Contagious, agree strategies for teaching across the conference types, make plans for growth, explore opportunities for new areas of ministry, improve existing ministries and identify people to fulfil key roles.
- The **Conference Teaching Teams** will have responsibility for teaching, writing, training and identifying new teaching leaders within their conference. Each conference Teaching Team will recommend a Senior [Conference] Teaching Leader to join the Senior Leadership Team.
- The **Operations Team** implements the strategies, plans and practices of Contagious through running systems, applying policies and procedures and through good communication with volunteers and stakeholders. The Operations Manager is included in the Senior Leadership Team.

3.5 Roles and Responsibilities

3.5.1 The CBM Board of Trustees

The Trustees hold overall responsibility to maintain the values, plans and purposes of CBM. They check and approve the performance of the Director, SLT, Operations Team and all Teaching Teams. They are accountable for approving budgets, policies and procedures and responsible for matters of employment and compliance matters. The existing Board will approach, recommend and with unanimous agreement, appoint new trustees with a range of experience, knowledge and skills that suit the needs of the organisation. Board members should have experience and/or knowledge of Contagious from one or two of the conferences and have knowledge, skills and experience that would support the work of the charity.

Trustees will serve in 4-year terms that can be renewed twice (maximum 12 years). At the end of the first and second term, the existing board members will vote and if there is unanimous approval, the trustee will be invited to renew his/her commitment for a further term. At the end of a third term, the retiring Trustee must have at least one year outside of the Trust board, before the potential of being invited to return.

3.5.2 The Director

The Director is appointed by the Trustees to have responsibility to lead all aspects of the organisation to fulfil the aims of the charity. The Director will lead and chair the Senior Leadership Team, attend the Trustees meeting and regularly attend the Teaching Team meetings. The Trustees will carry out annual appraisal and review for the Director. The Director will line manage the Operations Manager and regularly attends the Operations Team meetings. Responsibilities will include:

- Oversight of all conferences, leaders and activities
- Preparing reports to Trustees, SLT and Teaching Teams
- Preparing and implementing strategies for growth, teaching and training
- Building relationships with key stakeholders including senior leaders, church leaders, other organisations and benefactors.
- Oversight of media, communications, systems, policies, procedures and processes undertaken by the Operations Team.
- Oversight of the selection, preparation, training, writing, resources, delivery and review of teaching with the SLT including managing Senior Teaching Leaders and other key volunteers in the teaching process.
- Fundraising and partnerships with like-minded organisations.

The Director will remain in the SLT as long as he/she remains in employed.

3.5.3 The Senior Leadership Team (SLT)

The SLT members are appointed under the authority of the Trustees and lead by the Director, to consider, maintain and improve the quality of ministry that Contagious provides, and seek to grow new and existing ministries by identifying key leaders, locations, needs and opportunities. They will receive reports from each conference group, the Operations Team and the Director. They will develop and agree strategies for teaching, training, growth and other areas that affect all conference groups. We propose the SLT will meet twice a year.

The SLT will initially be appointed by the Trustees, of the following people:

- Director of Contagious (Chair)
- Chair of Trustees (or deputising Trustee)
- Operations Manager
- Senior Adventure Teaching Leader
- Senior GO Teaching Leader

- Senior MAX Teaching Leader
- Senior CREW Teaching Leader
- Two or three experienced people initially recommended and appointed jointly by the VTT and the Trustees to advise the group (may be a Theologian, an experienced Contagious member, supportive local church Minister, or a Parent).

Other optional attendees may be invited by the Chair, as the agenda requires:

- Finance Manager
- Operational leads
- Safeguarding lead
- Teaching leaders

The Group will be lead and chaired by the Director and their agenda will consider the following:

- **Reports from Ministry Leads.** The Director, Senior Teaching Leaders and Operations Manager will present reports from their ministry areas.
- **Quality Review.** The SLT will consider the performance of each of the Contagious age-group ministries, assess where improvements can be made and make recommendations.
- **Teaching Strategy.** The SLT will advise the conference Teaching Teams regarding teaching strategy and encourage collaboration between conference age groups. Each Conference Teaching Team will decide the content of their own teaching programmes for their conferences and will work together to write the teaching material. We propose that the SLT will appoint a **Teaching Review Group** (temporary project group) to plan a broad 3/5-year plan showing the general doctrines we would like to cover for every young person who passes through Contagious. See 4.0 below **Teaching Review Group**
- **Training Strategy.** Teaching Teams will be responsible for the training within their conference group, however, the SLT will agree the broad strategy for training leaders, e.g. 24 hour/weekend training dates, commissioning video training for aspects of the work, introduce a Teaching Leader Development programme. A training strategy will be included in the Teaching Review Group remit.
- **Growth plans** will arise from the Teaching Teams as new gifted people are identified, and the Director who will make proposals with the oversight of the whole Contagious ministry. New opportunities will be discussed and tested by the SLT to weigh the value, risks, resources and people, for example: the Trustee will check and approve the proposal is in line with the aims and purpose of the charity; the Operations Manager will consider the practical resources available to implement the plan; the Finance Manager may advise on costs; and the Senior Teaching Leaders will assess their people resources to support the new ministry.

Senior Leadership Team members will serve in 3-year terms that can be renewed twice (maximum 9 years). At the end of the first and second term, the existing SLT members will vote and if there is unanimous approval, the SLT member will be invited to renew his/her commitment for a further term. At the end of a third term, the retiring SLT member must have at least one year outside of the SLT, before the potential of being invited to return. This plan is to encourage the next generation to be trained to serve at the SLT level to keep the strategy fresh and the ministry going forward. Paid staff will continue to serve in their position during their employment which may exceed the maximum term. As well as the renewal rules above, the Senior Teaching Leaders will need to be nominated by their Teaching Teams and continue to lead one of the conferences in their group.

3.5.4 Conference Teaching Teams (x4 i.e. Adv, GO, MAX and CREW)

The Teaching Teams hold the responsibility for choosing, preparing, writing, training, delivering and reviewing the teaching for their conferences following the teaching strategy approved by

the SLT. We hope the Teaching Team members will enjoy learning from senior experienced teachers and growing their skills in Bible Centred Youth Ministry.

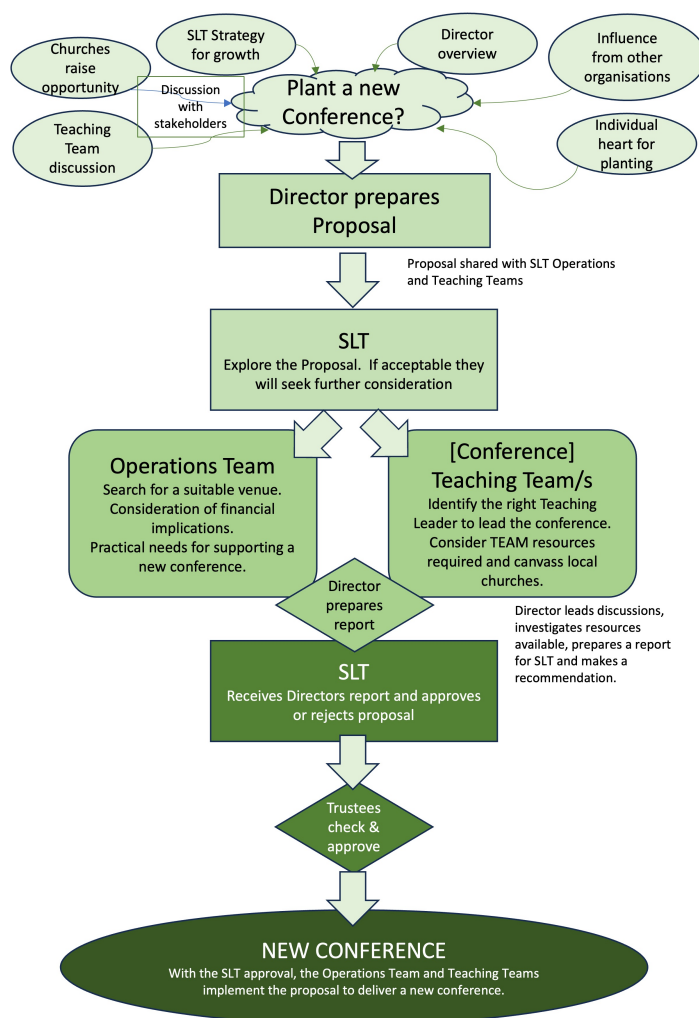
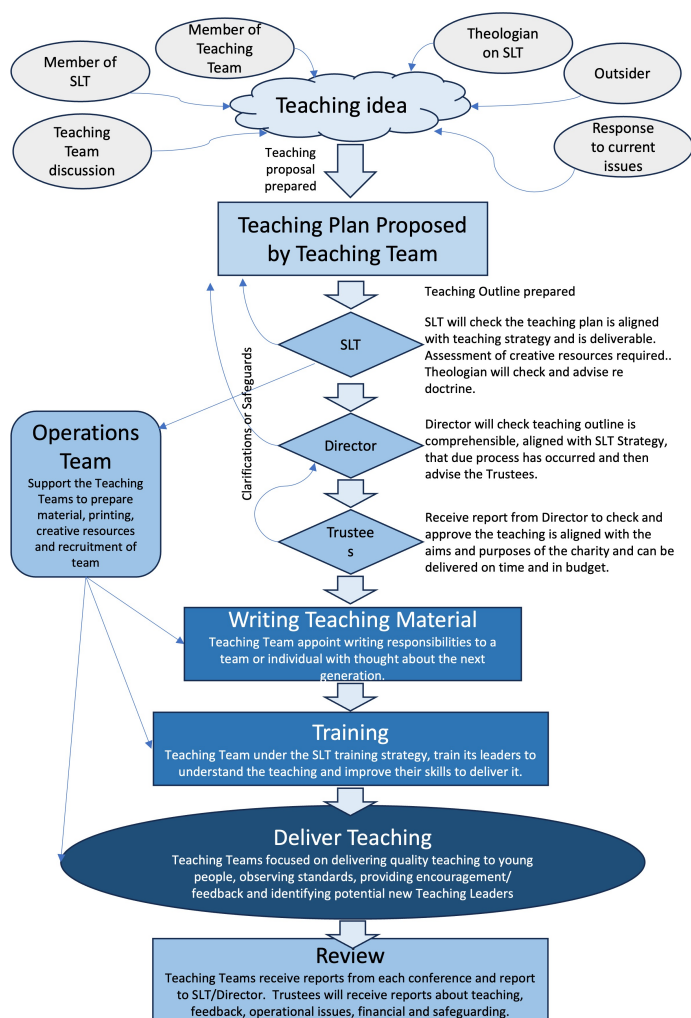
A typical agenda will include:

- **Reports** from Conferences about the teaching quality and performance.
- **Review** of Teaching and Training from the last conferences.
- **Preparation** of Teaching for the next Conferences.
- **Future plans** for teaching and allocation of responsibility.
- **Identifying potential Teaching Leaders**, development of existing teachers and appointments to the Teaching Team/SLT.

The Teaching Team members will be those who lead the teaching at the conferences. The Teaching Leaders will also look for one or two developing leaders who may serve for a time on the Teaching Team as part of their development. As long as a Teaching Leader holds the responsibility for leading a conference, they will be expected to serve on the Teaching Team. We expect there to be three meetings a year (March, June, and September).

3.6 Example Decision Process Flow Charts

With these new groups it may be difficult to understand how a typical decision would be made, so we have prepared the following flow charts to clarify how the different teams work together to make important decisions.



4.0 TEACHING AND TRAINING REVIEW

Bible Teaching is our most valuable and important activity at Contagious so we have a huge responsibility to teach well, pass on the skills to the next generation and keep striving to do even better. The Trustees recommend that the Senior Leadership Team appoint a temporary committee called 'The Teaching Review Group' to investigate and prepare a teaching and training strategy that will be ambitious, challenging and seek to raise and maintain our standards across all conferences for the next generation.

4.1 The Temporary Teaching Review Group

The Review group would be formed of the Director, a member of the Operations Team (to support the group with research and analysis) and some of our Senior Contagious Leaders, plus some invited guests who we feel would add a positive contribution like a Theologian, church leader, parent or other head of a partnering organisation. We propose the group would meet three times through the Autumn to investigate, discuss and prepare a Teaching and Training Strategy. They would report by the end of the year to the SLT who can choose to adopt all or part of their recommendations.

The Review will look at the history of Contagious to see the range of conferences we have prepared, assess the gaps in Christian education that most young people will have, and try to understand the battlegrounds that they will face in our secular culture.

We recommend the Teaching Review Group prepare surveys to be sent to Churches and our Leaders to gain a wide range of views. The results will be analysed to look for common threads or patterns to indicate gaps in the education of our young people.

4.2 Five Year Outline Teaching Plan

With all the above information, the Teaching Review Group would formulate a three or five-year outline teaching plan - three years for Adventure and GO, five years for MAX. This would be in general terms and seek to provide a broad balanced Christian education of different genres and essential theology, for example:

EXAMPLE ONLY	Year 1	Year 2	Year 3	Year 4	Year 5
Subject	DOCTRINE	OT Book	GOSPEL	FUTURE	CHURCH
Approach	Systematic Theology	Biblical Theology (OT)	Biblical Theology (NT)	Bible Theology (Apocalyptic)	Biblical Theology Epistle
Counter-cultural Influence	Big God / small world	Equip YP to fight idolatry	Jesus is the Answer	Living now in hope for a glorious future	Now, not yet
Examples	Sovereignty conference. Hooked.	Leviticus Ecclesiastes	24 John	Revelation	Acts 1 Timothy

4.3 Teaching Responsibility

The Teaching Team hold the responsibility for choosing, preparing, writing, training, delivering and reviewing the teaching for their conferences. The 3/5-year outline plan is meant to serve as a guide framework that should encourage the Teaching Team to have a balanced approach across several years. Teaching Teams would be given plenty of scope to select books of the Bible, doctrines, creative ideas and themes within the outline plan. Our desire would be that a young person attending Contagious over a five-year period would have an in-depth understanding of the Bible and be better equipped to live for Jesus in our secular world.

If, however, for good reasons a particular year it is decided to do something different from the pattern (e.g. Reformation), then that is their decision (under the generic checking and approval of the Trustees that the teaching is in line with the purposes and aims of the charity). We hope that from time to time, Adventure, GO and MAX all choose to work together and prepare similar material for all conferences if that is proposed by the Senior Leadership Team as it will be good to show a unity across the age groups and streamline the preparation of resources.

4.4 Training Methods Review

Our valuable, carefully prepared teaching materials will only achieve their desired goal, if we train our leaders to understand the flow and direction of the material and be able to communicate it affectively to young people. The Teaching Review group could also assess the best and most efficient way to train our leaders to teach our young people/children. They could examine the writing and preparation process and how that good work is passed onto the leaders who deliver it.

5.0 IMPLEMENTATION OF CHANGES

The Contagious for the Next Generation paper was approved by the Trustees on 18 January 2024 and the Vision and Teaching Team on 5th March 2024.

In June 2024, the Conference Teaching Teams will be encouraged to gather for the first time. Each group will nominate a Senior Teaching Leader to the Trustees, to represent them in the Senior Leadership Team.

In July 2024, the Trustees will appoint the Senior Teaching Team to meet with the remaining members of the VTT for a formal handover of responsibility. They will together approve plans for the 2025 conferences (postcard flyers to be printed ready for the 2024 conferences).

They will recommend and appoint members for a Temporary Teaching Review Group and agree the remit of their review.

Autumn 2025 the Teaching Teams and then the Senior Leadership Team will meet to review the conferences and establish an ongoing pattern of meeting together.

The proposed ongoing meeting pattern will be:

Trustees Meeting	SLT Meeting	Conference Teaching Teams	Operations Team Meetings
October: Reports and Budget meeting	October: Summer reports and pre-launch approval	September: Review and Study	September: Review
January: Compliance matters and policies		January: Prep for Training	December: Social
March: partly combined with SLT to build relations	March after 24 hour training: Growth strategies, advanced plans. Trustees join for short part of meeting to maintain relationships.	(Gather at March 24 hour Training)	February/March: Planning & gather at 24hour Training
June: Checking and Approving plans for the summer		June: Checks for Summer conferences, confirm advance teaching plans	May: Planning

6.0 CONCLUSION

This paper has sought to define the core values that underpin our approach to Bible teaching and discipleship that is at the heart of Contagious. Our new organisation structure will connect all the events across the country to improve communication and influence, to and from the senior team. Our most valuable activity is Bible teaching, so the Trustees have recommended the SLT appoint a temporary Teaching Review Group to prepare a strategy for Teaching and Training at Contagious.

If the recommendations of this paper are implemented it will add the following benefits:

- Establish the core values of Contagious and set high standards for all future Bible teaching youth conferences, delivered by godly leaders to equip young people to live for Christ in our secular world.
- Clarification of roles and responsibilities across the leadership team to utilise strengths and optimise its collective effectiveness.
- Affirm the important role of the Director to lead Contagious and provide the support, accountability and strategy for growing the ministry.
- Empower our most experienced Teaching Leaders to continue delivering quality material and pass on their skills to the next generation.
- Growth opportunities for Contagious will be identified and harnessed by the collective efforts of the Teaching Teams, SLT, Director and Trustees.
- Operational considerations included in ministry decisions.
- Development of a teaching and training strategy that will build on current practices and encourage the sharing of responsibilities, skills and experience with the next generation.
- Robust equipping and development of all Contagious' serving leaders, across a variety of roles.

Our prayer is that in God's mercy, Contagious will continue to flourish and be a blessing for many generations to come.

Contagious Bible Ministries Trustees

Ian Sneller (Chair)

Geoff Blake

Jon Drane

Gareth Mitchell

Rachel Sloan

Matthew Dalton

The Director of Contagious

Nick Jackman