

Thank you for being available to interview someone who has put their hand up to be involved in SRE in your local school community! SRE teaching is a wonderful privilege, and we value so much the support of church leadership in endorsing and sending people to do this vital ministry.

By agreeing to endorse a suitable person to be part of SRE in local public primary and high schools, you are endorsing on behalf of the Baptist Association of NSW & ACT to represent you and your church. In most cases Christian SRE is taught joint denominationally, so you also need to be confident that they can effectively represent the other denominations involved.

Below is a simple stepped out process, which includes a sample list of questions you can ask as part of the interview process for new teachers. Once you have worked through this document and the other documents mentioned, feel free to contact us with any further questions.

1

## INTERVIEW FOR SUITABILITY

- Use our [New Teacher](#) or [New Helper](#) Information Sheet to become familiar with the SRE authorisation process and guide the person through that.
- Ensure they are aware of all that is required, and they are comfortable with that.
- You determine if they are suitable for the role.
- Use our suggested interview questions (later in this document)
- Make them aware of the relevant Association's Policies & Procedures (see below)

2

## ENDORSEMENT & COMPLIANCE

All going well the next stage is for you to complete a [Pastor Endorsement Form](#) and ask the person to complete the Baptist Association's [Code of Conduct](#) & [Screening Questionnaire](#). This can be done the same day as the interview. Forward both documents to our office and keep copies for yourself.

3

## WALK THE JOURNEY

It is important SRE representatives know they have the support and backing of their Pastor and church. Connect them in with other SRE teachers in your church and the SRE Coordinator if there is one. Keep track of how they are going getting their CSS training completed as well as the SRE Essentials Training Course. Assist with the application form. If need be, delegate this stage to the SRE Coordinator. Offer times through the year where you can connect with them, see how they are going, pray with them and even offer opportunities for them to share about SRE to the wider church family. At this point direct them to the applicable training they need to complete as per the Information Sheet in Step 1.

4

## SIGN CARD & COMMISSION

Once the authorisation process is completed, we send you the authorisation card for you to sign. At this point it would be great to connect with the person before they start, offer to pray with them and send them out. You could even do a more formal commissioning during a church service.

[Safe Ministry Policy](#);  
[Procedure for Responding to Child Protection Concerns](#) (NSW & ACT);  
[Procedure for Recruitment and Training](#);  
[Procedure for Resolving Grievances and Conflict](#);  
[Procedure for Handling Complaints](#) (SRE version).  
[Curriculum Complaints Policy](#)  
[Complaints Flow Chart](#)

## FAQS

### What if I am the pastor? Who interviews/endorsees?

If you are the senior pastor, ask your Associate (if you have one) to complete the Pastor Endorsement. If not, ask someone in senior leadership like a deacon or elder.

### What if my spouse is the senior pastor?

To allow for transparency it would be best practice to ask another pastor on team if there is one or someone in senior leadership like a deacon or elder.

### What happens if this person is being employed by a board?

If someone is being employed by a board to teach SRE (mostly in High School context) they must complete both the board requirements for employment as well as the requirements of the approved provider for authorisation.

### Is endorsing and authorising the same thing?

No. Local church leadership endorses a teacher, as a local representative of the Association. The Association as the Approved Provider is the one who authorises teachers once they have completed all the requirements. No one can teach SRE in a public school without our official authorisation card.

### What if someone from a church not associated with the Baptist Association wants me to endorse them?

If the person attends an independent church that is seeking authorisation under the Baptist Association, **you must know the person or know the minister of the church they attend.** They must live in the local area. That person's minister will also need to sign the Pastor Endorsement form. They will also need to provide annually their church's Certificate of Currency. They must also not be a member of a church denomination that is on the DoE's approved provider list. If they are, they must seek authorisation through their denomination.


## Suggested Interview Questions

- What/who encouraged you to think about teaching SRE?
- Why do you think you will be suitable to teach SRE?
- What previous experience have you had working with children?
- Are you able to explain what is the difference between children's ministry in a church and teaching SRE?
- If you were to summarise in one sentence, what is your motivation to teach SRE?
- How do you think I can support you in this role?
- As part of the Safe Church Health Check, you can also ask the prospective teacher, is there anything they would need to disclose that may impact their suitability to teach?

For your own reflections post interview before you complete the endorsement form

- Did this interview raise concerns about suitability? If you don't think they will be suitable, it will be important to contact us to let us know and the reasons why.
- Identify what strengths & growth areas this person has.

**Contact Shelley Ashton -Team Leader SRE | Baptist Association NSW and ACT**

 0298689239



[sre@nswactbaptists.org.au](mailto:sre@nswactbaptists.org.au)



<https://nswactbaptists.org.au/baptistsre/>