



# BCM Ireland

*Reaching Children,  
Developing Churches*

*Bible Centred Ministries*

*Serving God, Serving You*

*Children & Youth - Club & Camp  
Teacher Training  
Church Work  
Camp & Conference Centre*

## **BCM Ireland**

**“Serving God - Serving You”**

**BCM Ireland is part of BCM International which began in Philadelphia in the USA in 1936.  
BCM Ireland began in 1965**

### **BCM’s Mission Statement:**

BCM International is a global Bible-Centred Ministry dedicated to making disciples of all age groups for the Lord Jesus Christ through evangelism, teaching and training so that churches are established and The Church strengthened.

BCM Int.-Ireland children’s ministries exist to make disciples of the Lord Jesus. It provides a Christian environment with Bible teaching and activities helpful to the children’s mental, physical, spiritual and social development. We in BCM Int.-Ireland want to ensure that all children entrusted to us are protected and kept safe from harm whilst they are in our care.

**We in BCM Ireland seek to honor God by realizing the sentiment of that Mission Statement in a Christ like manner through the fulfillment of His instruction in**

**Matthew 28:18-20**

*Then Jesus came to them and said, “All authority in heaven and on earth has been given to Me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”*

We also seek to fulfill Paul’s aspirations in his letter to the Colossian Church

**Colossians 1:28**

*We proclaim Him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ.*

### **Aim and Purpose:**

With the above in mind, BCM Ireland’s ‘Aim and Purpose’ is to fulfill its God given mission within its Club and Camp Ministries.

It will also endeavor to cooperate and work with other organizations and churches with a similar mission and doctrinal alignment.

### **GDPR:**

BCM Ireland is committed to keeping all Information/Data held on all personnel involved with us in accordance with the **General Data Protection Regulations**.

All concerned have the right to ask for and see what information we have held on them.

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BCM Ireland is a **Registered Charity**: CHY 8203

**1. Have a personal relationship with Jesus Christ:**

- Have trusted Jesus as their personal Savior - be born again in accordance with **John 3:3** *In reply Jesus declared, "I tell you the truth, no one can see the kingdom of God unless he is born again".*
- Have a walk with Christ worthy of the gospel in accordance with **Philippians 1:27** *Whatever happens conduct yourselves in a manner worthy of the gospel of Christ*

**2. Be a good example to those attending the club/camp:**

- You are a leader/helper and as such have an influence over those in the club/camp not only when at the club/camp but also when out in the world
  - Your reputation, whether through work, school/college, sport/leisure or social media in the world will also have an affect in the club/camp setting
- Matthew 18:6** *"If anyone causes one of these little ones--those who believe in me--to stumble, it would be better for them to have a large millstone hung around their neck and to be drowned in the depths of the sea.*

**3. Doctrinal Beliefs & Core Values:**

- Each leader/helper must be familiar with, understand and agree with BCM's Doctrinal Statement, (attached below)
- Each leader/helper must be familiar with, understand and agree with BCM's Core Values, (attached below)
- Each leader/helper is required to sign an 'Annual Statement of Allegiance' regarding the above

**4. Child protection and Code of Conduct:**

- Each leader/helper must understand, be familiar / agree and comply with BCM Ireland's Child Safety and Protection, and Code of Conduct for Staff and Volunteers policies (attached below)

**5. Garda Vetting:**

- Each leader/helper is required to be Garda Vetted
- The Vetting process will be initiated by the 'Vetting Contact Person' within BCM Ireland
- Each leader/helper is required to sign a Self Declaration form at the start of each season for the club
- Each leader/helper is required to inform the club Director of any changes in their Garda vetting status
- If any leader/helper has not been Garda Vetted or signed the Self Declaration form they should contact the Club/Camp Director

**6. On Line course:**

- Each leader/helper, depending on level of involvement, may be asked to complete an on line Tusla Child Protection & Welfare course called Children First E-Learning Programme (Approx 1.5 hours) If deemed appropriate, details to follow

**7. Leader/Helper Application:**

- Each leader/helper is required to have made a formal BCM Ireland Club/Camp Leader's application if any leader/helper has not done so to date, they should do so
- Each leader/helper is required to fill out a Medical form

**8. Club/Camp Leader compliance and duties:**

- Each leader/leader is expected to carry out all duties assigned to them to the best of their ability without complaint
- Each leader/leader is expected to arrive at the club/camp on time and before hand if necessary in order to prepare or set-up etc. as appropriate
- Each leader/helper is free to discuss their duties with the Club/Camp Director
- If a leader/helper will be unable to attend a particular club/camp, they should inform the club/camp Director as soon as possible
- From time to time there may be leader/helper's meetings called, each leader/helper is expected to attend these

# BCM International Handbook

## 2.4 Doctrinal Statement

*As a Bible-Centered Ministry, we are committed to the following Doctrinal Statement:*

- 1. We believe in the verbal and plenary inspiration of the 66 books of the Old and New Testaments. The Bible is inerrant, infallible, sufficient and entirely trustworthy as originally given. The Bible is the very Word of God and is the supreme and final authority in all matters of faith and conduct (Ps. 19:7-11; Matt. 5:17, 18; Jn. 17:17; 1 Cor. 2:13; 1 Thess. 2:13; 2 Tim. 3:15-17; Heb. 4:12; 2 Pet. 1:19-21).*
- 2. We believe in the one true and living God, eternally existing in three persons — Father, Son, and Holy Spirit — eternal in being, identical in nature and equal in power and glory, having the same attributes and perfections. God is unchangeable in His holiness, justice, wisdom and love. God is the almighty Creator and Sustainer of all things. He is Savior and Judge Who governs all things according to His sovereign will and for His own glory. (Gen. 1 & 2; 26; 11:7; Is. 40:12-28; Matt. 3:16, 17; 28:19, 20; Jn. 1:1-3; 10:30; Acts 5:3, 4; Col. 1:15-17; 2 Cor. 13:14; Heb. 1:8).*
- 3. We believe that the Lord Jesus Christ, eternal Son of God, became fully man without ceasing to be God. He was conceived by the Holy Spirit, born of the virgin Mary and lived a sinless life of obedience to the Father's will. In His incarnation Jesus revealed God and redeemed sinners. The Lord Jesus Christ ascended to Heaven, and is now exalted at the right hand of God as our High Priest, Intercessor and Advocate (Matt. 1:18; 3:16, 17; Luke 24:51; John. 17:5; Acts 1:11; Rom. 8:34; Gal. 4:4, 5; Phil. 2:5-11; 1 Tim. 2:5, 6; Heb. 4:14; 9:24-26; 1 Jn. 2:1, 2).*
- 4. We believe in the universal sinfulness, total depravity and guilt of human nature since the fall, rendering man subject to God's wrath and condemnation (Isa. 53:6; 59:2; Rom. 3:10-23; 5:12-19; Eph. 2:1-5, 12).*
- 5. We believe that redemption from the guilt, penalty and power of sin is possible only through the vicarious, sacrificial death and bodily resurrection of the Lord Jesus Christ as our Representative and Substitute. Salvation is entirely a work of God's grace and cannot be earned or deserved. All who believe in Christ are justified by faith alone, adopted into the family of God and receive eternal life (Jn. 1:12, 13; Rom, 5:6-21; 6:23; Eph. 2:8,9; Tit. 3:47).*
- 6. We believe in the necessity of the work of the Holy Spirit to make the death of the Lord Jesus effective to the individual sinner bringing conviction of sin, regeneration and granting the sinner repentance towards God and saving faith in the Lord Jesus Christ. The Holy Spirit indwells the believer bringing assurance of salvation, a desire for holiness of life through separation from sin, commitment to serve his Lord and Savior and, through the process of sanctification, transforms the believer into increasing likeness to Christ (Jn. 3:5-8; 16:7-15; Acts 2:4; 4:31; 13:9, 52; 1 Cor. 2:9-16; 12:13; 2 Cor. 3:18; Gal. 5:16; Eph. 1:13, 14; 5:18-20).*
- 7. We believe in the imminent personal and visible return of the Lord Jesus Christ, His millennial rule on earth, the bodily resurrection of the just and the unjust, God's judgment of the living and the dead, the everlasting blessedness of the saved, and the eternal punishment of the wicked (Zech. 14:1-11; Acts 1:11; 1 Thess. 4:13- 5:10; Rev. 19:11-16; 20:1-6).*
- 8. We believe that Satan is an angelic being, the author of sin, and the cause of the fall; that he is the open and declared enemy of God and mankind; and that he will be eternally punished in the lake of fire (Gen. 3:1-13; Isa. 14:12-16; Ezek. 28:13-17; 2 Cor. 11:14; 1 Pet. 5:8, 9; Rev. 12:10, 20:10).*
- 9. We believe that God hears and answers the prayer of faith, in accordance with His own will, for the sick and afflicted, but do not believe divine healing of the body is in the atonement (Isa. 53:4-6, 10, 11; Matt. 8:16, 17; 2 Cor. 12:7-10; Jas. 5:14-16; 1 Pet. 2:24).*
- 10. We believe in the one universal Church of Christ, which is His bride. The Church is the body of Christ and made up of all those who are born again. In its universal aspect the Church encompasses time and space but in its local expression is established for worship, mutual edification, and witness. While organizations like our own have been raised of God to fulfill the Great Commission to make disciples of all nations, the local church is the center of God's program for world evangelization (Acts 13:1-3; 14:23, 27; 1 Cor. 1:2; 12:13; Gal. 3:26- 28; Eph. 1:22, 23; 5:25-32; 1 Tim. 3:15).*

# BCM International Handbook

## 2.3 Core Values Statement

1. **GOD-CENTERED** – We acknowledge that ministry flows out of an intimate relationship with God. Therefore, we commit ourselves to maintain a vital, growing personal relationship with God and to encourage other believers to deepen their own relationship with Him. (Col. 1:18; 2 Cor. 3:5; 1 Pet. 4:11)
2. **HOLY SPIRIT-CONTROLLED** – We recognize that the Holy Spirit gives gifts and empowers us to accomplish His supernatural work. No amount of knowledge, skills, experience and/or tools can replace His working in our lives and ministries. (Acts 1:8; Zech.4:6; 1 Cor.6:19-20; Eph. 5:18-21)
3. **BIBLE-BASED** – We recognize that the Bible is God's standard for life and ministry and is the primary instrument for changing lives. Its principles are applicable to all areas of life. Therefore, we commit to handle the Word of God accurately and to model it consistently. (2 Pet. 1:21; 2 Tim. 3:15-17; 2 Tim. 4:6-7)
4. **PRAYER-BASED** – We recognize that without the Lord we can do nothing. We demonstrate our dependence on Him through prayer at every point of our lives and ministries. (John 15:5; Jer. 33:3; Rom. 8:26; Phil. 4:6-7)
5. **SERVANT-LEADERSHIP** – We affirm that Biblically-based ministry involves the giving of ourselves to help others live a life that glorifies our Lord. Because this kind of ministry is motivated by love, we evidence an attitude of respect for those to whom we minister as well as those with whom we serve, and are willing to sacrifice to meet their needs, without promoting an unhealthy dependence on us. We recognize that our ultimate purpose is to equip and empower others to depend on Christ to accomplish His purposes in their lives. (2 Cor. 4:5; Gal. 5:13; John 13: 13-17)
6. **INTEGRITY** – We commit to adhere, in word and action, to a Biblically-based ethical code that results in moral soundness above reproach, transparency to the point of vulnerability, and consistency to the place of trustworthiness. (Rom. 15:1-3; Psa. 139:23; Gen. 16:13)
7. **EXCELLENCE** – We commit to attain the highest level of competency that God has purposed for us and to a mindset that does not settle for mediocrity. We want to be and do our best, in His strength, for the glory of God and for the good of those to whom we minister. (Ecc. 9:10a; Rom. 12:11; Col. 3:17)
8. **TEACHABILITY** – We commit to exhibit a teachable spirit because we consider ourselves fellow learners who are open to learn from and with those around us. (Phil. 2:1-4; Psa. 25:4-9; Psa. 27:11)
9. **CULTURALLY-APPROPRIATE** – We commit to exercise cultural sensitivity by respecting and understanding the cultures in which we minister while adhering to Biblical standards. We will identify cultural issues that affect our ministries and work within the cultural context. We will involve national workers and leadership as much as possible. (1 Cor. 9:19-22; 1 Cor. 10:22-33)
10. **MINISTRY MULTIPLICATION** – We recognize that ministry involvement is not an end in itself but is a part of the process of ministry development. We affirm the principle of exponential training stated in 2 Timothy 2:2; therefore, we train, mentor and educate others who are qualified in order that they may prepare others for the work of ministry. (2 Tim. 2:2; Eph. 4:11-13; Mat. 28:18-20; 1 Cor. 4:17)
11. **FINANCIALLY RESPONSIBLE** – We commit to handle financial matters in an ethical manner that conforms to legal requirements and regulations. Our financial and business dealings will be open for scrutiny and above reproach. An independent, qualified auditor will audit financial records annually. (1 Cor. 10:31; Heb. 4:13; Prov. 15:11)
12. **COOPERATION** – We believe that the local church is the organization that God has established to be the base for evangelism of the lost and edification of the saints. Therefore, we commit to develop working relationships with local churches, including those not affiliated with BCM, working toward the fulfillment of the Great Commission. We also promote teamwork with like-minded organizations in order to fulfill our Mission Statement. (2 Cor. 6:1; 1 Cor. 3:5-9; 1 Thess. 3:2; Phil. 4:3)
13. **COMPASSION** – We believe God calls believers to emulate Jesus' compassion in every aspect of our lives and ministry. We will, with God's enablement, look beyond limitations, behavior, attitudes, culture and stereotypes to the heart of each individual and minister without reservation. We will also incorporate people who have special needs



# BCM Ireland Child Protection Policy

Bible Centred Ministries Ireland (hereinafter referred to as BCM Ireland) Children and Youth Ministries exist to fulfil the "Great Commission" as defined by Jesus Christ in Matthew 28:18-20 "When Jesus came to them and said, 'All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.'"

## Child Safety and Protection:

BCM Ireland is committed to the wellbeing and safety of children entrusted to its care, whether on the BCM Ireland property or elsewhere by protecting them, in so far as it can, from physical, sexual and emotional abuse, harm or neglect.

BCM Ireland recognizes abuse as any act of physical, sexual, or emotional nature whether in person or through social media resulting in harm to the child and as more fully defined in the "Children First National Guidance for the Protection and Welfare of Children" as published by the Dept. of Children and Youth Affairs 2017. BCM Ireland believes that all children should be treated equally and with respect regardless of sex, colour, race, religion or ability. BCM Ireland accepts in accordance with the above named Children First publication that a child means a person under the age of 18 years, who is not or has not been married.

## Policy Statement:

We in BCM Ireland commit to the above and undertake to do this by:-  
Working with Parents/Guardians:

We aim to be open and transparent with parents/guardians and will seek parental/guardian consent for all activities involving children, including junior leaders/helpers under 18 years of age.

### Staff Duties:

What is expected of staff whether as volunteers or salaried will be clearly communicated prior to being accepted for the role and appropriate instruction/training will be provided.

### Supervision:

Adequate child/supervisor ratios will be maintained by suitably qualified and vetted personnel at all times. A minimum of two supervisors should be present at all times unless not possible due to an emergency, in which case corrective action must be taken as soon as possible.

### First Aid:

First Aid equipment must be available and easily accessible at all times. A medical form for each child including contact details of parents/guardians and individual child's medical professionals must be filled out, on file and available. In the event of an emergency, if it is not possible to contact the parent/guardian, the leader in charge may give consent for medical treatment.

### Substances:

Smoking and alcohol will be discouraged and not permitted to be consumed/used when in the presence of under 18s at BCM Ireland. Other illegal substances will not be permitted to be consumed/used at any time.

### Transportation:

When transporting children in connection with any BCM Ireland events all legal requirements will be strictly adhered to.

### Residential:

In the event of any residential events run under BCM Ireland, there will be separate male and female accommodation and all reasonable efforts will be made to have segregated toilet and washing facilities. Where it is not possible, prior arrangement will be agreed upon and adequate supervision provided.

### Reporting and Documentation:

Written records of all emergencies, accidents, incidents and disclosures/allegations will be retained by BCM Ireland in compliance with Data Protection Regulations.

## Code of Behaviour for Staff and Volunteers:

All staff/volunteers are required to complete a formal application for the position of working with children under the care of BCM Ireland. This will include understanding and agreeing with BCM Ireland Requirements for Children's Ministries Leaders.

### Staff and Volunteers are to:-

- Put the welfare and concern of the child before their own
- Respect the rights of the child
- Have others around when speaking privately with the child.
- Listen carefully, never prompt or promise to keep a secret in the event of a child reporting an incident or making a disclosure.
- Report all incidents etc. to the senior leader immediately and complete the appropriate report form as soon as possible.

### Staff and Volunteers are never to:-

- Abuse children in any form including name-calling, mockery or shouting at them.
- Show favouritism.
- Physically punish the child
- Engage in physical horseplay or rough games with the child.
- Engage the child in unwholesome conversation.
- Criticize other staff or children in front of the child or accept such from the child.
- Be alone with the child - always be in view of others
- Jump to conclusions.

### Discipline of Child:

Disciplinary action may be necessary on occasions. If so it should be referred to the senior leader who will act appropriately as the occasion necessitates. In the event of physical force being necessary to resolve the situation or incident, only a minimum of force should be used and all actions reported to the senior leader and recorded appropriately.



BCM Ireland
Bible Club/Camp Leader / Helper Application form
Part 1 - General information

Preamble:

BCM Ireland recognizes that at times we struggle in our walk with God and therefore asks that in filling out this form you do so honestly and not yield to the temptation to give answers which you believe may be what we want. We have a great responsibility before God to those, including leaders, attending this Club/Camp and want to be able to assign tasks/roles most appropriate to your gifts/abilities and walk with God. Thank you.

Name: \_\_\_\_\_ Male \_\_\_ Female\_\_\_ Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

Date of birth: \_\_\_\_\_

Marital status: \_\_\_\_\_ No. of children if appropriate: \_\_\_\_\_

Occupation: \_\_\_\_\_

Health status: \_\_\_\_\_

Name of club being applied for: \_\_\_\_\_

Emergency name and contact number: \_\_\_\_\_
(if you cannot be contacted)

Please answer / complete the following? - (use other pages if needed)

- What Church / Fellowship do you regularly worship in?
How often do you attend, including midweek events etc.?
How often do you read the Bible and pray?
What other church events are you involved in?
What other non-church Christian activities are you involved in?
What other children's activities are or have you been involved in?
Please give a brief outline (include in what activities and capacity/responsibilities)
What skills / abilities have you which may benefit the club?
Why do you want to help at this club?
Have you ever been asked to leave a children's/youth club/camp or refused permission to work with children/youth?
Yes \_\_\_ No \_\_\_ (if yes please explain)

Referees: - Please give details of two referees who are not family (one of whom should be your church Minister/Pastor/Elder)

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Email: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_ Address: \_\_\_\_\_



**BCM Ireland**  
**Bible Club/Camp Leader / Helper Application form**  
**Part 2 Personal information**

*Serving God, Serving You*

*Children & Youth - Club & Camp  
Teacher Training  
Church Work  
Camp & Conference Centre*

**Personal Testimony:**

Please share how you came to trust Jesus as your personal Saviour and how it affects your daily life!  
(use another page if needed)

**Sharing the Gospel:**

Briefly share how you would explain the Gospel to a child / young adult  
(use another page if needed)

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**Declaration:**

I, as an applicant to lead/help at the above named club/camp declare the above information to be true and honest to the best of my knowledge.

I, will also, as a leader/helper in the above named Club/Camp hereby declare, my agreement with and submission to as appropriate: The BCM Ireland Club/Camp Leader's Requirements / The Doctrinal Statement of BCM International / The Core Values Statement of BCM international / The BCM Child Safety and Protection, and Code of Behavior for Staff and Volunteers

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian if under 18

Please complete and sign this form, and return to the Club Director or Camp administrator as appropriate

**GDPR:**

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**BCM Ireland**  
**Bible Club/Camp Leader / Helper Application form**  
**Part 3 Specific Camp information**

*Serving God, Serving You*

*Children & Youth - Club & Camp  
 Teacher Training  
 Church Work  
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**Please select the camp(s) you wish to help at:**

- Winter (14-17yrs) Jan 2<sup>nd</sup> - 5<sup>th</sup>
- Refocus (5th & 6th yr) Feb 21<sup>st</sup> – 23<sup>rd</sup>
- Youth (14-17 yrs) July 6<sup>th</sup> - 13<sup>th</sup>
- Senior (11-14 yrs) July 13<sup>th</sup> - 20<sup>th</sup>
- Junior (8-11 yrs) July 27<sup>th</sup> - Aug 3<sup>rd</sup>
- Other (please specify) \_\_\_\_\_

**Note:**  
 A Camp day can be long and tiring, so when deciding which camp(s) you wish to help at please consider your schedule before the camp in order to be able to come to the camp well prepared and not in an exhausted state.

**In which of the following areas would you like to be considered for camp duty?**

- Dorm Leader
- Dorm Helper
- General Helper
- Crafts
- Games
- Kitchen
- Other (specify) \_\_\_\_\_

**Note:**  
 As a Leader/Helper at camp you are expected to give of yourself fully to the role/duty assigned to you.  
 If you require a job description or further information on any of the roles/duties specified, please ask.  
  
 Be aware, you may be asked to do additional tasks such as help with a quiz or sword drill (finding Bible verses), share a testimony or other one off duties. If so, you will be given plenty of notice and the option to say no.

**Gifts & Abilities: How do you rate yourself on the following?**

	V. Good	Good	Poor	Not at all
Leading a small group.	_____	_____	_____	_____
Organising games / events	_____	_____	_____	_____
Helping with crafts	_____	_____	_____	_____
Leading a meeting (being up front)	_____	_____	_____	_____
Music (play an instrument/sing)	_____	_____	_____	_____
One to one evangelism	_____	_____	_____	_____
Pastoral care	_____	_____	_____	_____
Other (which may be useful at camp) _____				

Signed: \_\_\_\_\_ Date: \_\_\_\_\_