

WALLOON YOUTH MINISTRY

LEADERSHIP HANDBOOK



SECTION ONE



Dear Prospective Youth Leader,

I'M THRILLED AND EXCITED THAT YOU ARE INTERESTED IN SERVING IN
WALLOON YOUTH MINISTRY!

Every believer has something to offer the body of Christ and we believe that every member of Walloon Lake Community Church should have an area of service. Not only that, but we believe God has uniquely given us abilities and desires to serve in a particular area of ministry. We are so happy you are considering making an investment in the lives of our students.

God has entrusted us with loads of students that we minister to on a weekly basis and we believe that healthy relationships with adult leaders foster and encourage healthy spiritual growth. We are looking for adult leaders who love Jesus and have a huge heart for students. The quality of adult leadership is extremely important to us. Because we emphasize a high commitment and care for our students, I encourage you to prayerfully look over this adult leader information packet to understand the expectations of a youth leader.

Youth ministry is a great place to make an eternal investment in the lives of students! I'm thankful you are considering serving here! I look forward to talking with you soon about your hopes and desires for ministry. If you have any questions, feel free to contact me at 231-497-9310.

In His exciting service,

A handwritten signature in black ink, appearing to read 'Brant Cole', with a stylized, cursive script.

Brant Cole, Youth Pastor

231-497-9310 | brant@walloonchurch.com
www.walloonym.com

OUR MISSION STATEMENT

We exist to make disciples of students who love Jesus, love others, and serve the world. In other words, everything we do is about producing students who love like Jesus.

FIVE PURPOSES FOR OUR EXISTENCE

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

- Matt. 28:19-20 -

#1 – Evangelism: We exist to mobilize students to reach the world with the Gospel of Jesus Christ.

#2 – Discipleship: We exist to equip students to become more like Jesus everyday.

#3 – Worship: We exist to provide students with ways to connect with God through meaningful worship experiences.

#4 – Ministry: We exist “to equip [students] for the work of ministry, for building up the body of Christ...” (Eph. 4:11-12).

#5 – Fellowship: We exist to provide students with a fun and safe place to connect with God and others, a place where they know they will belong.

SECTION TWO



HOW DO I GET INVOLVED?

4 Step Plug-in Process: Youth Ministry Leader Process

Our goal is to make it as easy as possible to channel through the process of serving in our ministry. Our path to leadership is simple and straight forward.

OBSERVATION

Potential Leaders are encouraged to observe areas of ministry at least once before further steps and are given a Youth Leader Handbook that includes job descriptions and leader application.

APPLICATION

Potential Leader Interview & Application - All potential volunteers will fill out an application and turn into youth pastor. He will meet with the applicant to help determine area of interest, current needs, expectations, & start date.

EDUCATION

Monthly leadership meeting will be held to train leaders and provide important information regarding youth ministry operations. First time leaders are encouraged to attend the monthly meeting before jumping into service. This will help with acclimation to the youth ministry environment.

MOBILIZATION

It's go time! - After the previous three steps have been completed and a background check has been passed, you will begin serving in WALLOON YM!

EXPECTATIONS: HS Class / MS Class Teacher

DURING THE PROGRAM

- ✓ Be well prepared each week to lead the class in both teaching time and open discussion of the lesson (30-40 minutes).
- ✓ Devote time to promoting group fellowship through games, or food, or any other intentional time of fun and safe interaction (20 minutes).
- ✓ Promote church wide and youth ministry activities through the announcements (5 minutes).
- ✓ Make sure students have signed in to mark their attendance on a weekly basis.
- ✓ Ensure that every student who comes to class is personally greeted by yourself or another leader.
- ✓ Welcome visitors and include them in discussion time.
- ✓ Give guidance to your team of volunteers/helpers.

OUTSIDE OF THE PROGRAM

- ✓ Ensure effective communication between yourself and the volunteers within the ministry team. This includes emails about the upcoming program.
- ✓ Read your emails from us.
- ✓ Attend quarterly youth leader meetings.
- ✓ Maintain relationships with students. For example, you could call students, send letters or postcards or emails, or attend games and events they are involved in.
- ✓ Follow up with each visitor to your class that week with a phone call, text, or email thanking them for coming.

Weekly Time Commitment: 3+ hours (at least 1 hour of prep time and weekly team communication + 2 hours of ministry time).

EXPECTATIONS: Small Group Leader

DURING THE PROGRAM

- ✓ Assist the youth pastor / program leader in leading the evening's activities.
- ✓ Assist the youth pastor / program leader in greeting the students with a smile.
- ✓ Lead a small group discussion based on the message series. Also, welcome visitors and include them in discussion time.
- ✓ Create a safe place within your small group where students know they will belong.
- ✓ Participate, but don't dominate, in the group activities with a positive attitude.

OUTSIDE OF THE PROGRAM

- ✓ Read your emails from us.
- ✓ Attend quarterly youth leader meetings.
- ✓ Pray for your small group daily.
- ✓ Plan an event with your small group at least once a semester. For example:
 - Do something on each of your student's home turf at least once a semester.
 - Do something to serve your community together with your small group at least once a semester.
 - Take each of your students out (coffee, ice cream, tacos, etc.) at least once a semester.
- ✓ Follow up with each visitor to your small group that week with a phone call or email or Facebook message thanking them for coming.

Weekly Time Commitment: 2-3 hours

EXPECTATIONS: Café Worker

DURING THE PROGRAM

- ✓ Help to make Walloon YM the friendliest place in town.
- ✓ For first time guests, make sure they receive a free drink or candy.
- ✓ Set up café with an attractive and clean presentation of items.
- ✓ Perform all expected tasks of the café (make drinks, sell merchandise, sell candy/pop, sell snacks, etc.) with a joyful attitude.
- ✓ Promote *Food Safety Rules* and clean the café area after shift is completed.
- ✓ Inform the cafe directors (Thomas and Regine Egolf) about restocking and needed maintenance as needed.
- ✓ Accurately count café profit into bank bag in the presence of one other café worker at the end of each program.
- ✓ Know your scheduled time, find a replacement (using the Contact List) if needed and inform Regine Egolf.
- ✓ (If the entrance door or Mechanical Room are locked, inform WLCC security personnel or a WLCC staff member, and they will happily assist you in opening what is needed.)

OUTSIDE OF THE PROGRAM

- ✓ Read your emails from us.
- ✓ Attend quarterly youth leader meetings.
- ✓ Pray for Walloon YM students daily.

Weekly Time Commitment: 1 hour per scheduled shift

EXPECTATIONS: Youth Worship Team Leader

DURING THE PROGRAM

- ✓ Assist the youth pastor in greeting the students with a smile.
- ✓ Lead the student worship ministry team in practice before HSM or MSM.
- ✓ Lead a high-quality worship set during which students will come to seek and enjoy the presence of God.

OUTSIDE OF THE PROGRAM

- ✓ Coordinate student worship teams, schedules, and worship sets on a weekly basis.
- ✓ Communicate with the worship ministry team about everything they need to know before the program.
- ✓ Identify, connect with, and train at least one student to be the main student worship leader with the goal of preparing them for a life of worship leading.
- ✓ Read your emails from us.
- ✓ Attend quarterly youth leader meetings.
- ✓ Pray for Walloon YM students daily.

Weekly Time Commitment: 3-4 hours

EXPECTATIONS: Campus Bible Study Leader

BEFORE AND DURING THE BIBLE STUDY

- ✓ Call BC Pizza (525-2288) at least an hour before pickup time to order enough pizza for the Bible study. Order on behalf of Walloon Lake Community Church (535-2288), ensuring your conversation is courteous, concise, and grace-filled. You may order enough large pizzas and 2-liters of pop for the Bible study as deemed necessary.
- ✓ Pick up pizza in time to arrive at the school campus early enough to get set up for the Bible study.
- ✓ Connect relationally with every student present, extending the love of Jesus no matter how difficult or easy the students are on that given day.
- ✓ Lead a relational Bible study that connects with the heart of the student and engages their actions for Jesus in their everyday context.
- ✓ Pray for the students at the end of the Bible study.
- ✓ Encourage students to invite their friends back next week.

OUTSIDE OF THE BIBLE STUDY

- ✓ Prepare a concise, but engaging Bible study for teenagers. (Usually they only have a 30 minute lunch period, and part of this time will be spent connecting relationally with the students.)
- ✓ Read your emails from us.
- ✓ Attend quarterly youth leader meetings.
- ✓ Pray for students daily.

Weekly Time Commitment: 1 hour

WALLOON YM

VOLUNTEER EXPECTATIONS

Application

Church policy requires each person, before becoming an official youth leader, to fill out a youth worker application. This can be found at the end of this handbook.

Worship Service Attendance

The youth ministry staff joins with our pastor in encouraging students to attend the main worship service. Middle school and high school students are old enough to participate in the worship service. Students learn experientially, and what they learn and experience through worship cannot be taught in a Sunday School class. As such expectation lays on our students, that expectation is emphasized even more strongly for our leaders. Please make it a weekly habit of being a part of the life of our church body. Your soul needs care just as much as our students' do.

Individual Classroom Activities

Individual classroom activities should be planned in advance. If you are planning an overnight or out of town trip, students must have a parent signed permission form.

Safety Precautions

1. Never be alone with a student in an area where you can't be seen.
2. Never leave a visitor waiting alone for their parents.
3. Do not allow teens to sit on your lap. Encourage them to sit beside you.
4. The following are appropriate touches: handshakes, high-fives, and brief hugs.
5. If unauthorized adults remain in your classroom too long, please direct them to the youth pastor or to another staff member.
6. If you are alone and do not have the parents' consent, do not give students a ride home, or taxi them to any location. A phone call to the parent or the youth pastor to ask what to do is an appropriate action in this situation.

Appropriate dress

Appropriate dress is expected of our leaders. Modesty is the rule. Modesty is an outflow of a heart condition. When in doubt, it is better to choose something else. This applies to any youth ministry function, or anytime you are with students. Our basic guideline for modest apparel is anything that doesn't draw sexual attention to one's self.

Relationships with Students

Developing an emotional/sexual relationship with a student is unwise and not acceptable as an adult leader at Walloon Lake Community Church at any point. Leaders may NOT date students while they are in our ministry.

Contact Info

Contact info is to be entered on the Min Hub app on the iPad for the weekly check in. This info is critical for our ministry.

Leadership Meetings

Attendance is HIGHLY recommended, unless seriously hindered, for every leadership meeting. These are important for our ministry to function well.

FOLLOW-UP EXPECTATIONS

Follow-up is a very high priority for our youth ministry. Here are some expectations for follow-up...

- Every visitor that attends your Sunday School class or small group should receive a phone call/email the same week from you thanking them for attending and encouraging them to return.
- Every student that has been missing for more than a month you're your Sunday School class or small group should be followed up. It is important to follow up consistently. But badgering a student may actually turn them off, too. So be discreet with following up too much. Make sure EVERY student who has been missing for over a month is followed up with. Just make sure each contact is made with discretion.

HOW TO COMMUNICATE WITH STUDENTS

This post was written by Josh Griffin and Kurt Johnston and originally appeared as part of Simply Youth Ministry Today free newsletter. www.morethandodgeball.com

Thought we would take a quick look this week at ways to communicate with students—ways that are Hot or Not. Here's our take:

HOT: Facebook – Instagram – Snapchat - Musical.ly

This is where our money is at right now—the highlight of the tools we're using to communicate with students. Facebook, Instagram, and Snapchat are where it's at, so get on board to get it mastered just in time for your students to move on to something else.

NOT: Email

When you're communicating to parents, email is as hot as can be. The older people get the more possessive/stagnant they become with technology. Students on the other hand are quick to jump on what is next, usually before adults have even heard of it. If you are emailing students and it is working, realize that it is a miracle of God and won't last very long. Email is out.

HOT: Texting

Probably right up there with Facebook is texting—it comes in two flavors: individual and mass, and both work incredibly well. Use a service like Simply Text or Duffled to build a list of everyone, and don't discount the power of a personal text from their small group leader or youth pastor. Texting is where it is at right now for sure.

HOT: Facebook event pages

Different from your main Facebook page are the event pages you create for service projects, mission trips, or special events. These are usually syncing with many students'

phones now, so you get calendar reminders as well as triggers built into to social media. A classic win-win-win situation.

NOT: Mass postcards in the mail

The shelf life is just too short for a postcard for a series and the cost is typically prohibitive, too. I love these and am sad to see them already fading out, but unless you've got cash to spare or a cheap printer to crank them out this one is dropping quickly.

HOT: Individualized postcards from small group leaders

This one will never go out of style. Try it out this week: Pick up some postage-paid postcards and scribble out a few handwritten notes this week and see if it works. Or just trust us...no technology will ever replace the power of a handwritten note!

SMALL GROUP LEADER TIME COMMITMENT

Small group leader's **weekly** time commitment: see "Small Group Leader Expectations"

Small group leaders **monthly** time commitment

- > Small group and preparation – 8.5 hours
- > Mandatory Leadership Meeting – 2 hours
- > Phone calls/letters/emails – 30 minutes
- > Connect with students outside of small group – 2 hours

13 hours per month or...14 minutes per day or...69 seconds per hour.

Think about it...for less amount of time than most people spend watching TV, you will be making an investment that lasts beyond time by leading a small group of students!

Ministry Ideas for the Time-Conscious Volunteer

If you have 15 minutes a week...

- Write a note to a student.
- Make a phone call.
- Drive a student home.
- Initiate a 1-on-1.

If you have 30 minutes a week...

- Write a note or two to a student.
- Make a few phone calls
- Drive one student home.
- Initiate two 1-on-1's.
- Go to thirty minutes of a student's event (sports, drama, etc.).
- Have coffee/ice cream with a student.
- Take a student with you on an errand.

If you have two hours a week...

- Write some notes to students.
- Write a letter to a parent.
- Have lunch with a parent.
- Take a bible class.
- Go visit a student's event (sports, drama, etc.).
- Help a student with their homework.
- Help us in the office!

If you have four hours a week...

- Organize a note-writing campaign for adult leaders.
- Volunteer to help a school team or club.
- Volunteer to drive to students events.
- Organize and lead a ministry team.

If you have twenty or more hours a week...

- Get a life.
- Do work around Brant's house!

TOP 10 MYTHS ABOUT BEING A GREAT VOLUNTEER YOUTH LEADER

1. You must know everything about the latest youth culture.
2. You must have adequate training and be equipped to teach the Bible.
3. You must be young.
4. You must always feel comfortable and secure.
5. You must be able to act like one of the students.
6. You must have plenty of free time.
7. You must be a captivating communicator.
8. You must be wild, crazy, and dynamic.
9. You must be liked by all the kids and parents.
10. You must own a 15-passenger van.

Youth ministry is not comfortable! It's not easy! But it is normal and okay to feel inadequate about your skills. Your confidence will grow the longer you do ministry and you see how God can use inadequate people to do great things.

WHAT STUDENTS NEED

We will only change the youth world one student at a time. Today's students do not connect to programs; they connect with people. The most effective way to impact students is through significant relationships with caring adults in their lives. One of the common roadblocks for adults getting started in youth ministry is they have misconceptions about what it takes to be a youth leader.

Here's the truth about what students need:

Students need leaders who will. . .

- love God and live for Him.
- be interested in their life.
- take initiative to spend time with them.
- pray for them.
- be real.
- say encouraging words.
- believe in them.
- laugh and have a good time.
- remember their name and care for them.
- share God's love through personal experience.
- be consistent in their attendance .
- be patient with them.

SECTION THREE



YOUTH MINISTRY OVERVIEW

Programs and Times

HIGH SCHOOL

High School Class

Where: Youth Center

When: Sunday mornings from 10:30a – 12:00p

High School Ministry (HSM)

Where: Youth Center

When: Sunday nights from 6:00p – 8:00p

MIDDLE SCHOOL

Middle School Class

Where: Youth Center

When: Sunday mornings from 10:30a – 12:00p

Middle School Ministry (MSM)

Where: Youth Center

When: Wednesday nights from 6:00p – 8:00p

ALL AGES

Summer Beach Nights

Where: Petoskey State Park Beach

When: 6:30p – 8:30p (July – August)

Rock the Block (our fall kick-off event)

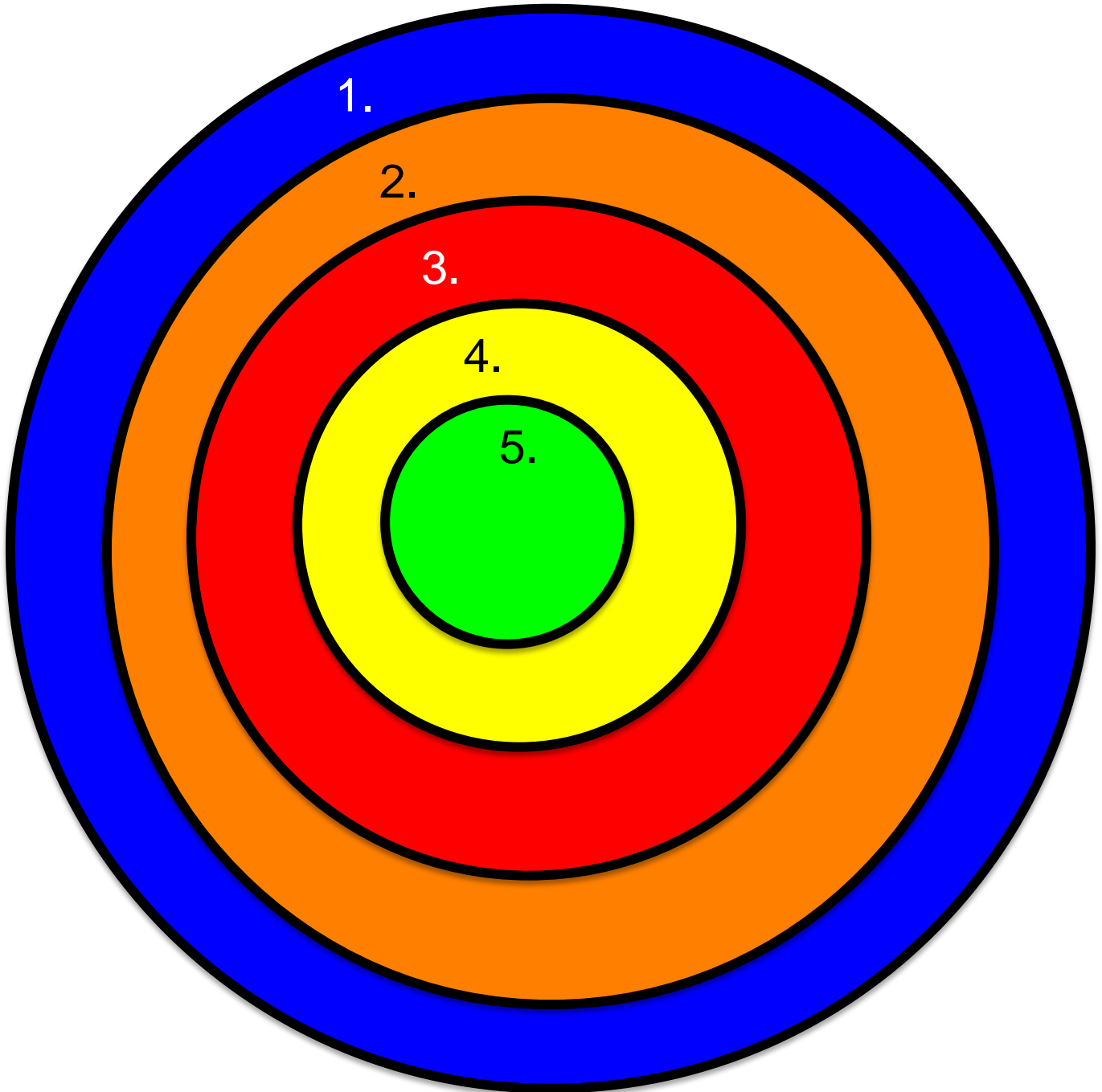
Where: Walloon Lake Community Church

When: The first Sunday night after Labor Day. 5:00p – 9:00p.

Walloon Youth Ministry Vision

We exist to **make**
disciples of students who
love Jesus, **love others**,
and **serve the world**.

OUR TARGET AUDIENCE



OUR TARGET AUDIENCE (cont.)

1. A **COMMUNITY** student – This is a student that we have never made contact with. We don't know them.
2. A **CROWD** student – This is a student who we have made contact with, but they do not yet attend any of our programs. We know them and they know us.
3. A **CONGREGATION** student – This is a student who occasionally attends our programming. Most of these students are also nominal Christians.
4. A **COMMITTED** student – This is a student who regularly attends our programming. This student is committed to growing spiritually and has relationships with other Christians.
5. A **CORE** student – This student is a leader within our youth ministry. This student has a specific ministry and is working to reproduce himself (actively disciple-making).

HOW WE REACH OUR TARGET AUDIENCE

1. For **COMMUNITY** students – Rock The Block, Barn Party, Amazing Race
2. For **CROWD** students – MSM (Wednesday nights), HSM (Sunday nights), youth group trips, Christmas Parties
3. For **CONGREGATION** students – Dare 2 Share conferences, summer camp, small groups, beach nights, Middle School and High School retreats, Sunday Schools, ministry involvement
4. For **COMMITTED** students – Missions Monthly, missions trips, You Own the Night!
5. For **CORE** students – ministry leadership, Lead The Cause University, student leadership teams

SECTION FOUR



SMALL GROUP SKILLS

Godliness is more important than skills; however being skilled is not unimportant. Here are some guidelines to help you be a better small group leader.

Do not be afraid of silence. Let the students sit for a moment and think. On average, it takes a student about 18 seconds to process a question, formulate an answer, and then develop the courage to say it.

Value student input. Do whatever it takes to affirm the comments of student input, but do not be fake, or sound fake. Be delicate with answers which are clearly wrong (You probably don't want to put a big red "idiot" stamp on their forehead...even if they are.) Do not feel like you have to finish, complete, or correct a student's answer.

Don't feel like you have to know all the answers. We are human, and it is good for your students to see that you are limited. You are and most of them don't think so.

Don't read questions off the leader's guide. Understand the questions and be prepared to ask them in your own terms. Feel free to generate your own questions during your preparation AND even "on the spot."

Try not to talk more than the students. Ask questions to generate discussion, and ask students to explain their answers and go into more depth.

Ask students if they have questions. This will give you a good feel for the group dynamic.

Echo input. If a student's answer or input is long-winded or unclear, repeat it back for clarity. This proves you are listening to him or her and it keeps the attention of the rest of the group.

Don't move to a new question too quickly. After a student answers a question, ask, "Would anyone like to add to that?"

Answer questions with questions. This isn't a universal rule, but often a question in a response to a question will draw out the answer that they already knew. And it communicates that you value their thinking process.

Keep the group focused and on purpose. Don't leave the topics and passages of the night's lesson unless something "big time" comes up (e.g. a family crisis). Be sensitive to the Spirit.

Communicate and maintain confidentiality. This allows students to open up; however, don't keep potentially dangerous information to yourself or the student. There will be extreme cases that require transparency with appropriate authorities.

Don't be discouraged...if you don't have many students in your small group.

Don't be discouraged...if you have a "bad day." There's not a small group leader alive in the world who hasn't had bad days.

WORKING WITH DIFFERENT PERSONALITIES IN YOUR SMALL GROUP

[Note: The following material was created by Doug Fields and the Youth Specialties Resource Seminar development team.]

You know what it's like watching the individual personalities in a small group emerge -- even if the small group is a family. Your challenge as a small-group leader is to learn to work with the personalities in your small group and help all your students grow individually even as they learn to function as a group.

Here are six types of student personalities, most of which you'll meet in a typical small group of teenagers. The aim isn't to stereotype students, but to forewarn you of common traits and characteristics you'll encounter in your small group -- and then to help you find ways to minister more effectively to them.

The Talker

This is the student in your small group who never stops talking, who always has a comment for everything. You're tempted to apply duct tape, but don't -- there are more productive ways to handle this student.

First, position the Talker next to you when you begin your group, which reduces eye contact with her when you ask a question -- and when she interrupts someone, lets you reach over and touch her arm (usually a silent but effective cue). If you have a whole group of Talkers, you may want to try the ground rule that stipulates that the small group must circulate an object -- a stuffed animal, Nerf Ball, spit wad, whatever -- and that a student must possess it before speaking. This will help Talkers wait their turn.

Chances are, the Talker has some natural leadership ability that you should encourage. So let her lead the small group now and then. This can help her appreciate what you endure as a leader, and she just may become more supportive when you lead.

If the problem persists, get some time alone with her and talk with her about giving others a chance to answer the questions. Help her feel

that she's on your team, and that the two of you need to work together to encourage the other students to respond.

The Thinker

This student is quieter (and usually shier) than the others, with a tendency to get drowned out by the louder personalities in your group. So bring him out more by positioning him across from you, to increase the chances of eye contact with you. You can also use the tried-and-true method of occasionally directing questions to specific students, thereby eliciting responses from the Thinker.

If the Thinker is particularly shy, spend one-on-one time with him to discover what he's interested in -- and so you can create the kinds of questions that will bring him into the discussion. Use the positive reinforcement of affirming him on those occasions when he actually does respond publicly. And when he lapses back into silence, don't interpret that silence as something that needs to be fixed. Some kids just learn by listening and watching -- and there's a good chance he's one of them.

The Church Kid

This kid has already spent more hours in this church than you probably have. She's progressed from the church nursery to the high school room in the course of her 14 or 15 years there. She consequently knows more about the Bible than any other kid in youth group, not to mention her small group. Of course, her knowledge may or may not indicate spiritual depth.

Church Kids can be the hardest to reach because they've heard it all, and therefore feel they have nothing to learn. One way to challenge them is by not being satisfied with pat answers. Always ask why. Or play devil's advocate by countering her squeaky-clean, correct answers with provocative arguments from the "wrong" side of the issue. Such strategies usually work for a Church Kid to think more deeply about her answers instead of just rattling them off.

Ask her to help you create questions for a Bible Study -- or even let her lead the small group once in a while. In any case, avoid asking questions that invite a "right" answer. Opt instead for questions that leave room for a variety of valid responses.

The Distracter

This is the student who can't sit still and ends up distracting everyone in your small group -- including you. Rather than constantly stifling him, direct his energy toward productive ends: ask him to help you pass out Bibles, set up chairs, serve refreshments. Or (and this is good advice for all small groups, with or without Distracters) do some active-learning experiences with your small group -- like object lessons or field trips -- instead of just sitting and talking week after week.

You may better understand this student (and where his energy comes from) if you get together with him outside of your small group. Even a Distracter can be good for your small group, if only because he doesn't let you get by with boring Bible studies. (Remember that when you're tempted to quit.) Really -- your leadership skills will be sharpened as you find ways to engage him as well as the tranquil students in your lesson.

The Debater

She irritates you by challenging every point you (or anyone else) tries to make. Sure she brings a creative energy to the group sometimes, but she often stifles the other kids by making them feel too threatened to voice their opinions or feelings.

Deal with the Debater by establishing ground rules for you small group, (the first and perhaps the only) being: It's okay to disagree with opinions, but it is inappropriate to attack or put down other small-group members if their opinions differ from yours. A second ground rule may be that only one person may talk at a time. Ground rules like these help make a Debater's criticism less caustic and restrains her from interrupting others in order to make her point.

The good news: once Debaters understand and abide by such rules, their input can actually enliven your discussion. Just remember that your goal is to direct, not stifle, their participation.

The Crisis Producer

This student is in perpetual crisis -- and lets your small group know about it every meeting. He's often self-absorbed and therefore

unable to participate in the discussion, except when it's focused on him. So get together with him before your small group begins in order to talk through his problems with just you instead of bringing them to the small group. (Lucky you.) Or begin your small-group discussion with the assurance that everyone will have a chance to share problems, prayer requests, etc., at the end of the group. This helps members -- and especially Crisis Producers -- stay focused on your Bible study.

Whatever your strategy with your Crisis Producer, your long-term goal is to help him see past his crises to some solutions, and then to participate in your small group without having to constantly bring the focus back to himself.

What about a student who raises a legitimate crisis during the discussion? Be flexible enough to postpone your study and deal with the issue at hand.

CHARACTERISTICS OF MIDDLE ADOLESCENCE (14- 15 YEARS OLD)

Physical

- Physical changes have slowed for girls; boys may still be changing rapidly
- Advanced development of secondary sexual characteristics
- Develops intense sex drive (particularly males)
- Active and energetic
- Tends to experiment with alcohol and drugs

Emotional

- Ability to form personal relationships increases
- Less egocentric: learns how to give of themselves and receive from others
- Often enjoys arguments
- Feels intense need to separate from parents
- Self-assurance can mask deep-felt insecurities and self-doubts
- Seeks recognition for being good in some activity

Social

- Focus moves from same-sex friendships to opposite-sex; dates in groups
- Stays with established circle of friends
- May join a group with social beliefs or values that differ from parents
- Sometimes rebels against persons in authority
- May become very protective of personal possessions

Intellectual

- Becomes capable of more complex and abstract thoughts. Can ask deep questions
- Often questions theological arguments
- More analytical and critical about belief systems

Spiritual

- Searches for what the Bible says about what is or isn't OK
- May experience guilt about relationships with or thoughts about opposite sex
- May experience frustration with desire to stop some behavior and the apparent inability to do so (like pornography or masturbation)
- Often prays for forgiveness

CHARACTERISTICS OF LATE ADOLESCENCE (16- 18 YEARS OLD)

Physical

- Physique is almost fully developed
- Boys have caught up with girls developmentally
- Majority have reached adult height
- Expresses a strong interest in personal health
- May fall victim to eating disorders
- Some are sexually experienced

Emotional

- Feels confidence and security with own identity
- Sometimes sentimental
- Can put others' needs ahead of their own
- Recognizes the need to take more personal responsibility
- Usually friendly toward family

Social

- Desires meaningful relationships with others, including opposite sex
- Dating is frequent
- Personal relationships show increasing commitment; many date one partner exclusively
- Some are sexually active
- Driver's license and graduation will be rites of passage
- Most work part time- resulting in discretionary income

Intellectual

- Becomes increasingly involved with future
- Begins to focus on career choices
- Recognizes that current decisions influence future
- Develops ability to consider many options at once; can process possibilities
- Makes better and more mature decisions
- Might be able to resolve conflicts with judgment

Spiritual

- Shows ability to demonstrate strong commitment to a relationship with Christ
- Moral and spiritual values are tested and challenged
- Understands and cares about how others feel and think
- Becomes interested in life after death
- Asks questions and expresses doubts about their spiritual life (assurance of salvation)
- Is increasingly able to apply spiritual principles to life, and is able to grasp deeper spiritual concepts

Walloon Lake Community Church
Children/Youth Worker Application

Volunteers and Employees

Name: _____

Address: _____

Email: _____

Phone Numbers: Home: _____ Primary

Cell: _____ Primary

Birth Date: _____ Driver's License # _____

SS # _____ Occupation: _____

School (if student): _____ Grade: _____

Previous Church(es): _____

References:

#1: _____ Phone # _____

#2: _____ Phone # _____

Answer the following questions:

1. Have you ever been convicted of, plead guilty or no contest to, a crime other than a minor traffic violation, or are now under charges for any criminal offence?

Yes (Please explain fully on an additional sheet.)

No

2. Have you ever engaged in, or been accused of, any child molestation, exploitation, or abuse?

Yes (Please explain fully on an additional sheet.)

No

3. Have you ever engaged in, or been accused of, any physical abuse of a child or adult?

Yes (Please explain fully on an additional sheet.)

No

4. Is your sexual orientation anything other than heterosexual?

- Yes
 No

5. Is there any reason why you should not work with children/youth, or others?

- Yes (Please explain fully on an additional sheet.)
 No

Please read before signing:

I recognize that the church to which this application is being submitted is relying on the accuracy of the information contained herein. Accordingly, I attest and affirm that all of the information that I have provided is absolutely true and correct.

I authorize the church to contact any person or entity listed in this application, and I further authorize any such person or entity to provide the church with information, opinions, and impressions relating to my background or qualifications.

I voluntarily release the church and any such person or entity listed herein from liability involving the communication of information relating to my background or qualifications. I further authorize the church to conduct a criminal background investigation if such a check is deemed necessary.

I have carefully read the policy and procedures of the church, and I agree to abide by them and to protect the health and safety of the children or youth at all times.

Printed Name: _____

Signature: _____ Date: _____