

Quest  
Youth Ministry  
Leaders

# Quest Mission Statement

*Love God. Love People. Make Disciples of All People.*

## **Vision & Values**

Quest Youth Ministry is a multiethnic, all-abilities, and intergenerational ministry to and *with* students from 6th-12th grade. We seek to journey together to be transformed by God's Spirit as we follow Jesus and grow in discipleship. We are a diverse body—each created in God's image and designed to worship God and be valued, to have a place and presence in the church community.

We believe that a student's spiritual formation begins at home and that it is the role of the church to assist parents/caregivers in raising them to know and live for God. We are committed to each student's spiritual growth through all aspects of our ministry. We provide a safe, nurturing environment with a structure of safety policies and volunteer accountability.

Through relationships, Scripture, talks, prayer, and fun we hope to ignite a deep love for Christ in each student we serve. In teaching the message of God's love, salvation through Christ, and the presence of the Holy Spirit, we help kids recognize their place in the big God Story. Quest Youth Ministry seeks to love God, love other people, and make disciples of all people.

## **Theology of Ministry to Students and Families**

---

### **Parents (and Church Community) Are Primary Influencers of Children's Faith**

- Deuteronomy 6:5-9, "Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road..."

### **God's Love and Salvation Is for Everyone**

- 1 John 3:1, "How great is the love the Father has lavished on us that we should be called children of God!"

- John 3:16, "For God so loved the world that He gave His one and only son that whoever believes in Him shall not perish but have eternal life."

### **Baptism & Discipleship Are for the Whole Church**

- Matthew 28:19-20, "Go and make disciples of all the 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 will be with you always and to the very end of the age."

- Acts 1:8, "For you will receive power when the Holy Spirit comes on you, and you will be my witnesses in Jerusalem, Judea and Samaria, and to the ends of the world."

### **Children Are Valued Participants in the Life of the Church**

-Luke 18:15-17, "People were also bringing babies to Jesus for him to place his hands on them. When the disciples saw this, they rebuked them. But Jesus called the children to him and said, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. Truly I tell you, anyone who will not receive the kingdom of God like a little children will never enter it." (*Matthew 18:1-5, Mark 10:13-16*)

-Psalm 8:2 (NLT), "You have taught children and infants to tell of your strength, silencing your enemies and all who oppose you."

### **Reconciliation with God and One Another Is Foundational to Who We Are as a Church**

- Galatians 3:26-28, "So in Christ Jesus you are all children of God through faith, for all of you who were baptized into Christ have clothed yourselves with Christ. There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus."

- 1 Peter 2:10 (NIV), "Once you were not a people, but now you are the people of God; once you had not received mercy, but now you have received mercy."

- Romans 12:5, "so we, who are many, are one body in Christ, and individually we are members one of another."

### **God Cares for People of All Abilities**

- 1 Cor 12:24b-27, "But God has put the body together, giving greater honor to the parts that lacked it, so that there should be no division in the body, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it. Now you are the body of Christ, and each one of you is a part of it."

### **Compassion, Mercy, and Justice Are a Part of Our Discipleship**

- Micah 6:8, "He has shown you, O man, what is good. And what does the Lord require of you? To act justly, love mercy, and to walk humbly with your God."

- 1 John 3:16, "This is how we know what love is, Jesus Christ laid down his life for us, we ought to lay down our lives for others."

## **Quest Youth Leader Expectations**

---

### **Presence**

Your presence on Sundays/Wednesday is important, so keep these things in mind as you prepare to be PRESENT at programs:

- Attend leader meetings in The Garage every Sunday at 10:45am to be briefed on the morning. Midweek leaders should arrive 15 minutes prior to the rest of the group and plan to stay until the last student leaves. All leaders will have mandatory quarterly trainings.
- Be prepared - Read your emails, lesson plans, and classroom schedules ahead of time and communicate needs for supplies.
- Electronics - Only use personal electronics to access curriculum, attendance, or in an emergency.
- Help set up and clean up. Please arrive early and stay a few minutes after program to make sure the classrooms and The Garage/Host Home are cleaned and ready for the next group's use.
- Beyond Programs - We know ministry goes beyond the program time. We encourage you to attend at least four fellowships, two youth events, and invite kids to connect outside of events.
- Unity - Do everything possible to maintain unity as we strive to serve with the same vision and mission. Be accountable to your ministry leads, students, and parents.

### **Scheduling**

Because relationships are so important to the success of our youth ministry, we ask our volunteers to serve as many times a month as possible. The more time you have with the students, the more you will build trust and respect and be a positive influence and role model for them.

It takes time to invest in relationships, so we ask that leaders be willing to help out with at least one to two ministry activities outside of the regular ministry (serving trips, overnights, retreats, special events, parties). We also encourage contact care like attending games, concerts, special events, phone calls/texts, notes, or coffee/meals with your group. In advance of any off-site events, leaders must inform the youth pastor or assistant director and students will be required to have a release form filled out and signed by their parents.

We know that our youth ministry leaders will need time away for illness, vacation, and other life events. Advance notice of your needs helps make scheduling go much more smoothly. Volunteers are encouraged to find their own replacements as much as possible, marking it on the schedule on Google Drive, and also notifying the youth pastor or assistant director.

## **Relationships**

Whether we are working with your small group or the larger group, we as youth ministry leaders have the privilege of building relationships with students and parents and partnering with them on their spiritual journey. Meaningful relationships are key to connecting with students and parents and only happen when we invest our time, are willing to be open and share our stories, and intentionally love the people around us. We encourage you to:

- Pray: Be faithful in prayer for each of the students in your group.
- Learn the names of your students and their parents.
- Look for opportunities to share Christ's love with them.
- Be an encourager: acknowledge birthdays, illness, absence, and affirm special moments/happenings in a student's life!
- Safety: Use good judgment—don't put kids in danger.

## **Personal Growth**

We expect all our Quest Youth Ministry volunteers (and staff!) to participate in worship services regularly. Your ministry to students will happen best when it comes from the overflow of your own full heart. If you aren't being filled, how can you expect to fill others!? We encourage you to practice regular, spiritual rhythms of prayer, Scripture reading, and worship, both personally and with our Quest family.

## **Quest Youth Leader Roles**

---

### **Small Group Leader (6<sup>th</sup>-12<sup>th</sup> grade)**

Connect relationally with a specific age group of students on Sunday mornings. Provide support to the large group leader during worship and teaching time. Lead small group discussion, prayer, and activities.

### **Midweek Leaders**

We host two groups on Wednesday nights on the east and westside. Leaders will plan, support, and lead in fellowship and teaching times. Lead small group discussion, prayer, and activities.

### **Milestone Teachers & Mentors**

This program runs every other year for students who are looking for a deeper discipleship experience. Once a month, students will gather with teachers for lunch and a teaching moment. Monthly, they will meet with mentors to touch base about what they are learning.

### **Worship Leader**

The worship leader serves during large group and at beginning of services. They demonstrate the importance of worshipping God through music in a fun and dynamic way. Schedules vary.

### **Special Mentors**

This volunteer is a friend to a student with special needs. They help the student to engage in Sunday worship and classroom activities and participate alongside peers. Special Mentors are trained on a case-by-case basis and are flexible, loving, caring individuals.

### **Caring Well for Students & Families with Special Needs**

---

It is our desire to provide a church home for each family who comes to Quest. We understand the integration process for a student with special needs may be unique to that student. While we cannot always meet every need in every way, we will make every effort to accommodate each student. We use the following process:

- We begin with a conversation with parent(s)/caregiver(s) (and student, where appropriate). Quest Youth Ministry staff will meet with the parent(s)/caregiver(s) to discuss what does or does not work for their student, their student's strengths and challenges, as well as how we can best minister to their family. Staff will communicate with volunteers any necessary information that will help the student integrate into the classroom.
- If requested, we will provide a Special Mentor for the student—a volunteer who is intentionally paired with him/her, to help the student participate in Quest Youth Ministry
- We will strive to keep open communication with parents, leaders, and staff. We know that caring for students with special needs requires adjustments at times. We will be flexible in order to be successful.

### **Allergies**

Allergies can be very serious.

- No items containing nuts or melon are allowed in at Quest.
- Please clean hands between serving gluten items (crackers, cheerios) and non-gluten items (raisins). This reduces the risk of a student with gluten allergy inadvertently ingesting gluten.
- Do not give goldfish crackers to students with dairy allergies unless their parent has give permission to do so.
- A number of students, volunteers and parents are allergic to scents, both natural (lavender, pine, lilies, etc) and manufactured (perfume, cologne, scented body sprays and lotions, etc). Please do not wear scents when serving at Quest.

If a student has emergency medication for severe allergic reactions and parents want to leave it with their student, they may fill out an emergency medication form. Please inform Quest Youth Ministry staff immediately if there is an issue.

### **Service Animals at Quest**

A service animal (including psychiatric service dogs) is any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Emotional support animals, therapy animals, and comfort animals are not service animals.

Service animals are welcome to join their handler while volunteering or attending Youth Ministry. Service animals will be required to follow standard ADA requirements. Families and volunteers will be notified of the presence of service animal before the volunteer begins serving or student begins attending class. We will be mindful of life-threatening allergies and will do our best to meet the needs of all involved. Quest Youth Ministry leaders should remind students not to pet service animals while the animals are working and that the service animal is present to do a specific job to assist their handler.

Emotional support animals (also known as comfort animals or mental health animals) do not have special training to perform tasks that assist people with disabilities. Permission must be given by a Quest Youth Ministry staff before an ESA may enter any classroom or Youth Ministry space. ESAs will be given permission on a case-by-case basis. Any ESAs admitted to classrooms must be able to follow ADA service animal requirements.

### **Disabilities Language**

Disabilities cover a wide range. Some are obvious, such as a student with a physical disability who uses a wheelchair or a student with a visual impairment who uses a cane to navigate when walking. Other disabilities may be more "hidden," for example, student who have learning disabilities or autism spectrum disorder. Special needs covers many types of disabilities/ diagnoses, and every individual is unique. However, here are some general tips to keep in mind.

- Use people-first language. Instead of saying "The blind student" or "the ADHD student," try "Anne has a vision problem" or "John has ADHD."
- Avoid the words "retarded," "cripple," "slow," "crazy," or other insensitive, archaic descriptions of disabilities or in describing something foolish.
- Avoid using diagnoses as jokes or adjectives, such as "I had an ADD moment," or "He is acting psychotic."
- Use the word "disability" or "differently-able" rather than "handicap."
- Use the terms "typical" or "a person without disability" when describing people who don't have a disability, rather than the word "normal."

- If you don't understand what someone is saying, just ask the person to repeat what was said. Use a friendly, "Would you run that past me again?" to make your point. If you absolutely can't understand, use a pencil and paper.
- Talk directly with the person, not through a companion, family member, or interpreter. As you get to know them, the communication problems will diminish and comprehension will become easier.

## **Communicating Concerns to Families**

When working with kids and families who have special needs, we must choose our words carefully. We want to include accurate descriptions of behavior that inform, rather than judge. Our communication with parents/caregivers is a time to build up relationships and offer solutions.

A few guidelines:

- Report what you SEE and HEAR, not how you FEEL
- Don't editorialize; leave your opinions out.
- Focus on working together and finding a solution.
- Pray before you speak. Ask God to guide your words.
- Please do not suggest a diagnosis, no matter your professional background or personal experience.
- Remember that parents/caregivers of kids with special needs are all too accustomed to hearing negative reports about their student. And it hurts. Try to focus on a positive aspect of the student's character.
- When in doubt, come talk to a Quest Kids & Family Ministry staff member.

## **Talking to Typical Students about Students with Special Needs**

- No two people are the same; some differences are just more noticeable.
- A disability is only one characteristic of a person. People have many facets: likes and dislikes, strengths and challenges.
- students with disabilities are like all student in that they want friends, respect, and to be included.
- students can be born disabled or become disabled from an accident or illness. You can't "catch" a disability from someone else.
- Just because someone has a physical disability (when a part or parts of the body does not work well) does not mean they necessarily have disabilities in other areas.
- students with disabilities can do many of the things other student do, but they may do it differently. They may need assistance or adaptive equipment to help them.
- Reinforce with student that name-calling, even if meant as a joke, is always unacceptable as it hurts people's feelings.
- Explain to student that they can use clear, respectful language when talking about someone with disabilities. For a younger student, keep explanations simple, such as, "She uses a wheelchair because a part of her body does not work as well as it could."

(Adapted from Key Ministries and [www.care.com](http://www.care.com))

## Classroom Guidelines: Safety and Accountability

---

### Safety & Security Process

- Small group leaders stay with their students until all kids have been picked up by a parent/caregiver.
- Visiting families are welcome to stay together during initial visit.
- Visiting students and leaders must be cleared by Quest Youth Ministry staff.
- If you have a substitute teacher, please make sure they are cleared with our staff.

It is important for all of our small group leaders and classroom lead teachers to know your classroom count at all times. This will ensure that in case of an emergency, you know *who* and *how many* student you are responsible for.

**Background Checks:** Background checks are CONFIDENTIAL and can only be reviewed by pastors and Youth Ministry staff. All Quest Youth Ministry volunteers must meet the following qualifications:

- Complete the Youth Ministry leader application
- Clear a background check completed by church staff
- Regularly attend weekly worship services

**Adult to Child Ratios:** In each Quest Youth Ministry area, there are specific adult to student ratios for safety and accountability purposes. We would like it to be at 1:5.

**Two Adult Rule:** We strive to have two adults in all classrooms, regardless of class size. As this is not always possible, Quest Youth Ministry staff will be checking in regularly in these classrooms.

**Open Door/View Policy:** In classrooms with windows, windows should remain unobstructed at all times when student are present. In classrooms with no windows, the door should remain open at all times when student are present. Split door classrooms can keep the upper portion of the door open to maintain a view into the classroom. When speaking one-on-one with a student, please do so in the open view of other leaders or church staff and after notifying the staff.

### Appropriate Touch

1. Holding a student's hand while praying with him or her
2. Putting an arm around the shoulder or upper back, for a brief moment, when encouraging is acceptable
3. A light touch to the hand or shoulder when encouraging is acceptable
4. A quick hug to greet or console is appropriate

## **Inappropriate Touch**

1. Kissing a student is not appropriate
2. Extended hugging, tickling, or prolonged physical contact of any kind
3. Touching a student in any area that would be covered by a bathing suit
4. Giving a full contact, body-to-body hug

Failure to comply with these guidelines and safety policies will result in consequences determined by Quest pastoral staff and may involve reprimand or dismissal from involvement with Quest Youth Ministry.

**Illness Policy:** In an effort to keep everyone healthy, we are mindful of illness in adults and students. We encourage sick students and Quest Youth Ministry volunteers to stay home. If a student in your care has any of these illnesses or symptoms, please remove them from the area until their parent is notified and the student is picked up:

- a fever of 100 or higher
- unclear drainage from the eyes or nose
- pink eye—unexplained itchiness/redness of the eyes with discharge
- symptoms of pain (a student complaining or showing physical signs such as holding their head, etc.)
- diarrhea or vomiting
- unexplained rashes (possible chicken pox, fifth disease, etc.)
- lice

## **First Aid (first aid kits are provide in ministry spaces)**

*If a student is injured or sick during a Quest Youth Ministry event, remember these three things:*

1. Calm the student to better assess the pain level. A calm student is easier to help.
2. Always wear gloves when making physical contact with any of the student's bodily fluid.
3. Care for the student gently. Make sure the parents are informed as soon as possible.

*If a student is vomiting:*

1. Always wear gloves when exposed to bodily fluids
2. Have the student lie down on his or her side
3. Apply a cool, damp cloth or paper towel to the student's forehead
4. Have a container available
5. Give no food or medications
6. Give small sips of water if the student is thirsty

*If a student is bleeding from a wound:*

1. Always wear gloves when exposed to blood or bodily fluids

2. Rinse the wound thoroughly with water to clean out dirt and debris
3. Wash the wound with soap and rinse thoroughly
4. Cover the wound with a sterile band-aid or sterile gauze and adhesive tape (a First Aid kit is located in the church kitchen/most ministry spaces).

*If a student is injured through fainting, broken bones, or other serious injury:*

- Do not move the student
- Contact the parent/caregiver immediately (who will make the call to paramedics if necessary)
- Contact Pastor Ruby immediately

*In case of a severe allergic reaction or more serious injury:*

- Call 911 and notify Pastor Ruby and parent/caregiver
- If the student has emergency medication, administer immediately (epipen, inhaler)
- Monitor breathing
- Signs of severe allergic reaction include: abdominal pain, abnormal breathing sounds, chest discomfort or tightness, difficulty breathing or swallowing, flushing, redness or hives of the face, nausea or vomiting, swelling of the face, eyes, lips or tongue

## **Accident/Incident Reports & Emergencies**

---

Reports should be filled out whenever a student is injured, injures another student, or whenever an unusual situation occurs that may need to be referenced at a later point. Accident/Incident Report Forms are kept in classrooms and with Quest Youth Ministry pastor. These should be filled out to the best of the volunteer's knowledge who witnessed the incident. Please do not list the names of students who may have injured or caused the accident. Reports should be shown to the Quest Youth Ministry pastor and given to the parent.

### **Emergencies**

If there is an emergency that requires leaders and students to evacuate the building, do so as calmly as possible. Gather all students together, take the emergency backpack and the day's attendance sheet, and exit the building. Do not gather other items or take time closing windows and turning off lights. Walk as quickly as possible to the nearest and safest exit (do not run). Gather in OfficeMax's parking lot on the eastside of 14<sup>th</sup> Ave NW and remain there until given instructions by Quest staff or emergency personnel. If there is a fire, students and leaders on west side of the building or in youth spaces, will evacuate to west side of building safe zone, UW Medical Center parking lot.

**Fire:** Close the door(s) and pull the fire alarm as you evacuate.

**Earthquake:** Get students under the tables and leaders as close to the tables as

possible until shaking stops. Evacuate when shaking stops.

**Lockdown:** Close the door(s) and turn off lights, getting students away from the doors and windows and remaining as quiet and calm as possible. Remain there until given instructions by Quest staff or emergency personnel.

**Lost Child Procedure:** Double check the attendance list, identify which student is missing, and notify the Quest Youth Ministry staff and/or Safety & Security Team member immediately. Provide name, age and description of clothing if at all possible. Ensure the rest of the class are in a secure location or their classroom. Double check the classroom/area for the student. Remain calm and do not spread a rumor of a missing student. Staff and Security will search all areas and contact the parent(s)/guardian(s). If the student is not found in a reasonable time (not to exceed 15 minutes) or at the parent/guardian's request, Quest Youth Ministry staff will call 911 and determine if a lockdown is necessary. If so, lockdown procedure is followed.

### **Discipline Guidelines**

---

Quest strives to show Christ's love to students in all situations including the way we discipline our students. The following are some recommended guidelines for discipline. Quest Youth Ministry staff can assist in this area and offer ideas and advice, so please let us know what you need. **Praying for the students you work with outside of class will also help make a difference during class.**

- Always use good judgment and allow the Holy Spirit to guide your actions when correcting or counseling any student.
- Make a habit of informing the Quest Youth Ministry pastor or associate director about behavior concerns or discipline issues so we can assist you.
- When counseling a student, always do so in an open area in view of other volunteers or church staff.
- Appropriated discipline methods include redirection of behavior, praising and reinforcing positive behavior, a brief time out, counsel and prayer, and restriction of class/event privileges.
- Never touch a student in a disrespectful manner or make derogatory remarks. Corporal punishment (hitting) is NEVER allowed! The only acceptable time to physically restrain a student is when you believe a student is attempting to do bodily harm to self or another student. Never hit, kick, or push a student.

Our view of discipline is discipleship, so we must take care of student with consistency, humility, fairness, and gentleness and without harshness, rudeness, or impatience.

*“Good discipline is guidance toward right behavior, which is much more effective than punishment for wrong behavior.” - The Discipline Guide for Ministry*

## **Care Plan for Crisis**

---

What do we do in the midst of crisis? This is a hugely important question for us because many of us have or will be confronted with an individual in crisis and much of our most important ministry takes place when students find themselves in hard situations. Here are some helpful guidelines:

### **When Working with Students...**

- **Listen Carefully**

Assess the individual's needs. The goal is to determine how serious this situation is. Determine whether it needs to be dealt with immediately or whether it can wait till tomorrow. How are they feeling? What's the situation they are dealing with? Look at verbal and nonverbal cues. Ask questions with "what?" or "How?".

- **Empathize & Normalize**

Allow the individual to know you have compassion and understanding for what they are going through. Assure them they are not alone, that many people go through the same things.

- **Affirm**

It is important for the individual to feel supported and understood. Affirm positive steps they have taken. Affirm correct convictions they have. Guide them in the right direction. Pray for them.

- **Redirect**

Redirect their faulty ideas, thoughts, and behaviors towards their situation. Lead the individual to seek comfort and dependence from God. Build them up by not condemning them but respecting their willingness to share with you.

- **Plan of Action/Refer**

Help find good coping skills and look toward positive things in them and in their life. Show them good resources (books, people, church, youth group). And develop a plan of action that will help them with their circumstances. Refer! Refer! Refer! Make sure that there is follow-up from you, a pastor, or a counselor. Make sure students know we will take positive action steps to help them.

### **When You Need to Bring Others into the Situation...**

The burden is not yours alone. Tell! Tell! Tell!

### **Youth Pastor**

If you are ever thinking that something is an odd situation or you're not certain how to handle things, get Pastor Ruby involved. This is very important. Sharing this with us allows us to be involved in follow-up, care of you, and help guide the individual in the right and safe direction.

### **Parents/Caregivers**

Encourage the student to inform their parents/caregivers, except in a situation where a parent/caregiver is being accused. It is important for the family to know what is going on and how they can actively take part in helping the individual with their situation. If they are reluctant, then offer to go with them as they speak with their parent(s)/caregiver(s). Make sure there is follow-up and a parent/caregiver is definitely told about the situation.

### **Counselor**

Contact a counselor for further support. If you feel like you are unable to give immediate support to the individual say to the individual, "Let's go call (counselor's name) who can better help you with your situation."

### **Police**

Contact the police in a situation where the individual is intending to harm themselves or others.

### **Emergency Phone Numbers:**

Ruby Varghese, Assistant Pastor of Youth and College  
cell-(860) 810-8826; [ruby@seattlequest.org](mailto:ruby@seattlequest.org)

Phil Lewis, Associate Director of Youth  
Cell- 253-444-7778; [phil@seattlequest.org](mailto:phil@seattlequest.org)

Info Line: 211  
National Counseling Resource Center  
(507)281-8800

## **6 Elements of a Small Group**

---

Small group ministry with high school and middle school students is tricky business. From far away, it would seem as though taking a small group of students, hanging out, and getting to know Jesus and one another better would be pretty straightforward. But the reality is that sometimes even the "best" small group leader will lose their focus.

With that in mind, we present you with this collection of six guide posts that will help to keep you and your group on track and moving forward. Make it your goal to include all six of these elements regularly in your small group, and you will be doing well. The trick to this lies in the word "regularly." Don't attempt to do all these things every week. You'll be frustrated and your kids will be bored. Use the six guides to keep you on the road

and have an awesome time on the journey to wherever it is that God wants you and your kids to be.

### Scripture

WHAT is it? Any time we explore God's Word in a small group.

WHY is it important? If we don't look at God's Word, we are merely a "hangout help group," which isn't what we believe God has called us to be. We want to see kids moving toward maturity in Jesus Christ through these groups, and we believe that happens when we creatively immerse ourselves in God's Word.

HOW does it happen? We have two ways in particular that we get excited about Bible studies happening. The first are topical Bible studies, and much of our curriculum draws on finding out what God's word has to say about a particular topic. The other way we use is inductive Bible study, which gets into the Bible first and then uses what is found there to apply to life. We are committed to seeing students understand how to allow Scripture to influence every aspect of their lives.

### Connection

WHAT is it? Connection means that relationships within the group are being strengthened, both leader to students and student to student.

#### *Connection*

WHY is it important? It's important that each member of the group understands and experiences that there is more to life than being a separate entity. We need to belong, and to truly belong we need to commit to building relationships with others in an intentional way. This also means allowing your group to go through some turmoil in the process of connecting. It's pretty much scientifically proven that for a group to become a true community, it has to go through some sort of chaos to get there.

HOW does it happen? A leader might do a team building activity, play a short game at the beginning of the small group, or ask a fun question to allow the students to have a shared experience, which can help even the most diverse group to bond.

### Prayer

WHAT is it? Meeting with God. Communicating with God.

WHY is it important? If a group fails to pray together, they miss out on an awesome opportunity to experience God communally. And...God calls us to go before Him when we're gathered together. And...students learn to pray for each other and for our community and world. Prayer is a simple and powerful way to remind the group that God is the center of the group and to experience that reality.

HOW does it happen? You can mix this up to help students get used to prayer in different ways and in ways that they can become comfortable with. You can have out-loud group prayer sometimes and other times have silent prayer. You can ask a student to pray. Also, ask for prayer requests. Have students write them down and challenge

them to pray throughout the week. Send them an email reminding them of all the prayer requests from last week's small group.

### Encouragement

WHAT is it? Building one another up.

WHY is it important? Our kids live in a negative world. Their school environment is such that they don't get true encouragement very often. We need to step into this gap and encourage our students as the incredibly marvelous and unique creations of God that they are. And we cannot be content to only model this in front of our students. It is easy, even within a bonded group, to allow sarcasm, put downs, and gossip to creep into our midst. We need to creatively draw our students into speaking love and encouragement to one another.

HOW does it happen? Verbal affirmation, written notes, high fives, hugs, smiles—the options are limitless. Maybe your group does a “circle of affirmation” sometimes, where each group member encourages each other. Or maybe you have a secret goal of encouraging different a student each. Creativity for the win...

### Support

WHAT is it? This is the kind of the “above-and-beyond” care we give to group members when they are either going through something really difficult (i.e. family illness) or experiencing something really awesome (i.e. unemployed parent gets a job). It's a rallying cry from the group to let that group member know they are cared for.

WHY is it important? Support (or lack of) can make (or break) a person's experience within a small group. Kids need to be surrounded with caring people (peers and adults) that celebrate their successes and mourn with them in their losses and feelings of failure.

HOW does it happen? First, just be aware. Ask lots of questions. If a kid doesn't want to open up, just take it slow. If a need (or a blessing) is shared by someone, get the group on board. Celebrate birthdays big time. Preach often about how important it is that we (as a group) are there for each other.

### Accountability

WHAT is it? This is the tough one sometimes. Accountability is challenging someone to change something in their life because you love them too much to see them continuing to hurt themselves, others or, most importantly, God.

WHY is it important? If we want our students coming more toward Christ, that means teaching them who Christ is and how He wanted to show us abundant life. That abundant life happens in obedience to God. If kids don't learn some discipline and obedience, we missed the mark. However...(read on...)

HOW does it happen? We MUST do this in love, which means not just saying, “I'm telling you this out of love,” but truly checking our motives to make sure that we are

driven by our desire to see our students grow into Christlike maturity. We **MUST ALSO** have permission to hold that student accountable (on most stuff). Just because we're the leader, doesn't mean we can automatically assume they want us telling them what to do and who to be. We earn that right by building a trusting relationship with them. This is key.

## Talking to Students about Salvation

---

### Be Prepared

The journey toward faith is filled with teachable moments where influential adults and peers answer questions, teach biblical truths, model Christ-centered values, and share personal testimonies that further the student's understanding.

### When Talking to Students about Salvation:

- **Ask follow-up questions.** When a student asks a question, often she does not know exactly what to ask. Get clarification before deciding how to answer a question. For example, you might say, "Tell me more about what you are thinking," or, "What made you ask that question? Where did you hear about this?" Remember, many times the question a student asks may not be the actual question for which he needs an answer. Avoid asking questions that can be answered with "yes" or "no."
- **Avoid giving more information than the student needs.** Leaders can be tempted to tell all they know on a subject. When a student asks a question, only answer what the student is asking. If a student asks for more information, be more specific with your answers.
- **Do not jump to conclusions.** A student may ask, "Why did Andy get baptized?" This question may be only a request for information, not a request for the gospel presentation.
- **Speak in clear terms.** Avoid symbolic analogies that may distract from discussion and understanding.
- **Use simple wording.** Rather than using the phrase "accepting Jesus in your heart," say "becoming a Christian" or "choosing to live for Christ."

### Sharing the A,B,Cs

*No one here is an accident. God thought of you and made you on purpose. The Bible says you are fearfully and wonderfully made. Jesus wants to be your best friend, your Savior, and Lord. Here are three simple steps:*

*A- Admit that you have sinned. What is sin? (In Youth Ministry, we describe sin as things we do wrong, like lying, hurting others, having mean thoughts, or disobeying God's commands). Who has sinned? (everyone—the Bible says we've all sinned)*

*B- Believe that God sent his Son, Jesus, to die on the cross for our sins.*

C- *Commit—ask Jesus to be your best friend, Savior, and Lord.*

*Now, you may be thinking that you've never done the ABC things we just talked about, but you would like to or maybe you have more questions about the ABCs. That is great! I and the other leaders here would love to talk to you about it or answer any questions. Just let us know. And your mom and dad would love to talk to you about Jesus too!*

*Let's Pray: God thank you for sending Jesus to die on the cross for us to pay for our sins. Thank you that you created each person here on purpose because you want to be their best friend. I thank you that you love each one of us no matter what we do, and you want us to talk to you and love you. In Jesus name, Amen."*

### **The Basis of the ABC Model**

1. God loves you and has great plans for you (Psalms 139:13-16)
2. We have all sinned (Romans 3:23)
3. Even though we choose to sin, God still loves us and offers to forgive us (Romans 5:8)
4. Jesus died for us (John 3:16)
5. You can become a Christ-follower by confessing that Jesus is your Savior and Lord (Romans 10:9) and committing to live your life for Him.

### **Talking to Students about Baptism**

---

Quest Youth Ministry wants to make sure each student and their families are prepared and ready for the important milestone of water baptism. We will meet with each student to talk about what baptism means and answer any questions they may have. Because our denomination, the Evangelical Covenant Church, practices infant baptism as well, we acknowledge not all the kids will experience water baptism the same way, but opportunities are provided for those already baptized to publicly confess their faith in other meaningful and intentional ways.

### **Be Prepared**

When talking to students about baptism:

- **Always make distinctions between baptism and salvation.** Point out that becoming a Christ-follower comes first, and then baptism follows because it is a way of showing she has become a Christ-follower.
- **Avoid emphasizing the emotional side of the baptism experience.** Keep in mind that public recognition should not be a motivating factor for making a decision. If a student in your small group expresses an interest in baptism, affirm the student's desire to take that next step, and take time to go with the student to share this with their parent(s)/caregiver(s). More information can be given to the parent(s)/caregiver(s) about the baptism process for the student by a Quest Youth Ministry staff member.

## ***Youth Calendar:***

### **SEPTEMBER**

Pray for Amplify Leaders

9/1 - Worship & Prayer//

Amplify in Service

6<sup>th</sup> Grade Welcome Party

(Student/Parents)

9/8 - **Fall Kickoff**//

Worship/Amplify in Garage

Amplify Parent's Meeting @1pm

9/11 - **Midweek Kickoff**//

Westside & Eastside @7pm

9/15 - Pastor Gail's Installation

9/18 - Midweek // Westside & Eastside @7pm

9/22 - Worship//Amplify in Garage

9/25 - Midweek // Westside & Eastside @7pm

9/29 - Worship//Amplify in Garage

***Discipleship Class @1pm (8-12<sup>th</sup> Grade)***

### **OCTOBER**

Serve at Fallfest

10/2 - Midweek // Westside & Eastside @7pm

10/6- Worship & Prayer//Amplify in Service

Fellowship (6-12<sup>th</sup>) @1pm

10/9 - Midweek // Westside & Eastside @7pm  
10/13 - Worship//Amplify in Garage  
10/16 - Midweek // Westside & Eastside @7pm  
10/18 to 10/20 -**Thunder Retreat**  
**(MS School only)**  
10/20 - Worship//Amplify in Garage  
10/23 - Midweek // Westside & Eastside @7pm  
10/26 - Quest Fallfest @ 4:30-6:30pm  
10/27 - Worship & Prayer//Amplify in Service  
**Discipleship Class @1pm (8-12<sup>th</sup> Grade)**  
10/30 - Midweek // Westside & Eastside @7pm

## NOVEMBER

BCC Warmvember Clothing Drive  
Serve at BCC Thanksgiving  
11/3 - Worship & Prayer//Amplify in Service  
Fellowship ( 6-12<sup>th</sup>) @1pm  
11/6 - Midweek // Westside & Eastside @7pm  
11/8 to 9 - **Amplify Overnight** (6-12<sup>th</sup>) - Invite friends!  
11/10 - Worship//Amplify in Garage  
11/13 - Midweek // Westside & Eastside @7pm  
**11/16 - Unbroken Faith: A Workshop with Diane Dokko Kim (For Parents)**  
11/17 - Worship//Amplify in Garage  
**Discipleship Class @1pm ( 8-12<sup>th</sup> Grade)**  
11/20 - Midweek // Westside & Eastside @7pm  
11/23 - BCC Thanksgiving  
11/24- Worship//Amplify in Garage  
11/27- No Midweek (Happy Thanksgiving)

## DECEMBER

Advent Begins  
**Winter Break 12/22-1/1**  
12/1- Worship & Prayer//Amplify in Service  
Christmas Party Fellowship ( 6-12<sup>th</sup>) @1pm  
12/4- Midweek // Westside & Eastside @7pm  
12/8- Worship//Amplify in Garage  
12/11- Midweek // Westside & Eastside @7pm  
12/15- Worship//Amplify in Garage  
**Discipleship Class @1pm (8-12<sup>th</sup> Grade)**

12/18- Midweek // Westside & Eastside @7pm  
12/24 – Christmas Eve Service

## JANUARY 2020

Quest Annual Meeting

All-Church Fast

1/1 - No Midweek (Happy New Year)

1/5 - Worship//Amplify New Year's Kickoff

Fellowship ( 6-12<sup>th</sup>) @ 1pm

1/8- Midweek // Westside & Eastside @7pm

**Please sign after you have read through the handbook and completed the following items.**

- I have filled out a Quest Youth Ministry Leader application.
- I have completed a background check.
- I have complete the leader training.
- I have signed on to CCB and obtained the leader schedule.
- I have added myself to GroupMe and Instagram.

### Acknowledgement of Receipt of Leader Handbook

Please read the Leader Handbook and return this page to a Quest Youth Ministry staff person.

Yes, I have read and understand the Quest Youth Ministry handbook.

---

Printed name

---

Signature

---

Date

*If you have any questions about the material you read through, please speak to Pastor Ruby or Phil Lewis.*