trek leader
role book
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Welcome to one of the most exciting and rewarding roles in which you can serve! Whether you’re assuming this role in an already-functioning ministry or you’re starting Trek at your church for the first time, you’re in for a thrilling ride.

Children and youth are the richest mission field in the church. Did you know that the probability of a person accepting Christ as Savior is highest between the ages of four and 14? And that teenagers are entering the period of life in which they will make critical choices that have the power to affect their entire lives?

We want to see kids come to Christ and be discipled into maturity. Our model is a modern-day Joseph. Joseph, from the Old Testament, stood with God in all his challenges, and we want to help our young people face the daily challenges of their lives by being constantly in tune with God.

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About Basic Training and This Book
Basic Training (BT), as its name implies, is the basic training you and your leaders need to begin a successful Awana ministry.

Hopefully you have attended Awana Orientation by the time you’re reading this book. If not, contact your commander to schedule a session. Awana Orientation is a class led either by an Awana ministry team trainer or an experienced Awana leader in your church. It is the first step of a four-step training process and is the best way to ensure a good start to your Awana ministry. If you are unable to attend Awana Orientation, Section One of this role book will give you an overview of the Awana ministry.

This role book will provide instruction to help you navigate all aspects of your new role. It will help equip you to shape your Trek group into a life-giving place for middle school kids. Please refer back to this role book throughout your year as you seek to evaluate and improve your service to God and His children.

Your commander, local Awana missionary and their ministry team will provide additional training and support, and all the resources of Awana are accessible to you.

You are now part of over 250,000 volunteer Awana leaders across the globe in over 22,000 churches and 110 countries who are reaching children and youth with the gospel through the Awana ministry. Thank you for your commitment to evangelism and discipleship among the children and youth in your church and community.
Don’t forget! Be sure to open the E-tools folder where you will find forms and planning documents available to you.

What you have in your hands now – this role book – comprises the second training step. This is self-study training targeted to your role as a Trek leader.

Your journey through this book will provide you with a comprehensive understanding of your new role. This concludes with a role test, found in the back of this book.

See Appendix A: Glossary for definitions of many Awana-specific words.
The third BT step is practice. Before you start Trek, we recommend that you conduct a dry run of a meeting with your leaders. It is a great way to work out the kinks and practice what you've learned. It will boost your leaders' confidence, too.

The fourth and final step of BT is to memorize the Gospel Wheel verses. These verses will prepare you to share the gospel with anyone, anywhere.

Leaders are recognized for completing the requirements of Basic Training by earning a BT Certification pin. A Trek Certification Completion Record form is in Appendix D. Use this to track your progress towards certification.

So grab your Bible and let's learn about the ministry.
What Is Awana?
The name Awana comes from the first letters of the phrase “approved workmen are not ashamed” (2 Timothy 2:15). Look up 2 Timothy 2:15 and write it here:

Awana is a ministry that helps parents and churches raise children and youth to know, love and serve Christ using:

• Fully integrated programs for ages 2 through 18.
• The best evangelism tools to reach unsaved children, youth and families.
• Teaching that builds an enduring biblical faith.
• Resources that bring churches and parents together to disciple the next generation.
• Initial and ongoing volunteer training.
• Healthy mentor and peer relationships.
• Irresistible fun for children, teenagers and adults alike!

Awana is actually a family of ministries, including the following:

• Awana Clubs™, focusing directly on children
• Trek® and Journey™, the youth ministries of Awana

Why Awana?
The statistics are staggering. Only nine percent of Christian youth and one-third of born-again adults believe in absolute moral truth – the stakes could not be higher for our youth and the future of the church. As researcher George Barna warns, “The church must focus on children and children’s ministry. We have virtually lost a generation. We cannot afford to lose another one.”

Now imagine 250,000 individual leaders trained and equipped to disciple kids of all ages for Christ – and trained to serve so well they could practically engage in any other ministry in their churches. Awana training components are designed to do more than simply help you implement another program into your church’s toolkit. Awana exists to help churches prepare and join the battle for the next generation. Now, more than ever, the church needs well-trained, equipped and intentionally-focused adult leadership committed to turning the tide and reaching the next generation.

Take a minute before you take your next step and ask God to prepare you for this step in your journey.
Awana also includes:

- Regional Events: Sparks-a-Rama™, AwanaGames™, Bible Quizzing and Awana Grand Prix™
- Missions: Adopt-a-Club® and various elements of the programs
- Leader and Parent Development: Awana Ministry Conferences, Commander College℠, Awana at Home, Club Clinic (online training), local training sessions, your commander’s prayer and planning sessions and the Leader-in-Training (LIT) program

The Five Principles

Awana embraces the five principles. These five principles have been adhered to since Awana first began in the 1950’s as a boy’s club in a Chicago church. A good rule of thumb regarding your own ministry is to make sure all five of these are evidenced. Some things may look different from one church to the next, but if these five principles are present, you can be pretty sure you’re running an effective Awana ministry.
The Five Principles:
1. Awana is centered on the gospel.
2. Scripture memory is key.
3. Awana is exciting and fun.
4. Children and youth are trained to serve.
5. Awana is built on volunteer leadership.

Read Deuteronomy 32:46. This passage contains Moses' final directions to the children of Israel: And he said unto them, “Set your hearts unto all the words which I testify among you this day, which ye shall command your children to observe to do, all the words of this law” (KJV).

Moses wanted the Israelites to remember their responsibility to obey God’s Word and teach future generations to do the same. The content of Awana is God’s Word. All believers need to know God’s Word and understand how to live it.

The good news of the gospel always is the main focus in everything Awana does – from children’s clubs to high-school ministry to leader training and regional events. Scripture memory is, we feel, essential to a deepening relationship with Jesus Christ.

The principles of Awana clubs are rooted in the idea that children can have fun learning God’s Word – that capturing a child’s sense of fun enhances learning. Games are a blast when children grow into teenagers, too, so we recommend keeping games in the schedule. You can mix up the interaction time with other engaging alternatives like service projects or worship.

Service is essential to the Christian life. Your Trek students will eagerly participate in service projects and, if you encourage them, will be excited to seek God’s will for opportunities above and beyond what you may plan. One opportunity is for your students to serve in Awana clubs as Leaders in Training (LITs). Awana kids, like all younger children, love teens and preteens, so this is a great opportunity to help your church’s Awana clubs thrive and provide meaningful serving opportunities for your Trek students. Your church leadership – including you, the Awana commander and the club directors – should establish qualifications and expectations for LITs.

You and your leaders can create a ministry where preteens and teenagers are eager to know God more and learn His Word.

Awana Prayer and Values
Awana operates under guiding principles provided by our prayer statement and values.

Our Prayer
Our prayer is that all children and youth throughout the world will come to know, love and serve the Lord Jesus Christ.

Key components of “Our Prayer” are:
Know — Our desire is that every young person will know Jesus personally and know that he has eternal life because he trusts in Jesus. Philippians 3:10, John 17:3 and Romans 1:16.

Love — The Lord desires intimacy with His children. We want to disciple youth to grow in their love towards God and others. Ephesians 3:19 and 1 John 2:5-6.

Serve — Serving Christ is a supernatural by-product of loving Him. We want all believers to experience the joy of serving. Colossians 1:10, 2 Timothy 3:17 and Ephesians 2:10.

We keep in mind through it all, that children and youth will not come to know, love and serve Jesus because of Awana, but because our Father calls His children to Himself. Awana aims to serve churches and parents and, together, we are all servants of our Lord who want to see all people come to believe in Jesus.

Look up Matthew 28:19-20.

1. Are disciples made or born? _______________________
2. Where should we go? _______________________
3. We are to baptize people in whose name? _______________________
4. Who will go with us as we make disciples? _______________________
Awana seeks to accomplish this purpose through ongoing and intentional evangelism and discipleship to all children, youth and families. You will see, however, that our club and youth program materials focus different age groups on different aspects of the statement. The main emphasis of Puggles, Cubbies and Sparks is on knowing God and Jesus. Evangelism is not neglected in any club or program, but the T&T clubs’ Ultimate Adventure and Ultimate Challenge Series is created to solidify knowledge about God and direct these older children toward loving God. Trek and Journey are discipleship based, and intentionally try to focus teenager’s eyes outward, on ways to serve.

Your involvement in Awana will fully engage you in the Great Commission!

**Our Values**

We will glorify God and serve the body of Christ by committing ourselves to these values:

- We proclaim the gospel of Jesus Christ with clarity and urgency.
- We commit to God’s Word as our guide and standard.
- We treat all people as created and loved by God.
- We maintain a servant heart in all we do.
- We pursue excellence as unto the Lord.

The intention of Awana is to support your church in its efforts to fulfill the Great Commission. Our purpose should fit hand-in-hand with your church’s – and our vision for how to accomplish this is partnership with the local church.

**Our Target: Modern-Day Joseph**

What is your target? As a youth worker or parent, think of those in your care: what is your hope for them by the time they graduate high school? Do you have specific ideas about what things you want them to know, think or do?

The target for young people coming out of Awana clubs and youth ministries is a modern-day Joseph – a young man or woman who, like Joseph from the Old Testament, is so confident in his or her relationship with God that reliance on Him is a hallmark of life.

Awana has identified stepping-stones in the path to helping children and youth arrive at the modern-day Joseph target. Characteristics of Joseph’s life have been identified and are referred to as Master Life Threads. The five Master Life Threads are: respect, wisdom, grace, destiny and perspective. These threads will help you to identify areas of growth for children and youth. They also provide guidance for teaching children and teenagers how to grow in their relationships with God.

We will grapple with all of these life threads throughout our lives, but we introduce them here – in children’s and youth ministry – because they begin and start to weave together in childhood.

- **Respect** – for God and others. We are introduced to this Master Life Thread very early in life, as we learn to respect our parents and then other authority figures, such as teachers, pastors and Awana leaders.
- **Wisdom** – The foundations of wisdom are built early in life. God has equipped early-elementary-aged children to learn and store knowledge in incredible amounts.
- **Grace** – meaning saving grace as well as daily, living grace. Of course, children younger than the mid- to late-elementary ages can understand God’s saving grace, but the abstract reality of God’s grace and what it means to extend grace to others can start to be truly understood in the T&T years.
- **Destiny** – This is the Master Life Thread that’s starting to be woven into your teen’s life tapestries! It doesn’t always seem like they’re thinking about their destinies, but they’re starting to ask the questions that indicate that it’s bubbling up. They want to understand why God made them the way He did and what His plan is for them.
- **Perspective** – Most teenagers are challenged to consider their perspectives on a daily basis. Tough decisions face them and they are more and more responsible for their own choices.

Encourage students to wrestle with their questions and perceptions. Embrace their developmental levels and enjoy walking with them through this journey.

**Read Raising a Modern-Day Joseph by Larry Fowler.**

One of the best things you can do to help children and youth develop into modern-day Josephs is to equip their parents. Even the most caring and intentional children’s and youth workers cannot influence those in their care nearly as much as their parents can. It is important that churches see, as one of their main priorities, equipping and encouraging parents. Awana has a program called Awana at Home to help you do this.
You will learn more about it later in this book or you can find out more on the Awana website.

Want to host a parenting class? Consider the Master Life Threads Series – an 11-week class based on the above book.

**Awana Leadership Structure**

One of your main responsibilities as a ministry leader is to equip others to serve, just as Jesus served His disciples, equipping them to build His church. This is the discipleship model – the model of multiplication. Pastors equip commanders, commanders equip directors, directors equip leaders and leaders equip children and youth. God lays tremendous responsibility upon the shoulders of His men and women and He will come alongside you to accomplish these things.

In Trek, you may be leading other leaders or your primary responsibility may be leading a group of teenagers. Either way, your goal is to help those you shepherd to fully engage with God.

Lean into the person God has placed in authority over you. That may be the Awana commander or it may be a youth pastor or someone else from your church.

**Child Protection**

We live in a world of sinners. We know this and still we’re surprised that we need to protect our children. We like to think our churches are safe from sexual predators but they’re not — there are churches of all sizes around the world that share in this heart-breaking reality. If your church doesn’t have a child protection (CP) policy (or doesn’t enforce the one it has), encourage your commander to work with the appropriate people in your church to create one (or enforce the one you have).

Many churches acknowledge the need to protect children, but are more lax when it comes to Trek-aged kids. It does get more complicated because they’re more mobile and more responsible, and because you want to honor their maturity. But you do still need to think through protection issues. Leaders should be screened just as thoroughly and some strict policies need to be in place.

To ensure child protection, there are seven areas to address. Please understand that this is not legal advice; Awana is not able to give legal advice. Nothing can substitute for competent legal counsel from an attorney who knows your church.

1. Develop and follow policies and practices for child protection.
2. Screen workers.
3. Retain records.
4. Train workers.
5. Supervise workers.
6. Seek legal counsel and professional advice.

Scripture provides insight into the importance Jesus placed on children coming to Him...

“And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also. (2 Timothy 2:2, KJV)
Parents
Awana knows that parents have the greatest opportunity to influence the overall spiritual development of their children. To that end, Awana has many resources available for parents through Awana at Home.

Awana at Home is a family ministry that fits into the Awana Clubs structure. In Awana at Home, parents are trained and equipped to lead a Game Time (fun with the family), Handbook Time (working with the kids in their handbooks so their kids are ready to recite sections to leaders) and Bible Time (Bible lessons).

While some of the resources created to assist parents are designed for younger children, Awana at Home is created for all parents.

The best thing that you and other Awana leaders can do is to pray for someone who is passionate about working with parents. This person – your Awana at Home director – will take responsibility for connecting with parents. Through those connections, the Awana at Home director can encourage, train and celebrate parents who take active roles in discipling their kids. Just as with other roles, this role has a role book – called the Awana at Home Director Training Kit.

Ten Standards of Excellence
The more effective and well run your ministry is, the more inviting it will be to new teenagers and volunteers. Ultimately, it means more youth will come to know, love and serve the Lord Jesus Christ through your ministry. The Ten Standards of Excellence is a tool to help you run a successful ministry. Once things are up and running, you can use these standards for annual goal setting and evaluation. The Ten Standards are as follows:

1. We reach students with the gospel of Christ and train them to serve Him.
2. We recruit, train and motivate leaders to serve the local church.
3. We use positive discipline and maintain order throughout the entire program meeting.
4. We attract students with games and activities.
5. We encourage memorization, understanding and application of Scripture.
6. We use the elements of Large Group Time effectively.
7. We motivate students through incentives.
8. We manage God’s resources with faithfulness and integrity.
9. We minister to parents and family members.
10. We magnify the impact of our church’s ministry through cooperation with the national Awana ministry.

**Awana Missionary Role**

One of your greatest resources is your local Awana missionary and Awana ministry team.

Awana missionaries are dedicated to working with local churches. More than 100 Awana missionaries and 1,200 ministry team volunteers serve over 12,000 churches in the United States. The ministry vision of Awana is to come alongside local churches to ensure all children and youth the opportunity for evangelism and discipleship. Awana missionaries are on the front line of that vision.

Awana missionaries invite committed volunteers to be part of local Awana ministry teams. Together, they work with pastors and commanders to help elevate the position and quality of children’s and youth ministries in churches in their region. Your local ministry team serves in various ways, including starting and maintaining Awana at churches; offering training opportunities for you, your leaders, the parents and others; and sponsoring large-scale events, such as AwanaGames™, Bible Quizzing and Grand Prix, as well as Summit, the annual nationwide high-school gathering.

Awana missionaries are faith supported. They rely on churches and individuals like you to support their ministry financially and prayerfully. This support structure allows local churches and individuals to invest in the growth of the ministry in their particular areas. Prayerfully consider supporting your local Awana missionary.

Record the name and contact information for your Awana missionary below. If you do not know this information, go to awana.org and locate your missionary.

My missionary: ________________________________

Phone number: ______________________________

Email address: ______________________________

Missionary website: ________________________
Trek is a two- or three-year program for your middle-school (junior high) students. Most churches structure their age groupings in the same way as the local school system. If sixth graders in your area are in elementary school then they typically do all four years of T&T and two years of Trek. If sixth graders are in your middle school, then they will do three years in T&T and three in Trek. It’s worth remembering that often school systems divide students due to their facilities, not because of maturity -- so make a wise decision for the students at your church.

Middle-school students are in a unique phase of life – they are preteens, torn between wanting to be children and wanting to be teenagers, usually showing characteristics of both within any five-minute span of time! This is why we think it’s so important to have a separate group for them.

During these years, the Master Life Thread of destiny is coming into focus. Though they live in the here-and-now, they are starting to think differently about themselves. They are actually more self-centered than they were in T&T, but with a new focus – it’s a self consciousness about physical development as well as considering their own strengths and weaknesses. This is critical in their ability to begin thinking about the future.

Through your work with your Trek kids, they will:

- Continue to develop appropriate spiritual attitudes.
- Learn about the Bible and memorize Scripture.
- Hear the gospel and hopefully recognize they are sinners in need of salvation.
- Learn how to honor the Lord through their lives.
- Continue to develop positive attitudes toward church and believers.

Trek Leadership Roles

A Trek leader oversees the ministry and may report to the Awana commander, or a youth pastor, or whomever the church specifies.

In a thriving Trek ministry, five essential skills need to be present. The goal is not that one person embody all of these, but that the team, all together, address all of these areas.

The skills are the following:

1. CEO – someone who will lead the charge by providing direction and motivation. They make sure the ministry stays on track with regard to administration and goals.
2. Leader – someone who provides motivation for the leadership team, who activates direction set by the CEO.
3. Cultural Expert – those who know about and appreciate the aspects of youth culture in a way that helps to communicate God to teenagers.
4. Preacher – those who are passionate about and able to impart truth accurately and succinctly.
5. **Shepherd** – those who help guide students into increasingly strong relationships with Jesus.

Trek leaders all work together to make the ministry effective and exciting. Any ministry will work better if people are functioning in their strengths and using their spiritual gifts. Most leaders will shepherd a small group of students, leading them through Bible study, Scripture memory and discussion. Some leaders will be large-group teachers and some will focus more on event planning. Some may do pieces of all of those things. The director should work with each leader to determine the best fit.

See Section Four for more about assessing leadership and ministry skills of your Trek group. Also, see the resource: *Who, Me?*

**Leader Qualifications**

- **You must have trusted Jesus Christ as your personal Savior.** Believe that Jesus Christ's death on the cross alone forgives your sins.
- **You must be walking with the Lord.** You are a role model; therefore, you must demonstrate honesty, purity, cleanliness of speech and actions, modesty, obedience to authority and respect for others.
- **You must be growing in your own relationship with the Lord.** As with any other relationship, it will only stay strong if you work on it. Talk to the Lord regularly through prayer and listen to Him talking back by reading the Bible. Attend church regularly to grow spiritually, to receive support from other Christians and to set an example for your students.
- **Your attitude must be attractive to middle schoolers.** Excitement is contagious. If you are excited about working with your preteens, they will be excited about being in Trek. If you're having fun, they will have fun. You must be patient and gentle, but firm in your standards. You need to be sensitive to special needs, home situations, spiritual conditions and concerns. This approach will create an environment that offers opportunities to reach youth with the gospel.
- **You must be in compliance with the requirements of leadership in your church.** This is important, not only for issues such as child protection, but also in areas such as talking during Large Group Time.

Analyze yourself. Do you have all the necessary qualifications?

In what areas do you need work? _____________________________

__________________________

Don’t be discouraged. Nobody is perfect. The Christian life is a growth process. And the major portion of that growth is learning to trust in the Lord for what you need – including the qualifications to be a leader. Look up Philippians 2:13. What does this verse say about God’s role in your Awana leadership?

__________________________

__________________________

**Key Features of the Awana Ministry**

**Sharing the Gospel**

Remember the main focus? It’s the gospel. And the reason Awana exists? To evangelize and disciple children and youth.

When we think of evangelism, we generally visualize the moment when a person trusts Christ as Savior. We have to remember that before spiritual fruit is harvested, soil must be prepared and biblical seeds sown.

All people are at different stages in their understanding of spiritual concepts. Some have been in church since they were born and, by the time they are in Trek, know Christ already. Some have never heard the gospel, and others have heard it but not accepted Christ yet. Leaders need to be prepared to listen to each person individually and try to address them in ways that make sense, depending on what they understand.
In a survey, we asked middle-school students what questions they have about God and the Bible. The top responses were the following:

- What’s the purpose of my life?
- Why doesn’t God answer my prayers?
- Why do bad things happen to good people?
- What about the Holy Spirit? What does He do?

For more information about these questions and thoughtful answers, and ways to teach them more about the Lord, read How to Raise a Modern-Day Joseph by Linda Massey Weddle.

People learn through repetition. Even though young people are more likely to accept the gospel than adults, it doesn’t mean they will understand or accept the gospel the first time they hear it. Therefore, know the gospel and present it frequently. You may find this simple diagram helpful.

Some kids think that if they have grown up in a Christian home they will automatically get into heaven. Everyone needs to understand that salvation is based only on their decision to trust Jesus.

The Gospel Wheel was designed to be a simple tool to help you remember and present the gospel. There is an outline within the model, but the real value is to prompt you to share the gospel using Scripture. In conversation, you can discern what aspect of the gospel message to start with, depending on the other person’s questions. Respond to the other person’s needs and let the Holy Spirit use the Word to lead a person to faith in Christ.

At the center, of course, is the gospel. (Christ died for our sins, was buried and rose again.)

The segments align themselves along two dimensions. The character line could begin with a discussion of God’s character (love and holiness), or man’s character (sin). Either point gets you to the gospel. You could share along the action line, that Jesus’ shed blood on the cross provided for our salvation, or the corresponding action of a person, which is to trust (have faith or believe) in Jesus Christ’s death for our sins. Start anywhere, but get to the gospel!

Challenge – As part of your certification, memorize the verses that make up the Gospel Wheel. Practice reciting them to another leader until you get them all correct. Remind all leaders to memorize these Scriptures as well.

Download and use the Awana Gospel Message app at awana.org/apps. There are three different versions: one for children, one for teens and one for adults.

Remember that a child or youth will accept Christ’s love when he or she is ready. If someone is ready to accept the free gift of salvation, allow him to pray in his own words. This is the Holy Spirit’s work, not yours, so don’t assume more responsibility than God intends. God expects you only to share His good news.
See the Club Clinic modules that focus on learning and using the Gospel Wheel at awana.org/clubclinic.

Scripture Memorization
A key feature of Trek, and all of Awana, is Scripture memorization. We want youth to commit Scripture to memory – so it is, as we read in Psalm 119:11, hidden in their hearts.

Three reasons to memorize Scripture:
1. To please God.
2. To guard us from sinning against God.
3. To draw on as we witness to others.

Two keys to Scripture memory:
1. Review, review, review.
2. Self-discipline.

Awana is a not a rote memorization program. The intent is for youth to learn and live God's Word, not just be able to recite it. Look up Psalm 119:9-13 and 32. What do you learn about Scripture memory from these verses?

Bible Studies
Another key feature of Awana is the curriculum, designed to integrate and help children and youth come to know, love and serve Jesus Christ. Trek studies come in series – each series contains two studies. The three series do not build on one another, but it's best to use the series recommended in the catalog for each year. Bible quizzing questions for each year will come from that year's series, and it will also be easy for a student to transition into a new church if he has to move while in Trek.

The upcoming rotation schedule is as follows:
- 2011 – 2012 Dashboard Series
- 2012 – 2013 Billboard Series
- 2013 – 2014 Roadsign Series
- 2014 – 2015 Dashboard Series
- 2015 – 2016 Billboard Series
- 2016 – 2017 Roadsign Series

The series are designed to reflect a road trip theme. Each curriculum year contains several items, including the following: Trek Check (only for the first year), Compass Points, JumpStart DVDs, student Bible Study books, leader guides, certificates and other award items.

Trek Check
Trek Check is a booklet designed for each student to work through at the beginning of their first year or, for students who come in the middle of a ministry year, whenever they start. This booklet presents the truth of the gospel so that all students start Trek with a clear explanation of the gospel.

As a leader, you have a choice to make. You can listen to verses and sign off on Bible Study lessons, or you can engage your Trek students in figuring out what God's words mean, how they relate to the lesson and how He wants us to live. As a leader, you should consistently memorize Scripture for your own relationship with Christ, as well as to be a model for your students.
The Series

The Bible Study books are actually two studies in one. One half of the book contains 12 lessons; then you flip the book over for the other 12. The whole book is one series, each study (half of the book) contains 12 lessons and each lesson has multiple parts.

Billboard Series

• Bible Study One – *In Their Sandals: Lessons About God From Israel’s Desert Trek*
• Bible Study Two – *FAQs: Your Questions … the Bible’s Answers*

Roadsign Series

• Bible Study One – *GPS: God’s Positioning System from Your Trek – Exploring the Bible*
• Bible Study Two – *Detour: Getting Through Tough Times by Following God and His Word*

Dashboard Series

• Bible Study One – *Yield: Responding to God’s Faithfulness*
• Bible Study Two – *Owner’s Manual*

Twenty-four lessons may not seem like enough but there's plenty of material for more than 24 weeks. You will find that you can easily spend two weeks on several of the lessons and we also have found that many groups take extended breaks around holidays or over the summer.

The complete content outline for all studies can be found on awana.org/trek.

Bible Study Components

Each Bible Study lesson is created with several parts.

• **Guidepost** – Scripture memory. The Awana standard is for kids to be able to recite the entire Guidepost, including references, without looking or having more than two helps (a help is a few words, a question or gesture – anything that helps to jog a student’s memory).

• **Backtrack** – This asks students to go back to clarify an earlier point or provide their own thoughts about something. You won’t see this in every lesson.

• **Power Up** – This is all about application. Really push students to apply their brains here; don’t be afraid to ask follow-up questions.

• **Info-on-the-Go** – Definitions for some more obscure words students may not know.

• **Backpack Stash** – Fun stuff!

• **Trail Sign** – Like Backtrack, this one’s not in every study. But, when it is, it provides a hint of what’s coming in future lessons.

• **Did You Get It?** – A closing question to see if students understand the main points.

• **Take the Trek Challenge** – This is an opportunity to dive deeper into a given lesson through additional study or service opportunities. These are optional, much like extra-credit projects in school. You’ll notice in the first series of each study they’re in every lesson; and in the second series, there are only a few, but they’re harder. Are your students up for the challenge? You’d be surprised what students are willing and able to do with some strong leadership. Encourage them, and they’ll rise to more than you or they think possible! (For some, it’s best to do the Trek Challenges as they work through the books, and others prefer to complete the book and then go back to work on them. Encourage your teenagers to find their rhythm and do what works best for them.)

Topical Studies

Beyond the regular Bible studies, we also have topical studies which follow the Trek structure and theme, but are shorter and focused on particular topics. These are often used as extra large group lessons or Sunday school lessons, or for weeks beyond the time you have finished the Bible Studies.

• **Taking God’s Word for It** – Help your students grasp the Bible’s relevance in their lives by embracing its authority and understanding the account of creation.

• **Breaking Through the Noise** – Teach kids to make wise decisions about managing time and absorbing media—from TV and music to video games and the Internet.

• **Don’t Just Stand Around** – Students learn the eight verbs of sanctification and how to live out their salvation in a powerful way.
Parent’s Guides
Parent’s Guides were created to help equip parents to ask good questions and provide them with prompts for family discussions. Find these free downloadable tools at 24-7ministries.org/parents.

Compass Points
Compass Points correspond directly to each of the Bible Studies, and can be used to teach your large group lesson. They are designed for the youth group population that's not interested in completing the Bible study books. They’re one-page versions of the lessons, meant to be distributed each week and used for discussion. It’s not assumed or expected that teenagers using Compass Points will memorize Scripture or complete lessons at home. Therefore, Compass Points do not qualify students for major awards.

But don’t get the impression that Compass Points are second rate. They’re designed to grab students’ attention and challenge their thinking just like the Bible Studies: they just don’t require as much effort. Students who use the Compass Points will not benefit from the additional Scripture memory or some of the more in-depth questions and challenges that the lessons provide.

There is an achievement award for completing all of the Compass Points. Students who complete all of them will receive a completion certificate at the end of the year. Make sure you keep extra Compass Points so students can make up any they may have missed.

Jumpstart DVDs
Each series has its own JumpStart DVD. They’re comprised of 24 segments – one to introduce the main point of each study. Some are serious, some are silly and some will cause leaders to roll their eyes, but the idea is just that they grab students’ attention and prepare them to hear the Large Group teaching.

Leader’s Guidebooks
Leader’s Guidebooks are available for each of the series to help you prepare for weekly meetings. Leader’s Guidebooks walk you through the lessons and show how you can integrate them with your teaching. They’re designed to help you lead but are not replacements for your own contributions.

Awards
Awards are another key feature of Awana clubs. Throughout Scripture, awards are given in recognition of special achievement or obedience. The Israelites gained the Promised Land and all believers are promised crowns which will be cast at the Master’s feet.

Awards are biblical and motivating, but they can be used incorrectly. You want to balance intrinsic and extrinsic motivation carefully. Ideally, awards are recognition of achievement that’s intrinsically motivated. We are God’s workmanship and, therefore, created to be motivated by obedience to His Word. Obedience feeds on itself when it’s correctly rewarded.

Giving awards accomplishes the following:
• Offers tangible encouragement.
• Reminds parents of their children’s progress.
• Provides a sense of belonging.

More children and youth will complete handbooks when they are rewarded for doing so.

<table>
<thead>
<tr>
<th>Award</th>
<th>Achievement</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpha Award</td>
<td>Completion of any third-12th grade handbook or study, including all associated activities. Clubber must have completed third grade.</td>
<td>Medalion and pin presented at the year end ceremony.</td>
</tr>
<tr>
<td>Excellence Award</td>
<td>Completion of two third-12th grade handbooks or studies, including all associated activities. Clubber must have completed fourth grade.</td>
<td>Award and pin presented at the year end ceremony.</td>
</tr>
<tr>
<td>Award</td>
<td>Achievement</td>
<td>Notes</td>
</tr>
<tr>
<td>-----------------------------</td>
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</tr>
<tr>
<td><strong>Challenge Book Award</strong></td>
<td>Completion of three third-12th grade handbooks or studies, including all associated activities. Clubber must have completed fifth grade.</td>
<td>Award and pin presented at the year end ceremony.</td>
</tr>
<tr>
<td><strong>Timothy Award</strong></td>
<td>Completion of four third-12th grade handbooks or studies, including all associated activities. Clubber must have completed sixth grade.</td>
<td>Award and pin are presented at the year end ceremony.</td>
</tr>
<tr>
<td><strong>Trek Milestone Award</strong></td>
<td>Completion of two Trek Bible studies in one year.</td>
<td>Awarded to middle school student at the year end ceremony.</td>
</tr>
<tr>
<td><strong>Meritorious Award</strong></td>
<td>Completion of six third-12th grade handbooks or studies, including all associated activities. Student must have completed eighth grade.</td>
<td>Award and pin are presented at the year end ceremony.</td>
</tr>
<tr>
<td><strong>Citation Award</strong></td>
<td>Completion of 10 years worth of work and requirements. Student must have completed 12th grade.</td>
<td>Award and pin are presented at the year end ceremony.</td>
</tr>
</tbody>
</table>

Earning any of these awards is a significant accomplishment, but being a Citation Achiever is evidence of serious and dedicated commitment. It's worth motivating your Trek students early on so that they will be able to work toward their Citation.

**Record Keeping**

It's important that the students are rewarded for work they have completed. Small group leaders can track student achievements using the Trek Achievement Record cards and/or the Trek Report Sheet.

**College Scholarships**

Aside from the intrinsic pleasure of earning these awards, it is notable that some of the higher awards can result in college scholarships. Visit awana.org/scholarships for an updated list of colleges and scholarship awards. Also, provide this information to parents so that they can encourage their children and teenagers.

**Leader Awards**

Adults are motivated by recognition as well, so don’t forget to award your leaders for achievement and years of service.

<table>
<thead>
<tr>
<th>Award</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leader Recognition Pin</strong></td>
<td>Participation in Awana Orientation score of 75 percent or higher participation in a practice session, memorization of Gospel Wheel verses.</td>
</tr>
<tr>
<td><strong>Trek Milestone Award</strong></td>
<td>Complete two Trek Bible Studies.</td>
</tr>
<tr>
<td><strong>Service Pins</strong></td>
<td>Recognition for each year of service in the Awana ministry.</td>
</tr>
</tbody>
</table>

**Discipline**

Hopefully you don’t have to deal with too many discipline issues in your Trek group. However, it’s still necessary to have some discipline methods so that your group is fun and orderly, not chaotic.

Keep everybody actively involved throughout your meetings. Have all resources and activities planned and ready to go. Each segment of the meeting should flow smoothly into the next, eliminating down time and, therefore, minimizing discipline problems.
The word “discipline” often is used negatively. Discipline comes from the word “disciple” and literally means “to teach” or “to mold.” It consists of loving guidance, teaching young people the principles of living a godly life. Teenagers act out, looking for boundaries, and it’s unsettling not to find them.

In fact, Scripture teaches us in Hebrews 12:8 that if we don’t experience discipline from God the Father, then we are illegitimate children. It continues to teach us in verse 11: “No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it” (NIV). So it is with the teenagers we serve. It is our responsibility to be godly disciplinarians.

Youth will return to a disciplined program. Most of us respond to structure and want to be in a safe environment where there are expectations we understand.

Your disciplinarian role is two-fold: 1) to set the tone of your meeting by maintaining overall group discipline and 2) helping other leaders maintain discipline.

Positive points, the five-count and the three-count are the primary Awana discipline methods.

Depending on the make-up of your Trek ministry, you may choose to use one, two or all three of these discipline methods. Regardless, the key is to recognize and reward good, positive behavior and to be consistent.

Positive Points
During meetings, teams receive points for winning games, but also for cheering loudly and responding to instructions quickly. During the large group, points can be awarded for teams who are attentive and participatory. Points should be awarded in small groups for lessons finished and other accomplishments. At the end of the night, tally the team points. Announce the winning team and provide a motivating reward.

Awana believes in motivating by rewarding positive behavior in hopes that it will lead to children and youth making good choices and minimize negative behavior. In all meeting segments, points can be awarded for achievement and good behavior.

Depending on the size and structure of your Trek group, points may or may not be effective in all meeting segments. Certainly, they are appropriate for games. If you use points in other parts of your meeting, make sure you are weighting points to be consistent with what you say is important.
Many middle schoolers have their own phones and other gadgets that have great uses but also tend to be constant distractions. It would be a good idea to establish some kind of policy for the duration of your meeting so that all leaders know exactly what to enforce. Make sure that all leaders are willing to abide by whatever rules you impose on the kids as well!

For those times when you do need the three-count, this is how it works:

- When a student acts inappropriately after reminders, give him a one-count.
- If he or she continues to create disturbances and disobey leaders, give a two-count.
  - Take the student aside to discuss their behavior
  - Be specific about the behavior you are addressing as well as expectations.
  - Discuss possible reasons for the behavior and, ultimately, help your student understand what is expected.
  - Ask if he understands and, if not, explain it again.
  - After discussion and, hopefully, repentance, pray with him or her.
  - Communicate that being placed on a three-count may mean suspension from Trek for at least one week.
  - Each week everyone begins with a clean slate.
- If a youth fails to correct his behavior and continues to create problems, then he should be placed on a three-count. If your policy is to suspend the student from Trek for a week, then make sure you follow through. You need to have a conversation with a parent at this point, to determine what may be going on and to help bring the student back into the group successfully.

A Trek Meeting

<table>
<thead>
<tr>
<th>Trek:</th>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interaction Time</td>
<td>30 minutes</td>
<td>Games, activities or worship</td>
</tr>
<tr>
<td>Large Group Time</td>
<td>20-25 min</td>
<td>Jumpstart DVD; teaching from Compass Points</td>
</tr>
<tr>
<td>Small Group Time</td>
<td>20-25 min</td>
<td>Study Guides; Verses</td>
</tr>
<tr>
<td></td>
<td>10-15 min</td>
<td>Discussion</td>
</tr>
</tbody>
</table>

Each Trek meeting will be as different as the church that runs it. Consequently, Trek is designed to provide both structure and flexible options. Throughout the next section, you will be presented with Flex Options that will allow you to customize Trek for your group’s preferences as well as size, space, and time limitations.

The Trek director and leaders should decide on the best Flex Options for the group before the first meeting. After a few weeks, review the options your group has been using to determine if they are working well. If not, feel free to try other options until you find your rhythm as a group. If you need help making these decisions, feel free to contact your Awana missionary.

Check-in

Check-in is the 10-15 minutes prior to the official start of Trek. It’s good to view it as the warm-up to the actual meeting.

In a small club, a formal check-in process may not be necessary but it’s always a good idea to keep a list of names so you know, over time, who has been attending and who hasn’t.

During check-in:

- Record attendance.
- Set a positive tone for the upcoming meeting.
- Greet youth by name. Make them feel like you are happy to see them. The best way to do this is to actually BE happy to see them.

People like recognition, and that includes your Trek students. Learn their names and use them. Greet them when they arrive with a high five or handshake. Ask them how their week has gone. Be interested in the things that interest them.

Write down five questions you can ask to show them you’re interested in them.

1. ________________________________
2. ________________________________
3. ________________________________
4. ________________________________
5. ________________________________

S E C T I O N  2
• Say hello to any parents who come to drop off their kids. Let the parents know that their kids are important to you. Give parents an idea of some of the activities in which their child will be involved. Provide them with the Parent’s Guide for the week.
• If you have an Awana at Home director, direct parents to him or her.
• Gather information on visitors.

Opening
Whether or not you do an opening segment is up to you. Most younger Awana club meetings begin with an opening segment to officially start the meeting and establish discipline, so Trek students may expect it. You may choose to skip the opening segment and begin your meeting with the Interaction time.

An opening segment often takes place in the gym on the Awana Game Square. It also can be in your regular meeting room.

What are the objectives of opening segment?
• Pledge to the United States flag.
• Welcome.
• Engage the group for the evening.
• Make announcements.
• Set a positive tone for the upcoming meeting.

You might want to recognize any visitors, birthdays or special events during opening ceremony.

Interaction Time
This first 30 minutes is designed to engage everyone. Having fun together creates a cohesiveness that’s hard to replicate in other ways. Whether you choose games, worship, or service, do not forget Principle 3 - Awana is fun and exciting!

Flex Options
• Suggested: Games
• Other options: Worship or service

Suggested Interaction Time Options:
Games
Middle school students enjoy games, and the structure helps guide interaction in a way that youth in this age segment often need. You can play Awana games, find games from other sources or make up games on your own.

Remember that preteens may be very sensitive about their bodies and physical abilities. Team games can provide a safe environment for them to engage without worrying about individual embarrassment.

Many of your Trek kids will already know and love Awana games. Awana game directors are encouraged to have a balance of games so that athletic prowess will only win certain games. Other games could depend on coordination, creativity or problem-solving skills. If you don’t engage all youth at least some of the time, the ones who feel left out may not come back.

Remember Principle #3: Awana is fun and exciting!

Talk to an Awana game director or read the Game Director Role Book to learn how to run Awana games. Perhaps you might create a games committee of Trek kids to create new and exciting games for your group.

All leaders should participate – not to play (although sometimes it’s fun to have leaders play each other!) but to cheer and keep teams organized.

Leaders have the following responsibilities:
• Stay with teams. Game time is not for chatting with other leaders.
• Listen and know game instructions and rules so they can explain it to those who didn’t hear or understand.
• If kids break the rules, either intentionally or accidentally, leaders should call them on it. Trek is a place where integrity and fairness should be the rule.
• Cheer like crazy for the teams.
If you are playing on the Awana game square, you will usually have four teams – red, blue, green and yellow. Consult the *Awana Ministry Catalog* for game items and idea resources.

Watch for kids who withdraw from games. Don’t force them to play, but encourage them. If they are reluctant to compete because they’re embarrassed or intimidated, try to find out the reason. Work with the line leader to create an atmosphere that is mutually supportive and encouraging. Don’t tease students who don’t want to participate, but encourage them to cheer for their team. If they really don’t want to be involved in games at all, help them find something constructive to do.

**Other Interaction Time Options:**

**Worship**

If your group doesn’t prefer to do games, consider having an extended time of worship. While singing praise or worship songs needs to be focused on God, your time does not have to be boring. Your worship time should produce joy in your students as they celebrate who God is and what He has done for them.

To connect your Trek students better, encourage young musicians to join the music team. This opportunity will allow them to develop their gifts and talents. It will also encourage the rest of the students to participate since their friends are leading them as they sing.

**Service**

Another option for your Interaction time is service. While students are expected to serve on a regular basis, a service event like a food drive can provide your group the opportunity to mix things up on occasion. While the activity may require planning on your part and even manual labor on their part, if you make it “fun and exciting”, these service events can be powerful way to grow as Christians while bonding as a group. Other service opportunities may include sorting clothes or food for a local shelter, making improvements to your church or writing encouraging letters to your church’s missionaries. Ask your pastor or church leaders for other service ideas.

**Large Group Time**

The next section of the meeting is a 20- to 25-minute large group time. It generally consists of corporate activities like announcements and teaching that will encourage discussion later in the meeting. Use this time to introduce and explore the lesson from God’s Word.

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**Flex Options**

- Suggested: *Jumpstart DVD; Announcements; Compass Points* lesson (with help from the *Leader’s Guidebook*)
- Other options: Change, add or remove these or other options as needed

**Suggested Large Group Time Options**

**Jumpstart DVD**

Each week’s lesson in Trek has a corresponding *Jumpstart DVD* segment that is numbered to match the lesson (e.g. 1.1, 1.2, etc.) As we said before, some are serious, some are silly and some will cause leaders to roll their eyes. While these videos can help you illustrate your lesson, you should not feel required to tie them into your teaching time. The main objective of these videos is to grab students’ attention, quiet them down and prepare them to listen to your teaching.

If you decide that the video is especially helpful in teaching, feel free to put it in the middle of your lesson. If you shift the *Jumpstart DVD* to another part of the lesson, you may need to find another way to capture their attention after your Interaction time depending on your group.

**Announcements**

If you chose not to do an opening ceremony, this would be a good time to give your large group announcements or reminders. You might want to recognize any visitors, birthdays or special events during this time. If you chose to do your announcements earlier, skip this step and move on to the lesson.

**Lesson**

Open each lesson with prayer. This will communicate to the students that the lesson is beginning and should help them focus on the importance of what you are about to say.

We recommend that you teach your lesson using the *Compass Points* teaching cards. Since they correspond with the student Bible Studies, *Compass Points* are perfect to use as the basis of a group teaching. They will also help Trek kids who don’t want to do the full-blown Bible Studies understand the primary message of the night.

As you seek to expand your lesson, the *Leader’s Guidebook* will prove to be an excellent resource. These *Leader’s Guidebooks* will provide you with practical tips for teaching the *Compass Points*. They also present a variety of teaching ideas including skits, role plays and games.
Regardless of the lesson topic, the gospel should be included. Some kids may only come to Trek once, so make sure they hear the gospel.

Stories from your own life can be your most powerful tool in teaching your Trek students. Just be sure to keep personal testimonies age-appropriate. Illustrate your lessons with stories about your triumphs and your failures. They can learn as much from your mistakes (if not more) as they can from your successes. Consider asking other leaders or students to share their stories and testimonies before or after lessons to build deeper interest and understanding of the lesson and the gospel.

Practice teaching the lesson using visuals and fun stories. When planning, consider the lesson and your own talents, interests and personality.

Tell the lesson in your own words using your Bible. Have your Bible open when you teach so everyone can see you referring to God’s Word.

Close each lesson with prayer. This will let the students know that the lesson is finished.

Other Large Group Time Options:
As you and your leaders decide which options to change, add or remove, remember this idea:

More is not always better.

Just because you crammed more activities into a night does not mean that the Trek students will have a better experience or learn more about God’s Word. The opposite may even be true at times. Choose your options wisely!

In-Depth Teaching
Some leaders may choose to use the Leader Guidebooks and student Bible Studies to teach large group time instead of the Compass Points. However, as we will discuss in the next section, students who are memorizing their verses are generally expected to complete their work before they come to the group (not during the group). Since these students have already worked through the same material you are going to teach, you should expect to spend more time developing your large group teaching. You will also need to make sure that your large group lesson addresses the Trek students who are not working through the Bible Studies. In addition, if you plan on sending a Compass Point home with each Trek student, you should find time during your meeting to introduce the Compass Point. Even with these increased expectations, the Leader Guidebook and student Bible Studies can be used effectively to teach Trek students when used properly. In the end, make sure that you choose the large group teaching option that is best for your Trek group.

Worship
If you chose to do games for your Interaction time, you may be able to add a shortened time of worship to your large group time. Work with your song leader to choose a song or songs that will reinforce the lesson. If you can use musicians from your Trek and Journey groups, it’s even more engaging.

If you do decide to add worship here, don’t forget to plan enough time for your teaching and small groups that follow.

Enhancing Large Group Time
Even if you chose to do games during your Interaction Time, you may also consider having some kind of funny game on stage during the lesson. Middle school kids love to laugh and the grosser or weirder the game, the better! If you choose to add a game to the lesson, make sure that it helps to teach the lesson. Otherwise, your Trek students may leave having had a good time but they may have learned nothing from the lesson.

Small Group Time
Following the large group time, divide the group down into smaller groups of four or five students, each with a leader. Ideally, these small groups would stay together throughout the year. In these groups, students will process the lesson they just heard and help each other hear how God is directing them to use their new learning. This is an opportunity for leaders to ask questions and shepherd their students.

Flex Options
• Suggested: Read Trek Check, review lesson, recite verses (20-25 minutes); Discussion (10-15 minutes)
• Other options: Change, add or remove these or other options

Suggested Small Group Time Options:
Read
Because of the importance of the gospel, every first time student should be given a Trek Check. This booklet presents the truth of the gospel so that all students start Trek with a clear explanation of the gospel. Leaders should take the time to walk through the Trek Check with the new student.

If possible, have the Trek student who brought the new friend take the lead in this activity since it will mean more coming from their friend and will encourage the faith of the student presenting it. Remember that Jesus not only shared the message of hope with people but also taught his disciples to share the same message. If you want your Trek students to learn to share the gospel, this is a fantastic time to allow them to learn while being present to help when needed.

**Review**

For the students in your group who are not memorizing and reciting verses, have them read through the lesson in the student Bible Study book. These books were designed for students and will help them understand the lesson in a deeper way. This activity will also encourage them to begin participating in Scripture memorization. Your group may need to have a few books on hand to pass out for the night to new or returning Trek students who have not yet decided to work toward completing a book. Once they make a decision to get started, make sure that they get a new book so that you can keep your group’s copies for other new Trek students. These Trek students should have enough time to read through the lesson but probably not enough time to think through the questions you will be discussing next.

**Recite**

Ideally, each student will be working through the Bible Study at home so they should be prepared before they arrive. Students should recite their verses and demonstrate to you that they have done the study.

When you are listening to verses, adhere to Awana standards, because we want to ensure that they know the verses – not just well enough to spit them out and get your signature, but so that they will recall them later and understand them.

- They must say all the verses in a lesson during one session, not say one verse and then study before reciting a second one.
- Leaders may not give more than two helps per section. A help is any sort of assistance, such as three or four words or a simple gesture. Standards can be adjusted for those with special needs. Encourage aggressive learners to recite with no helps.
- Leaders should remember to track their achievement in accordance with the policies of their Awana group.

> “...when you work with young people, give them something real. Teach them the Bible, and be sure they know it thoroughly ...because if you don’t, your program will be worthless. Whatever else you do for young people, be sure that the Bible is studied, memorized, and takes thorough root in their hearts and lives.”

-- Paul Rader, evangelist who founded the Chicago Gospel Tabernacle, which later became the North Side Gospel Center where Awana started.

**Discussion**

As you transition into a time of discussion, open with prayer. As in teaching time, this will communicate to the students that the discussion is beginning and will focus them on the subject at hand.

Begin the discussion by using the questions in the student Bible Study books. Since they have all read the lesson by now, each student should have some understanding of the ideas. Recognize that the students who have worked to memorize the verses have already spent more time with the lesson. Allow them to help lead the discussion as they are able since they will have more to say. Do not allow them to dominate though. Make sure that you leave space for each student to contribute.

Once the discussion has taken off, allow it to find its natural course. This may mean that your group ultimately winds up discussing something other than the lesson. This is perfectly acceptable as long the discussion is profitable and encouraging. Do not feel obligated to complete all of the questions. The point of the discussion is not to complete the lesson but rather to begin integrating their faith into their lives through their own words and ideas. If you feel that the conversation is no longer headed in a positive direction, feel free to use the questions to get the discussion back on track.
The point of the discussion is not to simply complete the lesson but rather, to begin integrating their faith into their lives through their own words and ideas.

Many middle school students will tire of a discussion long before you do. Make sure that you wrap up after about 15 minutes. If there are students who have further questions, encourage them to ask you after the group is released. You should also encourage them to discuss their ideas at home with their parents. Conclude the meeting with prayer.

Remember, you can purchase the Leader’s Guidebooks to help you lead during this small group time. Guidebooks are available for each of the series and will walk you through each lesson by giving you tips and ideas for discussion, answers to questions and completion requirements. While they’re designed to help you, even the best curriculum needs to be personalized for you and your unique group of students; so, fight the temptation to use the guides word for word.

Other Small Group Time Options:

Review
Instead of reading the student Bible Study books, you may choose to have them read the Compass Points. Since you have probably just finished teaching the Compass Points material, this time will be a review of the ideas they just heard. Recognize that choosing this option may put some limitations on the depth of your discussion including a potentially large gap between Trek students who complete their books and those who do not. If you choose this option, you will probably need to use more of the Compass Points questions than the student Bible Study questions (since they will be out of context).

Closing
Whether or not you do a closing segment is up to you. Most children’s Awana club meetings conclude with a closing segment to officially end the meeting, so Trek students may expect it. You may choose to skip the closing segment and conclude your meeting with the Small Group time.

A closing segment often takes place in the gym on the Awana Game Square. It also can be in your regular meeting room.

What are the objectives of closing segment?
   a. Announce team points or individual awards.
   b. Remind students of group announcements.
   c. Close with prayer.

After a Trek Meeting
Greet and talk with parents when they pick up their kids. Tell them about the day’s discussion and give them Parent’s Guides. Discuss their son or daughter’s progress and encourage them to work with them at home to memorize Scripture and discuss the lessons.

Make sure you have enough leaders to ensure everyone’s safety until they’re all picked up. Your church will have to decide whether you will let preteens leave unsupervised. They’re not little children anymore and you want to respect their maturity, but also be thoughtful about what you allow.

As you drive home afterward, reflect on the meeting. Are some of your students facing particular difficulties at home or elsewhere? Pray for wisdom to help them. Pray for their spiritual growth and for your own attitude and spiritual maturity. Are there areas where you could grow? Did you discipline too harshly or not enough? Did you favor one student above another? Don’t be too hard on yourself – spiritual maturity is a process; but ask the Holy Spirit to point out areas where you need to grow.

Read 1 Thessalonians 5:6-22. List at least five things from this passage that you should keep in mind as a youth leader.

1. ___________________________________________
2. ___________________________________________
3. ___________________________________________
4. ___________________________________________
5. ___________________________________________

Read 1 Thessalonians 5:6-22. List at least five things from this passage that you should keep in mind as a youth leader.
As mentioned earlier, Trek-aged kids typically are starting to wrestle with issues of their destiny, specifically that they understand the destiny God has planned for them if they seek His will.

As Linda Massey Weddle states in her book *How to Raise a Modern-Day Joseph*:

Our goal with middle school children is in two parts:
1. That they recognize who they are in Christ.
2. That they desire God’s will for their lives.

Recognizing who we are in Christ and doing His will is not separate from doing His work. If we allow young people to come to Bible studies, play games and participate in worship, but do not encourage them to go out and serve God by serving others, their spiritual growth will be stunted.

T&T has an optional service component, so hopefully kids have been encouraged already through Awana and your church. But certainly in Trek, service should be a priority. Talk with other leaders, and talk to the kids about what they think God wants them to do.

There are no prescribed service options in Trek. A great way to get kids serving is to ask some to serve on a team to come up with service opportunities for the ministry. Help them understand that serving on a committee is a viable and needed service. So often we think of serving as manual labor or going on a missions trip.

The best way for you to encourage kids to get involved is to help them figure out who God has made them to be. Though everyone should do clean-up days and other traditional service projects from time to time, the most enduring and soul-satisfying service is going to be that which is consistent with a person’s gifts, talents and passions.

**Leaders-in-Training (LITs)**

One option is for students to serve as LITs in Awana children’s clubs. Some clubs want LITs to be high-school students, but many allow middle-school students to be involved. This reinforces the fourth Awana principle that children and youth are trained to serve.

A middle-school student shouldn’t be an LIT in T&T – T&T clubbers are too close to Trek students’ ages and many are probably friends. Not that younger teens are incapable of handling the T&T curriculum, but it would be hard for them to enforce handbook standards and discipline with clubbers only a year or two younger than themselves. Serving in Puggles or Cubbies is ideal for Trek LITs.

LITs likely will co-lead a group with an adult leader, or at least serve under the direct supervision of a director or leader. LITs should be trained just like all other leaders, by going through Awana Orientation, working through a role book, participating in a practice club and memorizing the Gospel Wheel verses. Additionally, some clubs have contracts for their LITs to help them understand that they are agreeing to serve all year and to abide by club policies about absences, attire and other expectations.
As we mentioned, there are several ministry skills, embodied in roles that your team will need in order to have an effective ministry. These skills are CEO, leader, cultural expert, preacher, and shepherd.

Remember that the bottom line is to help children and youth come to know, love and serve the Lord Jesus Christ. Everything we do and all the plans we make must keep that as the main focus, no matter what. As you prepare to take on a position in Trek leadership, filter your decisions and plans through this overarching goal and you will stay on course. Trust God to work through you as you yield yourself to His service.

Look up Philippians 4:13 and write it here. This is a great verse to commit to memory as you begin the club year.

As we mentioned, there are several ministry skills, embodied in roles that your team will need in order to have an effective ministry. These skills are CEO, leader, cultural expert, preacher, and shepherd.

Remember that the bottom line is to help children and youth come to know, love and serve the Lord Jesus Christ. Everything we do and all the plans we make must keep that as the main focus, no matter what. As you prepare to take on a position in Trek leadership, filter your decisions and plans through this overarching goal and you will stay on course. Trust God to work through you as you yield yourself to His service.

Be confident that God will provide everything you need for this new role.

**CEO**

Though this title may convey an image of secular power, it also unapologetically conveys the image of someone who has ideas and can set direction. Very often youth ministry, even if it's under the leadership of an Awana commander, is somewhat on its own. As a Trek leadership team, you need someone who can be a CEO – plan, set goals, cast vision and provide administrative leadership. Without this leadership, any ministry likely will fail over time. Too many details will slip through the cracks, leaders will lose focus and motivation, or ethical lapses may occur due to a lack of oversight.

Who has the ability to think through all aspects of large-scale events? Who has an appreciation for setting priorities and planning an annual budget? Who can understand and work with church staff efficiently and effectively? Who can keep the vision of the ministry in front of leaders and staff alike? Who will assure the ministry is following child protection guidelines?

It's critical that the ministry have the right person in this position. This person needs to be a visionary leader who will be responsible for the overall direction and organization of the ministry. The CEO doesn't need to pay bills, but needs to make sure someone does. The CEO doesn't need to be an expert in human development but needs to work with ministry leaders and church staff to determine overall direction for the youth ministry based on the church's vision for the spiritual development of its youth.

Someone stepping into this role should be able to answer these types of questions:

1. How on earth do we get started if we have nothing to work with?
2. How do we juggle 472 different balls without dropping any of them?
3. Does child protection and risk management really matter in youth ministry?
Leader

It’s been said that everything rises and falls on leadership, and that’s true of ministry as well. Maybe you’re in this ministry function today because someone else’s leadership has led the ministry in a poor direction. Or perhaps you’re a part of this ministry because you were inspired by a great leader above you. Maybe it’s neither of these, but, yet, here you are.

As a youth leader you are just that – a leader. But someone has to be the leader of leaders. That role is partially filled by the CEO, insofar as creating direction for the group, but someone needs to be the motivating force for the leadership team.

Who will shepherd other adult leaders? Who will encourage and provide training for them? Or help them when they’re stumbling in their responsibilities or experiencing burnout? Someone needs to be the leader of leaders and think of ministry opportunities beyond what’s happening at any given moment.

Four common youth ministry leadership questions are:

1. How do I find leaders and people to fill other volunteer roles?
2. How do leaders avoid burnout and remain enthusiastic?
3. Are parents relevant to youth ministry?
4. How can we make all the events of the year happen?

Cultural Expert

Being a “cultural expert” doesn’t mean that a person lives the same culture as students, but that he or she knows about and appreciates it. In 1 Corinthians 9:19-23 Paul says that he became *all things to all men*, but he didn’t mean it in a literal sense. Paul couldn’t physically *make* himself weak if he was strong. He couldn’t literally *become* a certain nationality if he wasn’t. He didn’t become an actual slave. But he could change his heart and attitude to better understand those individuals and situations.

In very much the same way, you cannot make yourself into a teenager if you’re in your thirties or forties. You can’t *become* a high school student if you’ve already graduated. And it’s not possible for you to *make* yourself “relevant” just by owning the newest technology and wearing the latest fashions. But you can change your heart and attitude and your knowledge levels in order to better understand various individuals and situations.

When it comes to the role of a cultural expert, there are two significant things to keep in mind – generational and developmental issues. There’s a wealth of information about this generation in books, articles, blogs and websites, and you can find a lot of information specifically about this generation and the church as well. One thing researchers and bloggers alike seem to agree on is that this current generation of younger folks will turn the tide of the church. This discussion is closely tied to that of cultural issues and, as youth leaders, we should embrace all the information we can find.

The main developmental issue is this: students are *still developing*. And we’re not just talking about emotional, mental and spiritual development. We’re talking about biological development. We cut middle-school students some slack for their behavior because we understand that puberty sends them into a hormonal tailspin. But we have long underestimated the fact that puberty is not a two-year deal. Barbara Strauch, the medical science and health editor for *The New York Times*, points out that puberty is not a single moment, but a series of stages that can last until well after a student graduates high school.

Let’s be honest … it’s hard for most of us to be experts. Being an expert in anything requires significant time in research, study and devotion. And clearly, there’s a lot to think about. So, don’t let the term “expert” cause you anxiety. In our role as youth leaders, we just need to have a basic understanding and appreciation of cultural, generational and developmental issues and how they affect our students. Knowing about them demonstrates that we have relevance.

Questions someone particularly drawn to youth culture might ask are:

1. Should I treat a junior higher like a child or a teenager?
2. They seem to have such short attention spans. What will keep their attention?
3. Why should we care about youth culture if we’re supposed to be in the world but not of it?
4. How can I help other leaders to appreciate youth culture when all they see is the negative?

Preacher

As youth leaders, many of us have strong passions to impart wisdom to students. Maybe we have learned life lessons we want to teach students in an effort to help them avoid pain and heartache. Or, in some cases, we have strong convictions based on Scripture and we’re frustrated seeing teenagers living in apparent opposition to those convictions. We want to see students interested in the Bible, memorizing Scripture, passionate about life and seeking to follow in Jesus’ footsteps.
Truly being effective preachers means helping prepare students to receive truth, and imparting it accurately and succinctly. Many of us can get derailed and do one of two things: we lose focus and end up softening the truth, or we go overboard with our preaching and end up dumping truth to the point where students no longer listen or understand. Being the “preacher” – sharing truth – is an important part of youth leadership, but we must do it with clarity.

Healthy youth ministries have leaders who are passionate about getting truth into students’ lives – sharing the gospel and helping students apply Scripture that leads to life change.

Preachers are likely to ask the following types of questions:

1. How do I get my students interested in the Bible?
2. What on earth am I trying to teach, anyway?
3. Is Scripture memory really important?
4. How do you teach the kid who “knows it all” as well as the kids who have never opened a Bible?

**Shepherd**

We use the term “shepherd” as a reminder to compare ourselves to the Great Shepherd, Jesus. Our aim, as shepherds, is to help guide students into increasingly strong relationships with Jesus. In some ways, “mentor” might actually be the better term because, while a shepherd guides a flock to safety and protects them, a mentor does life with someone, explaining certain things, but primarily demonstrating by example. You will find yourself doing both. Students care about having people involved in their lives. They want somebody to help direct and redirect them, and are open to adults’ genuine investment in their lives. You can make a significant impact in this area!

In spite of stereotypes, most youth workers are not the up-front, hip-looking, crazy-acting, 20-somethings we envision students flocking to. They are shepherds of all ages and temperaments, some without a hip hair on their heads, who love God and have a desire to walk with students and help them figure out what it means to live a life of faith in Christ.

The majority of people who volunteer in ministries with kids do so with the intent of shepherding. This is great, because a ministry really only needs one or two CEO and leader types, but shepherding requires a small leader-to-student ratio, so the majority of leaders really need to have shepherding skills.

In Trek the recommended ratio of students to leaders is 5:1.

Shepherds will most naturally ask questions, such as:

1. How do I help students to engage their faith?
2. How do I keep kids coming back to the ministry?
3. How do I effectively minister to such a wide age range?
4. How do I build relationships with teenagers?

**Determining Fit**

All leaders can, and should, be building their skills all the time. Recall that one of the five principles of Awana is that it is built on strong leadership. This means that you should be seeking ways to develop your skills so that you become more effective in your service. Hopefully it goes without saying that you also are constantly seeking new ways to grow in your relationship with God. All the skills in the world are useless if your heart is unconnected to your Father’s.

The best place to start in your Trek leadership is where you are. Don’t think first about what role you would like to play, but consider what the best fit is right now. Use this chart to think about yourself. Divide your own skills into all five of these roles so that your total equals 100 percent. This provides insight into your own skills and the types of people you may need as you seek to grow a team.
Determining Ministry Needs

If you have multiple adults serving in your Trek ministry, have all of them do this exercise. As a group, see what roles you have filled and which you don’t. Then assess your ministry as a whole.

<table>
<thead>
<tr>
<th>My Ministry</th>
<th>CEO</th>
<th>Leader</th>
<th>Cultural Expert</th>
<th>Preacher</th>
<th>Shepherd</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% x (# of leaders) =</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

In this chart, the potential total should be equal to 100% x the number of leaders you have. Tally up everyone’s individual percentages in each category. As you’re considering each box, ask, “How well does our team address this function?”

Whereas, for the first chart, the total for all five boxes should be 100 (because you can’t have more than 100 percent of yourself!), in this chart, the potential total should be 500 (because in the ideal world, you would have 100 percent of each role filled), though you likely won’t be perfect. The question, as you’re considering each box, is “how well does our team address this function?”

Perhaps you’ll find that, though you have someone willing to lead the charge, she is not energized by the CEO role. This is an excellent piece of information for your team, because now you can go to your congregation and find a CEO. Typically, someone with the skill set and enthusiasm to be a CEO is not going to answer a call to volunteer for the middle-school ministry; however, if you intentionally seek someone like this, with the purpose of having oversight of the ministry, you will have much better success.

The key is that there’s not one set of ministry skills necessary to be a good Trek leader, but many leaders together can create a strong ministry team.
Why earn a Citation?
Earning the Citation Award is an incredible accomplishment and can be something to aim for as a middle-school student. Aside from the simple sense of achievement, there are plenty of other reasons to earn a Citation.

Getting to know God’s Word
Everybody wants to change the world. The reality is that you can’t change anything until you’re changed first. After the books are back on the shelf and the awards are packed in boxes, the time a student has spent in God’s word will continue to shape and grow him as he serves God.

Earning College Scholarships
Did you know that over 40 top-notch colleges and universities award more than $500,000 per year to Citation Achievers? More and more schools are eager to recognize your dedication with scholarships.

Connecting with other Citation Achievers
More than 1,000 students earn their Citation award every year. These students go on to contribute to the kingdom of God in incredible ways. High school students have the opportunity to connect with the ministry leaders of tomorrow by putting in the work today.

For more information, visit awanaconnections.org.
Appendix B: Glossary

**24-7 Ministries** — Former term for Awana youth ministry featuring the Trek program for junior high school students and the Journey program for senior high school students

**Adopt-a-Club** — program whereby individuals and churches sponsor an Awana club in another country

**Advocate** — one who supports and speaks on behalf of a person or cause. In the case of an Awana commander, for the gospel, his church and the Awana ministry

**ART** — Awana Resources and Tools, a portal of the Awana website, specifically for registered churches

**Awana at Home** — an Awana club for parents, in which they are trained and equipped to disciple their children

**Awana Game Square** — unique game setup that accommodates many different types of games

**AwanaGames™** — game competition between teams from various churches in a region, based on the Awana Game Square games

**Awana Ministry Team** — volunteers who work with a missionary to serve the churches with Awana clubs in a local or regional area

**Awana Missionary** — Awana faith-supported field representative dedicated to serving the local church

**Award** — recognition of achievement for Scripture memory, handbook completion and discipline (team and individual based, in the forms of points, pins and plaques)

**Bible Quizzing** — Bible verse and handbook competition between teams from various churches in a region

**Basic Training (BT)** — training for church volunteers starting an Awana ministry or for new leaders in existing clubs; also suitable as a refresher for existing leaders

**Child Protection (CP)** — implementation of written policies and procedures for keeping children safe

**Church Care Specialist** — volunteer ministry team member who supports the efforts of his or her missionary by caring for a small number of churches

**Club** — age-specific group of children who come together with their leaders for regular meetings; Awana clubs include the Cubbies club, Sparks club, and T&T club

**Clubber** — child in an Awana club

**Commander** — leadership role for a church’s Awana ministry; oversees more than one Awana club and/or youth program in a local church

**Commander College** — three-tiered training program for commanders

**Compass Points** — One-page lessons that correspond with Trek Bible Study Lessons

**Council Time** — former term for T&T Large Group Time; includes singing, Bible message, testimonies, awards and announcements

**Cubbies** — children’s club for the two years before kindergarten

**Director** — leadership role for individual clubs; oversees one club program

**Discipleship** — process of developing or helping someone else develop in their relationship with God and service to Him

**Discipline** — teaching, training and thoughtfully correcting
**Entrance Booklet** — booklet, including a gospel presentation and Scripture memory, given to each first time visitor to work through before becoming an official club member (Cubbies – *Bear Hug Brochure*, Sparks – *Flight 3:16*, T&T – *Ultimate Adventure Start Zone and Ultimate Challenge Start Zone*, Trek – *Trek Check*, Journey – *Faith’s Foundations*)

**Evangelism** — sharing the good news of the gospel of Jesus Christ

**Five Principles** — foundational qualities that should be present in every Awana club

**Five-count** — discipline technique for group attentiveness

**Game Director** — Awana leader who plans and leads Game Time

**Game Time** — club segment during which clubbers play games, usually on the Awana Game Square

**Gospel Wheel** — unique model used to help people learn and share the gospel

**Grand Prix** — a model car racing event that combines creativity and skill; serves as a parent outreach event at the local church

**Handbook** — materials developed to help clubbers learn and understand God and His Word

**Handbook Time** — Sparks and T&T club segment during which leaders help clubbers understand handbook sections and verses, and listen to clubbers recite memorized sections

**Journey** — Awana program for high-school students

**JumpStart DVD** — DVD that contains one video segment per lesson for the Trek Bible Studies

**Large Group Time** — a time when all clubbers in one club come together for singing, Bible lessons, testimonies, award presentations and announcements (also called Story Time in Cubbies)

**Leader** — adult volunteer; can refer to all Awana leaders, but specifically refers to those who work directly with the clubbers

**Leader-in-Training (LIT)** — junior high or high school leader who serves under the supervision of an adult leader

**Leader-Based** — a system used to start clubs in international, under-resourced areas, whereby two leaders receive training and are tasked to go back to their churches and train enough leaders to facilitate Awana, without typical products used in regular clubs

**Ministry Team** — volunteers who work with a missionary to serve the churches with Awana clubs in a local or regional area

**Opening Ceremony** — beginning of club meeting; can include flag ceremony, prayer and pledge

**Prayer Statement** — the purpose of Awana: That all children and youth throughout the world will come to know, love and serve the Lord Jesus Christ

**Puggles** — a club for children in the year before Cubbies

**Secretary** — clerical club manager

**Section** — individual unit within a handbook

**Shepherd** — an individual who encourages spiritual growth in others

**Sparks** — Awana club for children in kindergarten through second grade

**Summit** — annual national gathering for high-school youth

**T&T** — Awana club for children in third through fifth or sixth grade (depending on the church)

**Ten Standards of Excellence** — standards for evaluating Awana clubs

**Three-count** — discipline technique for individual correction

**Trek** — Awana program for middle-school students
Appendix C: Gospel Wheel Verses

**Gospel Wheel Verses - KJV**

**1 Corinthians 15:3-4**
For I delivered unto you first of all that which I also received, how that Christ died for our sins according to the Scriptures; and that He was buried, and that He rose again the third day according to the Scriptures.

**GOD**
**John 3:16**
For God so loved the world, that He gave His only begotten Son, that whosoever believeth in Him should not perish, but have everlasting life.

**Revelation 4:8b**
“Holy, holy, holy, LORD God Almighty, which was, and is, and is to come.”

**TRUST**
**Acts 16:31**
And they said, “Believe on the Lord Jesus Christ, and thou shalt be saved, and thy house.”

**MAN**
**Romans 3:23**
For all have sinned, and come short of the glory of God.

**Romans 6:23**
For the wages of sin is death; but the gift of God is eternal life through Jesus Christ our Lord.

**CROSS**
**Romans 5:8**
But God commendeth His love toward us, in that, while we were yet sinners, Christ died for us.

**Gospel Wheel Verses - NKJV**

**1 Corinthians 15:3-4**
For I delivered to you first of all all that I also received: that Christ died for our sins according to the Scriptures, and that He was buried, and that He rose again the third day according to the Scriptures.

**GOD**
**John 3:16**
For God so loved the world that He gave His only begotten Son, that whoever believes in Him should not perish but have everlasting life.

**Revelation 4:8b**
“Holy, holy, holy, Lord God Almighty, Who was and is and is to come!”

**TRUST**
**Acts 16:31**
So they said, “Believe on the Lord Jesus Christ, and you will be saved, you and your household.”

**MAN**
**Romans 3:23**
For all have sinned and come short of the glory of God.

**Romans 6:23**
For the wages of sin is death; but the gift of God is eternal life through Jesus Christ our Lord.

**CROSS**
**Romans 5:8**
But God demonstrates His love toward us, in that while we were still sinners, Christ died for us.
**Gospel Wheel Verses - NIV**

1 Corinthians 15:3-4  
For what I received I passed on to you as of first importance: that Christ died for our sins according to the Scriptures, that He was buried, that He was raised on the third day according to the Scriptures.

**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.

Revelation 4:8b  
“Holy, holy, holy is the Lord God Almighty, who was, and is, and is to come.”

**TRUST**  
Acts 16:31  
They replied, “Believe in the Lord Jesus, and you will be saved — you and your household.”

**MAN**  
Romans 3:23  
For all have sinned and fall short of the glory of God.

Romans 6:23  
For the wages of sin is death, but the gift of God is eternal life in Christ Jesus our Lord.

**CROSS**  
Romans 5:8  
But God demonstrates His own love for us in this: While we were still sinners, Christ died for us.
I (__________________________) have completed the above requirements to become a recognized, certified Trek leader.

Your signature

__________________________

Date

__________________________

Commander’s signature

Date
Appendix E: Trek Leader and Director Test

Each question is worth five points, and you should score a 75 percent or higher.

1. Which of the following is not one of the five principles of Awana?
   a. Awana is centered on the gospel.
   b. Scripture memory is key.
   c. Participants must be Christians.
   d. Awana is exciting and fun.

2. Which Master Life Thread is emphasized in a person’s life during the middle school years?
   a. Respect
   b. Grace
   c. Destiny
   d. Perspective

3. What percentage of abusers are people the child victim knows, loves and trusts?
   a. 100
   b. 90
   c. 60
   d. 40

4. What is the primary purpose of Awana Ministry Conferences, Club Clinic and many of the resources on the Awana website?
   a. Leader training
   b. Camaraderie
   c. To celebrate Awana
   d. None of the above

5. What method of discipline does Awana utilize?
   a. Three-count
   b. Five-count
   c. Positive points
   d. All of the above

6. How many years are students in Trek?
   a. Two years
   b. Three years
   c. It depends on the church’s preference

7. List the verses used with the Gospel Wheel:

   ______________________
   ______________________
   ______________________
   ______________________
8. Which of the following is not one of the names of a Trek Bible Study series?
   a. Roadsign
   b. Dashboard
   c. Billboard
   d. StickShift

9. What is the name of the booklet that presents the gospel, and is given to all new students?

10. Which is not a reason to memorize Scripture?
    a. To know God
    b. To impress people
    c. To guard from sin
    d. To draw on as we witness to others

11. What is the main objective of the JumpStart DVD segments?
    a. Grab student’s attention
    b. To quiet students
    c. Prepare them to listen to your teaching
    d. All of the above

12. What is the highest award you can earn in Awana, and how many years of work does it represent?

13. What is the highest award an eighth grader can achieve?

14. What are the three basic segments of a Trek meeting?

15. True or False
   ______ The three meeting segments must be done in a specified order.

16. What is the definition of an LIT?

17. Which is NOT a leader qualification?
    a. Trust in Jesus Christ as Savior
    b. Growing in relationship with God through His Word
    c. Experience working with middle school students
    d. In compliance with the leadership requirements of your church

18-20. The prayer of Awana is that all children and youth will come to (18)__________, (19)___________ and (20)__________ the Lord Jesus Christ.