

STORM CO.

Guidebook

Canadian Edition

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Foreword

by Davina Peters
Canadian Storm Co Trip Leader

As I read through the Bible, Jesus' ministry to various communities encourages me. His ministry was loaded with service and adventure while He visited diverse places and developed relationships with individuals of different walks of life. Whether He was on a fishing boat, hillside, or by the fire, Jesus shared the love of His heavenly Father. As a result, I often connect with Him when I am in the midst of my own personal adventures such as traveling, camping, hiking, participating in prison ministries, street ministries and mission trips.

The Service to Others Really Matters Company (Storm Co) Ministry is grounded on basic Bible principles. This *Storm Co Guidebook* explains five fundamental concepts that make this ministry one of the most successful youth events in Australia, New Zealand, and Romania. Australia and New Zealand have sent out approximately 65 teams. Romania has sent out as many as 47 teams. Storm Co training programs have extended to many other countries in Africa, the South Pacific, South America and Europe.

In 2000, I had the privilege of participating in the first Storm Co mission trip brought to North America. I thank Nick Kross for encouraging me to join the Australian Storm Co team to serve the Six Nations Reserve in Ontario, Canada. I also thank Jerry Unser for guiding and advising me in leading Canadian Storm Co mission trips.

After two years of using the *Storm Co Guidebook* and adhering to its five fundamentals, our spiritual experiences here in Canada have been challenging, uplifting, stimulating and rejuvenating both during and after our mission trip adventures.

This *Storm Co Guidebook* will help every church, school, and company, regardless of their size, benefit from this ministry. The impact of these mission trips motivates and inspires Storm Co team members to return to their home churches invigorated to serve and develop ministries in their local communities.

Storm Co mission trips have changed my spiritual and social life in many different ways. Anyone who has been on a Storm Co trip can relate to what I am talking about. I prompt and challenge you to experience God's leading in a Storm Co Adventure-in-Service mission trip. It is an indispensable experience. You will never be the same!

In His Service,

Davina Peters
Canadian Storm Co Trip Leader

ADRA Canada

ADRA Canada's role is one of resource, training and promotion in assisting Storm Co. Canada to be an active and effective youth outreach.

For more information on how ADRA Canada can help your adventure in service call:



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The Adventist Development and Relief Agency (ADRA) is an independent agency established for the specific purposes of individual and community development, as well as disaster relief in the developing world. As an internationally recognized non-governmental organization, ADRA fulfills this primary directive of its charter without regard to ethnic, political, or religious association.

About this Guidebook

Originally written by Jerry Unser for use by Storm Co. teams in Australia, this guidebook has been adapted and edited (with permission) to reflect a Canadian viewpoint.

Between the covers of this edition you will find an attempt to explain what has been learned through experience in the Storm Co. Adventure in Service. It is written with the specific goal of remaining un-prescriptive in how the principles of Storm Co. are applied. (*The mission statement and foundations are crucial – the other ideas are only suggestions.*)

This is a guidebook for those who want to join in the adventure.



A Brief History

In 1992, a group of senior high school students from Brisbane, Australia wanted to do something adventurous with their faith. They didn't have enough money or time to prepare for an overseas mission trip, but they were dedicated to serving Jesus and inspired by the Holy Spirit. When they looked around, they noticed that they were doing nothing practical to express their faith. Their chaplain called them "fat Christians", fed to the point of bursting with Christianity, but not doing anything to make it real.

Together the students and chaplain came up with a simple concept: they would go to a small town somewhere in the outback to help out physically and spiritually. The students saved money, prepared games, drama, and music, loaded up the cars and drove west, calling themselves the SWAMP team (Students with a Mission and a Purpose). The SWAMP team spent ten busy days meeting adults and children, cooking, performing, and helping people in various ways. They camped together in a church hall and the group bonded closely. It was an adventure and it was fun.

In 1993, the team wanted a new name, and liking the image of a storm refreshing the drought-stricken outback, they called themselves Storm Company.

The word STORM can also be an acronym: **S**ervice **T**o **O**thers **R**eally **M**atters. When a trip fulfills the symbolism represented in the name STORM, the result is a true **Adventure in Service**.

The name STORM was chosen as a symbol of that which brings relief to a parched land. A storm comes to all who stand under its cloud, and everyone knows when it arrives. It does not stay within preconceived boundaries, it does not exclude any person or thing, and it brings rain that causes growth. It cleans, refreshes, and encourages the community upon which it falls. It is the intention of the Storm Co. team to be like a refreshing storm.

Scripturally, rain is representative of the Holy Spirit which is God's presence in man. God has rained down His love to all people, and the Christian is to demonstrate that love to others. (see Deut. 32:1-2, Isa. 45:8) God uses whatever it takes to communicate His word to this earth.

The first Storm Co. trips were community service projects planned in cooperation with the city council. The local social services organization needed help with vacation care, so the team put together a morning children's program. The Salvation Army needed help with Sunday school, so the team went there, too. From local scout groups to nursing homes, prison camps and churches, the

Storm Co. team kept asking what was needed. The community loved Storm Co. and the team members went home with changed lives, eager to go out again.

Many of the early Storm Co. team members have since moved to other places, and some of the leaders transferred to other positions, taking with them the adventure concept and the name; spreading Storm Co. teams all over Australia.

Storm Co. first came to Canada in 2000 prior to the GC session. The teams did training in Toronto, ON and then went on a couple of trips to the Six Nations Reserve in Simcoe, ON. Through the use of this Guidebook, it is hoped that Storm Co. will spread throughout the rest of Canada.

The success of Storm Co. is not in the program, technology, or skills of the team. It is in the radical attitude of Jesus which seeks first to understand a need, and then to unselfishly give in order to meet that need. In the history of Christianity, this has not been common.

Storm Co. is not the only answer nor is it an all-in-one youth ministry package. It is simply a concept of service that we sometimes neglect in our enthusiasm to spread the Gospel.

As you prepare your Storm Co. team, reach for the highest standards and forge new ground on every trip. Consider always how you can meet more needs, support more groups, and build more bridges. Listen carefully to God's leading.

If you are looking through these pages for ideas and guidelines for something of your own, then may God bless you. May you be bold and adventurous in living your life for Christ.



Mission Statement

Storm Co.'s mission is to send teams of trained young people to work for, learn from, and encourage individual communities; sharing God's love by building bridges to all peoples through an adventure in service to others. Teams enter a community, ask for a place to stay and a job to do. Team members volunteer their own time and finances; they commit to strict discipline and hard work. Their goal is to live out the legacy of service modeled by Jesus Christ.

Storm Co. is a short-term mission adventure based on five foundations which present a radical example of Christianity in action.

no agenda

listen

no expectations

serve

no walls

encourage

no limits

return

no fear

worship



The Five Foundations

The fulfillment of the mission statement is dependent upon five foundations. Each foundation statement expresses a Storm Co. team characteristic that is essential to a successful mission trip. These foundations form the basis for a servant model of leadership which is inherent in the development of a Storm Co. team.

In isolation, each foundation is nothing new or surprising; these principles are found in many areas of service; however, combined together, they form a radical approach to mission that challenges traditional religious activity.

1. No Agenda – Listen

A Storm Co. team enters a community with the express purpose of building a relationship with that community. A team will go first to **listen**, and then to serve. To really listen, to another person is the foundation of a relationship. We begin to show real love when we respect another person enough to listen to who they are. Then perhaps we can offer something that they need.

Pre-trip contact and negotiation with the community to determine what THEY want and need is an essential part of a Storm Co. trip. The concept of an adventure in discovering and meeting the needs of others embodies the essence of Storm Co.

It is not possible to prescribe a program or service project that will meet the needs of all people. Each community is different, as is each individual. A Storm Co. team is committed to seek and understand the unique history, culture, and needs of a community and then match the skills and resources of the team in order to serve. There can be no hidden agenda.

Jesus' Model

This attitude is modeled on the ministry of Jesus Who followed the guidance of His Heavenly Father. Wherever Jesus traveled, He first met the needs of the people.

John makes this statement about Jesus, *"He did not need man's testimony about man, for He knew what was in a man."* (John 2:25) He then tells of two encounters – one with Nicodemus and one with the woman at the well. Jesus treated each person differently because He knew each particular need.

Adventure

Because a team enters a community with the attitude of no agenda, and also because the team endeavours to reach all areas of the community, the Storm Co. trip becomes an adventure. By its very nature, the trip cannot be predictable.

Attitude - the attitude of being receptive to the needs of the community and to the direction of God sets this adventure apart as a radical mission concept.

2. No Expectations – Serve

A Storm Co. team commits to service; to work for and learn from a community. Its goal is to **serve** without compensation.

The ultimate aim of any Storm Co. team is to build a relationship bridge with the community, and it demonstrates the seriousness of its mission by the way it serves. A Storm Co. team will use available gifts and resources to work for a community.

A Storm Co. team seeks to learn from the community. By listening and serving, team members learn some of the most valuable secrets of life. The cultural exchange and life experience team members gain for themselves is a valuable part of a Storm Co. trip.

Jesus spoke of this attitude in His Sermon on the Mount when He said, *"Give to the one who asks you, and do not turn away from the one who wants to borrow from you."* (Matt. 5:42) Jesus turned the world upside down with His radical concept of servant leadership and Storm Co. team service is an attempt to follow in His footsteps.

Personal Evangelism

No expectations also means that teams do not seek to convert or to gain repayment for any activity. This radical concept sets Storm Co. apart from many church or religious endeavours. The concept of no expectations may seem difficult for Christians who have been given the commission to *"go and make disciples of all nations, baptizing them ..."* (Matt. 28:19-20); however, Storm Co. teams live that commission by pointing people to Christian resources already available in the community. Jesus cautioned us against creating walls by judging the experience of another follower of Christ. We must remain true to the message given to us, and at the same time support our brothers and sisters in faith.

In Storm Co. all evangelism is on a personal level. Team members are encouraged to share their testimonies; and people who experience a conversion are guided toward a community church family of their choice, not the Storm Co. team or one specific denomination over another.

3. No Walls – Encourage

A Storm Co. team that intends to be a spiritual refreshment to the community it visits must allow no dividing walls. The team must be committed to supporting Christianity above denominational barriers. It has a mandate to **encourage** others in their walk with God.

Encouragement to Local Christians

Because Storm Co. is a bridge-building ministry, a vital goal of the team is to support the work of all Christian groups within the community. There will always be a group of Christians within a community, and often there are many denominations. It is the responsibility of the Storm Co. team to visit these groups in order to encourage them in their ministry and to seek common ground with all those who acknowledge the Lordship of Jesus Christ. This is perhaps one of the most radical aspects of Storm Co.

The first question many in the community will ask (even if only in their minds) is, "What do they want?" If a Storm Co. team has aligned itself with a particular local church, then regardless of the true intent of the team, the question will already be answered in many minds. It is important that a Storm Co. team be committed to building bridges to the *whole* community. When the unchurched members of the community see that the team can rise above the passionate boundaries of denomination, then respect is gained in the wider community.

When a Storm Co. team enters a community, one of the significant impacts is that of team members as role models for children and youth of the community. When team members support and participate in the activities of local church groups, the image of those church groups is raised in the minds of the children, and there is potential for more participation.

A note of caution: Remember that denominational barriers can be very sensitive issues. Ask permission before you visit a meeting, and treat any invitation to participate as a privilege. The worship of Christian groups must be treated with the utmost respect.

4. No Limits – Return

A Storm Co. trip is not a one-time mission. The team maintains a relationship with the community and plans to **return** and be an ongoing positive influence in the community.

The long-term success of Storm Co. comes when a community realizes that the team is interested enough to return. A Storm Co. team will not put limits on its relationship with a community, nor on the potential of the Holy Spirit to bring change in that place.

No one can guarantee what will happen in the future, and it is wrong to have unrealistic expectations for a team; but it is important to build bridges to as many areas of the community as possible and to maintain those bridges in the future.

Return Trips to the Community

Often towns are overwhelmed by the first Storm Co. team visit, but it is through the return trips and the consistent, ongoing service attitude toward the town that real friendships begin to form. This is the real value of Storm Co. To win an entire community through unconditional service and love in the most practical sense is a noble ambition, and one which can be achieved only with persistent determination.

Once relationships are built, the community will remember the team and the impression it made. Each trip will build upon the previous one, and team members who return will be amazed at the difference made by short periods of time spent in a community.

5. No Fear – Worship

A Storm Co. team is built through **worship**. Team members will not be afraid to stand for their God as they serve in the community.

*“Therefore, I urge you, brothers, in view of God’s mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship.”
(Rom 12:1)*

A Storm Co. team is not afraid to declare its stand for the cause of Jesus Christ. The team retains its focus through daily worship together. This time of dedication, commitment, team-building, and encouragement provides the base for all that happens on a Storm Co. trip. When the foundation of a team is established in worship, the actions of the team become an extension of that relationship with God.

On every Storm Co. trip, the Evil One will attack and hardships, danger, and conflict are to be expected. By its nature, the Storm Co. trip will make contact with both the best and the worst areas of a community, exposing the team to every force found there. When troublesome times come, the battle must be won by a team joined together in the worship of its God. There is no need to fear the trouble that Satan may cause. If God is for us, then who can be against us?

"Peace I leave with you; my peace I give you. I do not give to you as the world gives. Do not let your hearts be troubled and do not be afraid." (John 14:27)

Team Worship

A Storm Co. team has its foundation and survival in group worship, a powerful time when change takes place within the team. Worship time must not be compromised or rushed for any reason. The preparation of team worships should be thorough and viewed as a privilege and serious responsibility.

Evening worship provides an opportunity to confront the reality of God's power and presence in that particular time and place and is crucial to team success.

Rationale

The scriptural basis for the unique Adventist message is found in Revelation 14:6-12 (the message of the three angels). The message of the first angel (14:6) is to take the Gospel to the world. This is the first work of Christendom, to proclaim the message of Jesus by living it. Jesus Himself gives the illustration of service to others as the identifying feature of His kingdom. (See Matthew 25:31-45).

Christians are called to evangelism, but there must be a planting before there is a harvest. Storm Co. is the initiative of a church prepared to reach beyond the walls of its castle in order to build bridges to those around. Storm Co. is a seed planting ministry, it is the building of relationships through which the very life of Jesus can be seen in action. The harvest can follow, but it will be the work of another.

Storm Co. team members must maintain an attitude of service without agenda, expectation, or limits and be the unconditional display of the Gospel of Jesus in action.



The Impact

Why run a Storm Co. trip?

How does a team impact the community it visits?

How does it impact the church group that sends the team?

Community Service = Community Impact

Working without pay and with no ulterior motive, especially if that work is visible to the town, sends a powerful message to a community.

The first Storm Co. community was Charleville, Queensland. For six years the Storm Co. team returned and, with the permission of a community leader, worked in the park in the centre of town. The team did gardening, painting, and other small jobs, even erecting a windmill.

After six years of consistent team visits, the team built a block wall as part of a new war memorial featured in the park. Later that year the Storm Co. team was extremely honoured to see a permanent memorial to its commitment in the form of a bronze plaque engraved with a tribute to the team for its work in the community.

Cultural Exchange

When Storm Co. teams began visiting aboriginal communities, the immediate response to seeing team members interacting with the community was overwhelmingly positive. The fact that the Storm Co. team was interested in the people gave the community a chance to proudly present its own cultural heritage. When guests are in town, the local community is often happy to display its unique attributes (e.g. farming, mining, distance education, etc).

To express interest in a community and to determine to learn from it is a great gift that will always be appreciated.

Children/Youth Programs

Storm Co. teams often operate during school vacation time and in many isolated communities, this is a time when a vacation care program for the children and youth is needed. Traditionally, teams focus on either providing such a program or supporting the locals with their own program. This is a significant benefit to the community, often heartwarming to parents, and a source of the strongest bonding between the team and the town. It is a common sight on a Storm Co. trip to see team members surrounded by crowds of children.

Role Model

Community leaders are pleased to see the Storm Co. team at work, and often comment about the positive example the team sets for local youth. Team members are encouraged to interact with local youth, and often use locals as working team members in a variety of ways. By design, a Storm Co. team fosters youth leadership and by necessity the team must be well-organized and disciplined.

A hard-working and smooth-functioning team often sets a standard for local youth groups and clubs. It also has a powerful personal impact and provides a greater vision for the lives of the young people who grow up with Storm Co. teams coming to town.

Care and Concern

People often ask Storm Co. team members, "Why are you doing this? What do you want from us?" The answer may take different forms but always has a common theme, "We come to serve and want nothing in return".

In one town, team leaders took an exploration trip specifically to ask local churches what the Storm Co. team needed to source and provide for them. In the end, one church received a children's felt board set and another got a start on a video library. In another area, the Storm Co. team worked for a year to raise funds for drought-stricken farmers and presented the money to the local community service providers on the team trip. Acts like these send an unmistakable and undeniable message of unconditional love which gives the community a feeling that somebody cares.

The STORM is refreshing.

Church Impact

On one of the first trips, the team members experienced a powerful dynamic and came back rededicated and focused on a personal relationship with God. Soon after the team's return a church member interested in the evangelistic success of our venture asked, "How many people were saved as a result of your mission trip to this town?" After thinking for a moment, the reply came, "Twenty-seven. We had twenty-seven on our team and we were all saved."

Ideally a Storm Co. team is sponsored by a local church or group of churches. The team members then become missionaries for the church.

A team may represent a school or other group, or members from a large region may also sponsor a team. The influence of the trip on the team members and

their sponsors is powerful. Over the years this impact has been as great a benefit to the participants as to the community they visit.

This impact has taken a number of forms:

Develops Faith Ownership: faith ownership is the reason Storm Co. initially began. Faith is built only when it is practiced. To give ownership is to empower. When faith is expressed in a practical and useful way, and is reinforced with genuine gratitude, lives are changed.

Develops Leadership: the first Storm Co. teams were initiated and run by the young people on the teams. Through necessity, specific leadership roles are required in a team, and the people who successfully fulfill those roles gain valuable leadership experience. One of the most remarkable dynamics of Storm Co. has been the growth of teams. The growth has been almost entirely initiated by team members who have gained experience on a trip, taken on leadership roles, and then moved on to become leaders of their own teams.

Involves Church in Mission: one of the biblical functions of the local church is mission activity; however, traditionally much of the mission emphasis has been overseas, limiting the involvement of the local church to mission offerings and occasional "fly and build" or "fly and preach" type endeavours. Storm Co. trips provide a way for churches to be actively and regularly involved in mission work. The benefits extend beyond the community receiving the team, and beyond the individuals comprising the team. The entire church benefits from the enthusiasm and inspiration of the team; from seeing the direct result of its financial and emotional support. Often team members return from trips eager to continue putting their Christianity into practice, and want to be part of local community service through their church. This enthusiasm and desire for involvement is a good, although sometimes difficult, challenge to the church.

Builds Opportunities for Evangelism: one of the more radical aspects of Storm Co. is the determination to avoid converting people to the Seventh-day Adventist Church.

What benefit is there for an Adventist to work in a town and not invite people to join his own denomination? The answer lies in the concept found in the mission statement: building bridges. The goal of a Storm Co. team is to present the Gospel after the pattern of Jesus: unconditional love and service which builds trust. This work is done by meeting the needs and supporting those who are already working for Christ in a community. It is done through genuine service without expectation; through building bridges rather than building castles.

Please note that Storm Co. is not a covert operation attempting to hide its identity. Every team proudly represents the Adventist church. The work of Storm Co., however, is not to convert others to Adventism, but to simply serve and build relationships with a community. Other forms of evangelism can carry on the work of building Adventists, but that will not be the work of Storm Co. Perhaps there will be a time when whole towns, along with their churches, will accept the Advent message through the groundwork and relationships built by Storm Co.

Develops Relationships within the Church: through the years some great working relationships among diverse age groups have developed on Storm Co. teams. Although teams have been predominantly young people, every team benefits from the wisdom and security that older team members can offer. Teams are encouraged to take older mentors along on trips, but not as leaders of the team. This interaction has been a positive influence on the churches that sent teams. A common scenario is a 20-25 year-old team leader with colour team leaders aged from 17-21. Under these sub-leaders, a team may have a 40 yr-old housewife, a 35 yr-old carpenter, and a retired minister! The dynamics of such a team can be a powerful model of servant leadership and rich development of the church family.

Identifies Church with ADRA: ADRA is the service arm of the Seventh-day Adventist Church. The local arm of ADRA Canada is the ADRA Canada National Program.

ADRA Canada's National Program is available as a resource and guide for any Storm Co. teams in Canada, new or ongoing.



Preparation

There is a saying that is as vital to sports as it is to mission: "Proper Prior Preparation Prevents Poor Performance". The six Ps of preparation provide a good motto and apply to all aspects of team preparation. The amount of time spent is up to team leaders, but the best prepared team will win the day.

This guidebook contains information gleaned from past trips. Please adapt these concepts to your own team and community, but ensure that the mission statement and foundations of Storm Co. are not compromised in the process.

Remember that Storm Co. is about making mission Relevant, Fun, Adventurous, and Useful.

From the outset of planning right through to trip follow-up, it is necessary to keep a journal detailing any problems or conflicts. This is an essential tool for avoiding mistakes on future trips.

Select a Team

Deciding who goes on a Storm Co. trip can be a complicated task. Ideally the team is comprised of young people who are fully committed to God, have a passion for practical Christianity, are hungry for adventure, absolutely trustworthy, and multi-talented.

Realistically speaking, however, potential team members have a variety of strengths and weaknesses, just as Jesus' disciples did. Sometimes the most unlikely person has a life-changing experience on a Storm Co. trip and turns out to be a valuable team member.

Here are some guidelines for selecting team members:

1. Let Team Members Select Themselves

The best selection process is not a selection at all, but rather a call. The leader appeals for people who want to go on a difficult adventure for God; but it is the Holy Spirit who impresses those who are ready to accept that call.

In the appendix is a suggested written application form. The act of completing an application for acceptance to the team is a good process for an individual.

2. Code of Conduct

Potential team members need to be made aware of the code of conduct requirements, mission expectations, and unique qualities of a Storm Co. team, and then be allowed the freedom to choose whether or not they wish to be involved.

3. Ask for Commitment

It can be extremely detrimental for the team to lose members at the last moment. Once team rosters are organized and roles assigned, anyone leaving the team will create a big hole. In order to minimize the chance of this happening, the training/preparation phase should occur well before the trip. It is, therefore, necessary to get a full commitment from each team member prior to the start of training.

If potential team members are uncomfortable with any aspect of team expectations, they need to take time to consider whether or not they really want to be part of the team. Close enough is not good enough; nothing will be gained by having partly committed team members who do not agree with team expectations.

4. Do Not Expect the Trip to Fix a Problem Child

Because of the inherent dangers and high expectations placed on individual team members, a Storm Co. trip is not a suitable ministry for a young person who needs to sort out difficulties in his/her life. Keep in mind that Storm Co. team members should have a need to give; not a need to receive.

5. Challenge Known Personal Problems

Leading up to the trip, and especially during the training time, it is important to encourage each team member to confront any personal problems keeping them distanced from God. If a team member has a known habit that may make it difficult to fulfill his/her responsibilities to the team, the leader must know about it and a solution must be found. This is a tough process but is very valuable for a young person.

6. Seek Workers

As the team begins to form, a leader may realize that there are some special skills needed. A bus driver is commonly needed as well as a project coordinator,

food supervisor, and some other specialists. If there are those in the church who have the appropriate skills, let them know they are needed; the call needs to go out in order for the Spirit to do His work.

7. Attitude

After a trip, team leaders sometimes report attitude difficulties with a team member. The difficulty may have been a personality clash, an issue of jealousy, or discontent with some aspect of the team or trip. When an attitude problem is recognized on a trip or during team training, the leader must try to fully resolve the underlying conflict. If this is not successful, the team member must either find another team before the next trip, or stay at home. As difficult as this may seem, it is an essential preparation that will help prevent potential disaster on a trip.

Select a Community

The important issue here is to be open to God's leading. Where does He want the team to go? Selecting a community for a Storm Co. trip is kind of like adopting a child. If you are available, the right one will land in your arms. Storm Co. was started as a ministry to isolated outback towns; however, there have been trips to suburbs of larger towns, and there is potential for Storm Co. trips to be effective in large cities as well. Go there!

Definition Factor

The Storm Co. philosophy is about building a relationship with a community; but in order to do that, it is necessary to define the borders of a community. Whether teams go to suburbs, areas within a larger city, or a small town, boundaries need to be defined in order for work to be effective. If the mission of the team is to influence the whole community, it's important to know where the community is! Travel the borders and search out the extent of the area.

On-going Support

One of the goals of Storm Co. is to continue to visit and support the community. Does this mean that a team must contract until the end of time to make annual visits to a community when even the commitment to return once can be a difficult thing to do?

Think of it as building a relationship with a person. You feel impressed to help in whatever way God directs, and commit to that; however, circumstances change and your service may change in nature, may become unnecessary, or may even be rejected. Your life circumstances may change as well. If a team has the

intention to serve and to continue building a relationship, God will look after the circumstances.

If for some reason a team needs to terminate or suspend its Storm Co. relationship with a community, it should be communicated sensitively and honestly to all concerned.

Community Church Connections

Sometimes Storm Co. teams have no choice for accommodation except to rely on a local community church hall or even the church sanctuary for a place to stay.

Just a note of caution: the goal of the team is to support all Christian groups equally within the community, which can be difficult if the team is attached to a church. The natural inclination is to concentrate the effort of the team where it is best received; however, Storm Co. teams are committed to a whole community immersion. All other things being equal, accommodation in a more neutral place without an attachment to a particular local church is a better option.

Exploring the Community

To go to the community, listen to its story and understand, is a great gift in itself. To go there offering to do something and be a part of the community is even better. Isn't it amazing that the way Jesus worked, still works!

When exploring a community, keep in mind the following goals:

1. Ask Permission

If I wanted to enter a person's home and stay for a while, I would ask permission. The same concept applies to a community. It is important to find out who governs the community, and to go to the top of that governing structure, introduce yourself and ask permission to work there. This is usually a difficult task, but by doing this groundwork you will pave the way for a successful trip.

2. Ascertain Needs

The second important (and difficult) objective of the exploration is to find out what kind of service the team can offer the community. It is imperative to recognize that usually what the team can do is already potentially available from within the community. For instance, the city council may already be responsible for the maintenance of the park where the team wants to work; the local youth

coordinator may already be organizing a vacation program; or a club like Rotary may already be sponsoring service projects.

It cannot be emphasized strongly enough that a Storm Co. team must humbly and respectfully approach those groups already working in the community and offer to support them. Do not march in with your own program. You could be unwittingly rude and offensive to the community you are trying to serve.

3. Build Contacts

In order to accomplish anything, a team needs to have contact with the people who get things done in the community. One of the goals of the exploration of a community is to develop and keep a record of these contacts. These are the people a team will rely on in order to do the work in the community. Essential contacts include local youth workers, local Christian leaders, and those people directly responsible for any area where the team will be working. If a team hasn't built contacts, it is going uninvited to the community.

Working for the Community

"The smallest act is better than the grandest good intention." It is better to do something small and do it well, than to promise something you can't deliver.

A hazard of planning big for a service project is the potential for failure. It is important to follow through with commitments. Reasons for an uncompleted project may be valid; but it is the work accomplished that will build bridges in the community, not the excuses. Ensure that your project leader has the capability to do the job, and has enough time, resources, and commitment to get the work done.

A good service project sometimes takes more organization than any other aspect of the trip. It is important to start early and cover every detail that can be organized before the trip.

1. Identify the project.
2. Obtain written permission
3. Identify the hands-on contact for the project. This person must have the authority and resources to obtain the supplies and equipment the project will need.
4. Obtain the expertise needed for the team to run the project. It is recommended that a sub-leader be appointed to look after the service project.

Where to Stay

The practical details are obviously crucial to a successful trip. Where will the team live; how will meals be provided; what facilities in the town can be used; and how much will these things cost? Storm Co. teams have found that once communities understand the nature of the project, they open their doors and make local facilities available, usually free of charge. Sometimes, however, it takes time to build trust; and nothing must be expected from a community.

The decision about where to stay is one that can have a profound effect on the team's impact. Sometimes a team will have the option to stay outside the community instead of living right in town. There are some advantages to camping away from town and traveling in for Storm Co. work each day. The opportunity for team worship and bonding time is greater with less potential for distraction, there is more time for preparation, and safety is increased because the team is removed from the danger of local problems. Camping outside the community will, however, lessen the potential impact of the team. There will be less chance for casual contact during those in-between times, less opportunity for evening activities, and less visibility within the community. More than anything, staying in town during the trip makes the team a physical part of the community.

Carefully consider the options. The team will need to eat and bathe and have a secure place for personal belongings.



A Time to Go

The date you select for your trip will depend upon your unique situation; however, there are some common factors which may affect your decision.

Vacation Time

A significant consideration will be whether or not it is school vacation time in the chosen community. This will dictate much of the routine of the trip if the team is involved with any children's programs. Even if the trip doesn't have a children's component, the schedule of the community will change during school holidays.

Preparation Time

It is wise to consider the time needed for the team to prepare for the trip. Preparation can take longer than you might think. Phone calls, a pre-trip visit, advertising, team selection, training, organization, and fund raising all take precious time.

Recovery Time

It is a temptation to plan to return at the latest possible date; however, it is wise to allow the team at least one full day of recovery before work and school resumes.

Some teams schedule recovery and debriefing time as part of the trip. Whatever choice is made, the team will come back exhausted and will need physical and mental rest before resuming normal activities.

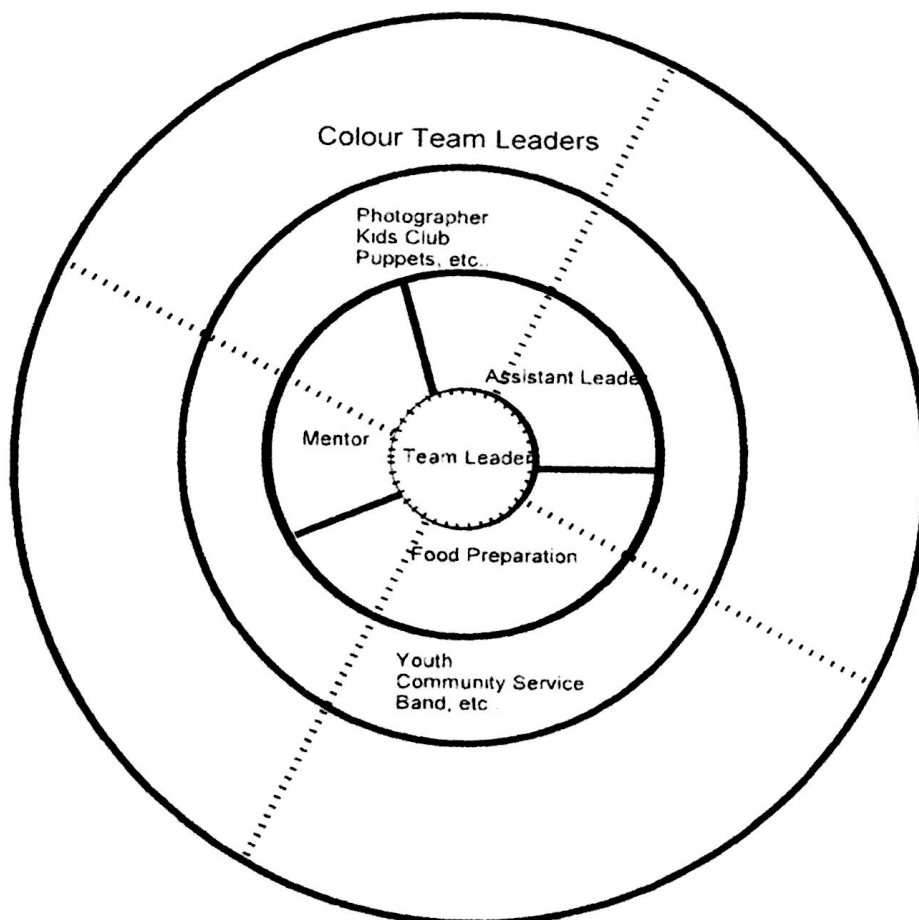
Length of Trip

Trips can be as short as a few days or as long as one month. Whatever the length of the trip, it is possible to make progress in building a relationship with a community. Longer trips bind, build, and develop teams more so than short trips, and a team that stays out a few extra days can sometimes get more than twice the value of a trip. On the other hand, sometimes two short trips are better than one long one. You decide.

Leaders

It is difficult to blend the inspiring, spiritual, enthusiastic, caring role of a leader with the role of a tough disciplinarian. It requires a mature person to be empathetic and listen intently to someone's deepest life story, and then challenge them to improve an aspect of their behaviour!

Use this diagram as an idea for Storm Co. leadership. Notice that the entire team is divided into colour teams, including all other leaders. This way the more senior leaders get to model servant leadership by serving under the direction of Colour Team leaders for all of the routine areas of team life.



"A team mentor is an absolute necessity, but not for the reasons that I initially thought. Adult mentors serve more as encouragers and links to the adult community than as disciplinarians or supervisors! I have been grateful to team mentors many times over the years for their wisdom and support on trips".

Leadership Identification

It is essential that the leader of a Storm Co. team be confident, positive, passionate, and energetic. An effective team leader must delegate, as there is no possibility of running an effective Storm Co. team without sub-leadership. To attempt to do so is in opposition to the concept of Storm Co.

The following leadership positions may be necessary. In some cases, more than one position will be filled by the same person.

Skills and Character

There are at least two aspects to Storm Co. leadership: the organizational task-oriented demands of the leadership position and the spiritual/emotional/character state of the person. Your leader may have the necessary skills; but if s/he struggles with spiritual commitment, emotional stability, or strength of character, then s/he may let you down at a crucial time on the trip. Conversely, you may have a solid, dedicated person who is ready for a position of leadership; but if s/he is placed in a position for which s/he doesn't have the required skills, then s/he is set up for failure.

The Storm Co. leader must establish the sub-leadership of the team in order to have success. Ensure that each leader knows the job expected of her/him and has the skills and resources to do it. This means that the team leader will need to spend time with the sub-leaders as a group and/or individually to work through all the responsibilities. Even if all expectations and details are written out, time still needs to be set aside to ensure that the sub-leaders know what their jobs are.

Possible Leadership Roles

Colour Team Leaders handle all maintenance and support roles on the trip and provide an excellent opportunity for a young person with the potential for general leadership. The role of colour team leader is highly accountable and easily supervised, yet has significant responsibility on a trip. The team leader and other support leaders all belong to a colour team, which means that the overall team leader gets to see firsthand how the colour team leader works.

Every team needs an **Adult Mentor** on the trip who at times will handle tricky discipline issues, but the more important aspect of the role is that of an encourager for the team. The mentor can almost always recognize actions and traits of excellence in young team members. When excellence is acknowledged, it can have a tremendous impact. The mentor is often an observer to the work of the younger team members, and can provide praise and encouragement that is good for the team.

The second aspect is that of a liaison with the adults of the community. Tremendous results occur when a team mentor is free to speak with community adults and leaders during the trip. This communication builds great bonds with the community, and provides encouragement when reported back to the team.

Another role for a mentor is a more obvious one. When difficult times are encountered, or an emergency occurs, it is a great comfort to access the wisdom of a team mentor.

Nothing will dampen the spirit of a camp more than unpleasant or insufficient food. Some Storm Co. teams take a **Cook**, and others divide the meal preparation up among the team members. Either way, the person in charge of the food is a very important team member who will prepare a menu and food list, purchase the necessary food and equipment, prepare rosters, obtain food during the trip, and generally keep the team satisfied. The team leader needs to work closely and rely on the food prep leader from the very beginning of trip organization. Any food problems need to be addressed quickly, and the food prep leader must feel completely supported by the team leader.

Specialty Leaders

The positions of team leader, colour team leaders, mentor, and food prep leader are very important on a Storm Co. trip. The next tier of leadership involves some of the specialty activities that may be run as part of the trip:

The **Kids Club Leader** supervises everything relating to the children's program such as daily running sheets, coordination of crafts, games, puppets, band, etc.

The **Youth Programs Leader** is in charge of any programs run for the youth which may include sporting or social events and anything else specifically targeting the youth of the community.

The **Community Programs Leader** is responsible for the organization and advertisement of community-wide social events, town BBQs, campfires, health education programs, and anything else that might attract the entire community.

It is always valuable to designate a **Team Photographer** with the skills and equipment to record as much of the trip as possible. Photographs are a very important factor in building and retaining memories of the trip and are also the best PR for the local church when the team returns home.

Digital and video camera technology provides for powerful team reunions and follow-up church reports that motivate others for Storm Co. ministry, and in the process, impact more communities.

The **Puppet Leader** rehearses and cares for the puppets, and organizes the set-up and take-down of the puppet stage. Puppets provide a great visual effect for a variety of programs, and the preparation and performance is fun. Puppets can be used in any team performance or program, and are especially popular for Kid's Club programs. They can interact with a speaker or song leader, and be used for plays and songs (in synch to a recorded song).

One year there was a talented team member who played a puppet character called Pinky. Every day in the children's program, Pinky would pop up here and there -- interrupting, teasing, encouraging, and generally being a pest to the Kid's Club leader. By the second or third day there were young men and adults crowding into the hall to see Pinky the puppet! He was a huge hit.

Years later, in that same community, we met an older teenager who had been one of the children who came to Kid's Club when she was young. We talked about her childhood memories of Storm Co. When she told us her name, her friends started giggling. We were confused until we found her nickname since childhood was Pinky -- named after the puppet that was so popular with all the boys that year!

The **Band Leader** is responsible for all sound equipment, rehearsals, and performances of the band. The band is always a fun part of a Storm Co. team, provides a great boost for a children's program and attracts the youth of the community. A band can add to team worship, and the songs that become popular on a Storm Co. trip will be another vivid memory both to team members and to the community.

A **Service Project Leader** is necessary when the team has a significant service project to accomplish. Skilled tradesmen are often difficult to get on a Storm Co. team; however, when team leaders return from community exploration with a specific job plan, finding someone is an easier task and the presence of a service project leader on a team will often attract a group of young people with the skills to assist.



Team Training

On early Storm Co. trips, teams spent most of their training time preparing for the concrete aspects of the trip like dramas, band and puppet shows. Experience has shown now that the more important aspects of team preparation are those which focus on the commitment and strength of the individual, and on cooperation and the ability to work together as a team.

Locally based teams can have regular preparation meetings while others may need to dedicate a larger block of time when the whole team can come together. Some team members come from so far away that the team needs to dedicate the first part of the trip to isolated team training.

Spiritual Identity

The most important objective of team preparation is to challenge each individual to consider and express his/her spiritual identity. Storm Co. is about living practical Christianity, and team members need to be honest Christians. This does not mean that each person has to be a super Christian, nor does each need to teach and preach; but each team member must be able to face God, accept that they are not yet perfect, and express that relationship to the group. In other words, share a personal testimony. The act of preparing and sharing this aspect of a person's life will be a growth experience for the individual and for the team.

Personal Identity

Each team member has a unique background, training, education, family history, and personality with both strengths and weaknesses that will be dedicated to this mission. During training, the team members need to get to know and understand each other. This is valuable for the smooth working of the team; members will begin to know what to expect and who to call on for certain tasks. It is essential for the security and harmony of the team that as stories and personality are shared, members feel accepted by the others. Trust among team members will enable them to work with greater freedom to exercise their own gifts.

Team Building/Conflict Resolution

Team building and conflict resolution are combined because one often compliments the other. During training, teams should be challenged with physical and mental group activities in which the members must work together in order to accomplish the assigned task. These activities can be fun and valuable to the team. Because these pursuits apply some form of stress in order to challenge a team, conflict is likely to occur. Team members might become frustrated with the performance of the team, or a team member may feel excluded or rejected by the

team or another team member. When this happens, the team's ability to resolve conflict will be tested just as it will be on a Storm Co. trip. The team must be given practical instruction and time to practice conflict resolution skills.

Understanding Storm Co. Philosophy

No team should embark on a trip unless each member understands the larger vision of Storm Co., the purpose of the trip, and her/his own role on the team. Team members need to understand the mission statement and the five foundations that accompany it. When questioned by locals, team members should have a ready reply and be confident in their roles. Vague responses leave the community and the home church wondering what Storm Co. is all about!

Cultural Sensitivity

It is a good idea for a team to consider the cultural background and history of the community. The culture and traditions of a community may be a striking contrast to those of the team, and some preparation can prevent problems with the locals. Even if the team is going to a community of a similar cultural background, there will always be differences in some way. To show interest in the culture of a community and to value the people builds a solid relationship.

Expectations/Commitment to Discipline Code

During training, a significant amount of time and communication needs to be spent regarding expectations. The discipline code and general expectations must be clearly defined and accepted by the team members. Any individual problems need to be solved in order for the team to be safe and effective on its trip. If thorough preparation in this area is neglected, Satan will quickly attack on these points to disrupt the mission of the team.

It is important for the team to have a good discussion with the written team code of conduct in front of them. I recommend that each team member sign a copy of the code of conduct only when completely satisfied with adopting those standards for themselves.

Formal Commitment

On our last trip we climbed to a high place in the bush and built a fire at midnight. One by one, around the fire we each shared the personal testimony we had worked on during the training time. After telling about our experience and walk with God, we each made a formal statement of commitment to our team and its mission. That was a profound time for me.

Plan a time and place for team members to share testimonies and formally commit themselves to the mission of Storm Co. This powerful experience will

bind the team together and draw the members close in the presence of the Holy Spirit.

Skill Development

At some stage of team preparation, skills will need to be developed for whatever jobs have been arranged. If there are children's programs, practice for clowning, games, puppets, drama, or singing needs to take place. If skills are needed for a service project or some other area of service to the community, practice in those areas is also necessary.

The principle to remember is that whenever possible, the highest standard of work should be attained. You are working for the glory of God, and that mission deserves your absolute best!

Rosters/Duties

If rosters and duty lists for all maintenance work are set up prior to the trip, the team will function with minimal input from the leader during the trip.

These areas of preparation are vital to a team. Time spent planning a routine will help the team function better as a unit. The team focus needs to be on achieving the highest goals, not on self preservation!



Team Structure

Colour Team Organization

From the beginning, Storm Co. has used colours to designate working groups within the team and to organize children's programs. The colour team structure has become the main building block of team organization and provides many leadership-building opportunities.

Teams must be adaptable in order to perform many tasks involving the organization of meals, accommodation, cleaning, service projects, and any other team programs.

In practice, all the team leaders including the team pastor, mentor, service project coordinator, Kids Club leader, etc. serve on a colour team under the leadership of a colour team leader. Following is an example of how a team functions with colour team organization:

The team leader (and possibly an assistant leader) is in charge of the overall trip:

Team Leader(s): Melissa and Wes

The colour team leaders are each in charge of one section of the team:

Nathan: Blue, Carrie: Red, Sharon: Yellow, Karl: Green

Each team member is assigned to a colour team:

<u>Blue</u>	<u>Red</u>	<u>Yellow</u>	<u>Green</u>
James	Sandra	Russell	Jessica
Frank	Susan	Wes*	Troy
Melissa*	Brendan	Chantal	Murray
Barb	Richard	Glen	Karyn

*Melissa and Wes, who are team leaders, are also part of the Blue and Yellow colour teams. They will be on a roster for cleaning, cooking, and any other necessary duties along with the rest of their colour team. While they are the "bosses" of the whole trip, when it comes to their colour team duties, they are accountable to Nathan and Sharon who are responsible to see that the Blue and Yellow teams' responsibilities are accomplished.

Kids Club

Many Storm Co. teams run a Kids Club program using the colour team structure to organize all the children into crafts, games, and activities.

On arrival at Kids Club, each child is given a colour wristband, stamp on the hand, or some other form of ID, which represents her/his colour team. For singing, stories, and preliminaries, the children and any staff not involved in Kids Club sit with their colour teams. For crafts and games, etc., the children remain with their colour team as they rotate through the activities. The colour team leader is responsible for taking the children through the activities and getting them back to Kids Club.

Using this method of organization accomplishes three things: 1. Tracks children's movements. 2. Ensures that all children get a chance to participate. 3. Builds small groups within Kids Club that give children more individual care and identity with team members.

Practical Considerations

Since all the team leaders are on colour teams as well as any sub-teams, (i.e. puppet team, drama team, band, building crew, etc.), it is important that colour teams be composed of members from each of the sub-teams. This will ensure that when any activity is happening and a sub-team is involved, there will always be someone free from the colour team to take care of the job at hand.

A colour team leader should not hold another team leadership position. Although other leaders (i.e. team leaders, team pastor, mentor, service project coordinator, Kids Club leader, etc.) belong to a colour team and are responsible for their own area of expertise, they are still accountable to the colour team leader and must negotiate time off for their own responsibilities.

Maintenance

Colour teams are useful for organizing the following maintenance tasks:

Food preparation	Floor clean-up	Bus clean-up
Food clean-up	Bathroom clean-up	Worship tasks
Preparation of lunches	Equipment set-up/take-down	Lounge area clean-up
Sleep area clean-up	Equipment storage	Packing up



Funding

Teams that go over budget or allow sloppy accounting practices can cost individual or church budgets dearly. Once a Storm Co. project is adopted, all money spent for team expenses should be recorded appropriately. Teams have been caught in many expensive situations, from needing to buy more food, to needing to pay for accidents and tools. A wise team leader keeps a careful watch on the team budget and reserves a portion of the team's funds for emergency situations.

Raising and managing money for Storm Co. trips is a sometimes tedious, but always vital team responsibility.

There are many possible sources of funding and the team leader is accountable for all money spent in relationship to the trip.

Local Church

Ideally the first source of support for a team is the local church. Many forms of support are needed, and a church can provide a foundation first by offering its blessing, wisdom, and prayer. It can also help with equipment, training expertise, fund raising assistance, and church equipment, as well as monetary support.

It is important to incorporate church leaders in your trip plans. These include the local youth leader, church pastor, and relevant elders. The team leader should approach the church board to seek permission for the team to represent the church on the trip. It is appropriate for the church to then dedicate the team members as missionaries on behalf of the church.

Other Options for Support

Some teams do not originate from a local church but come from a school, club or region. In this case, an official sponsor for the trip is advisable.

Local Conference

Some Adventist conferences have sponsored Storm Co. trips by subsidizing the team and providing equipment, although they did not pay for the entire trip. It is wise for the team leader to communicate with the conference youth director to see if there are any funds available and to find out how to apply for them.

ADRA Canada

ADRA Canada will help with some parts of the trip. There may also be some funds available from the local ADRA Annual Appeal. It is a worthwhile exercise to contact the ADRA Canada National Program Director and talk to her/him about your Storm Co. trip, and how ADRA Canada can help.

Fund Raising

There are three reasons to encourage team members to raise their own money for Storm Co. trips:

1. By paying for the privilege to serve others, a person experiences the biblical model of sacrifice for others.
2. By raising money through projects and donations, team members bring a greater awareness to the mission of Storm Co. and to the need to serve others without expectation.
3. By raising money from the local church, its members will feel they are sending the mission team, giving the church a greater sense of mission participation.



Transportation

Arranging transportation for a Storm Co. team can be a headache! Teams have used many different options in the past, ranging from personal vehicles to luxury coaches. Regardless of the method of transportation, this is an area of major expense and needs to be organized early in the preparation for the trip.

- Ensure that all vehicles used have adequate insurance and never allow unauthorized or unlicensed drivers to operate vehicles.
- Make sure that the details for the return and cleaning of any rented or borrowed vehicles is clearly understood and written down.
- Make a detailed inspection of any rented or borrowed vehicles before the trip and note in writing any defects or damage.
- Require all drivers to make regular inspections for damage and ongoing maintenance needs of the vehicle.
- Take at least two vehicles on a trip to account for the possibility of breakdown and to allow for the endless running around that Storm Co. trips require.
- Compensate owners who take private vehicles on a trip. Even if nothing happens to damage the vehicle, there will still be wear and tear in addition to fuel costs. These expenses should be paid out of the team budget.



On the Trip

Sabbath

Because Seventh-day Adventist Christians honour the biblical Sabbath, this special day offers a good opportunity for the team to do something extraordinary, both for the team and for the community. The team may choose to do something alone or to have a special worship celebration with the community.

Team Worship

Worship is a fundamental feature of a Storm Co. trip. God must be allowed to work in the hearts of the team. Above all areas of team programming, worship must have the priority time. It's particularly important not to rush or stifle the evening worship time. Stories need to be told, problems worked through, and encouragement given to each individual.

The following important components should be included in evening team worship experiences:

Storytelling (Debrief)

Each day of a Storm Co. trip is an adventure, and adventures are best remembered through storytelling. It is important to review the day's events; tell of the good and the bad and debrief about the experiences of the day. Allow time for comments and discussion, especially if there were emotional, dangerous, or exciting situations. This is also a time to hear what happened to team members working on different projects. Tell stories, laugh or cry together - sharing will cement the memories and bind the team together.

Encouragement Awards

It has been said that encouragement is "oxygen to the soul". It is, therefore, vital that every worship should encourage and build up the team.

"Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another--and all the more as you see the Day approaching".(Heb 10:25)

Sharing Personal Experience

Team worship offers the chance for individuals to share experiences that have impacted them. This is different than storytelling; these are testimonies to changes that are happening as the trip progresses. There will not be time for every team member to share something each night, but everyone should share at least once on the trip. Sharing something personal is much more difficult than telling a story about what happened, because it involves greater personal risk and deeper self-disclosure. These times of personal testimony will be treasured by every team member, and are often moments of expressing life-changing decisions.

Team Safety

Regardless of the phase of the trip or the type of community, the safety of the team needs to be the underlying consideration of all team activities.

By their nature, Storm Co. trips are always dangerous. That's a brash statement to make, but you must remember that the Storm Co. philosophy is to enter the entire community. This means that the team must live and work in proximity to potential dangers; not isolated from the negative aspects of a town. Discipline concerning safety, therefore, must be very strict. The threat of assault or rape is a real possibility that can be prevented only when the danger is acknowledged and strict boundaries put in place.

Team Boundaries and Security

Most of the problems teams have during a trip are the result of loose boundaries within and surrounding the team. Keeping boundaries clear and intact will protect the team from a number of potentially dangerous situations.

A vital aspect of boundaries comes into play when a team camps in the community where members and their belongings are within reach of everyone in the community. Many teams have experienced theft or vandalism because of this easy access. This problem creates a dilemma because the nature of a Storm Co. team is to invite a relationship with locals; and to have children and youth in with the team to share recreation time or a meal can be a positive aspect of a trip.

The team should search for ways of including locals with the team other than by inviting them into the team area where personal items and team equipment is located. If this boundary is compromised for some, then it will be an invitation for others to violate it, causing the problems mentioned above.

Duty of Care

Team leaders need to understand the implications of the legal term, "Duty of Care". This refers to the legal responsibility of the team leader(s) to act as the parent for the team members. Failure to set and maintain appropriate boundaries will make a leader legally liable for incidents which occur on a Storm Co. trip.

Team Records

Every team member should fill out a detailed medical form (See appendix). These forms include emergency contact numbers and should be accessible at all times by the team leadership.

Curfew

Sleep is an important issue, and leaders need to manage curfews carefully. Young people do not want to go to bed, often because they believe they'll be able to function well without sleeping and they want to enjoy the night time hours as they bond closer as a team. They may even need time to work during those hours on some last minute preparations for a program or event.

Because of the intense and stressful nature of a Storm Co. trip, team members need even more sleep than normal and will become irritable and less capable of making good decisions if they become sleep deprived. Sleep deprivation has a negative impact on the team, causing conflict among team members and a greater susceptibility to sickness, possibly even putting the mission in jeopardy.

Discipline

Maintaining team discipline is not easy; but it is necessary regardless of the level of commitment, age, experience, or friendship. A team discipline policy or code of conduct for team behaviour must be clearly stated and accepted by each team member to prevent conflict and discipline problems from occurring.

Prior to the trip, team leaders must develop a well thought out discipline policy that clearly states the consequences for wilful disregard of the rules. The policy should take into consideration the fact that there is a difference between making a mistake and breaking a rule (being late to team worship) and disregarding the rule (being consistently late with no willingness to change behaviour). This discipline policy will actually relieve the leader's pressure in dealing with problems on the trip because s/he will have the rule as a clear direction for action. There need be no sense of judgement, just a reminder of the rule.

It is not the intent of this guidebook to dictate what team discipline policy you choose. The appendix provides a sample code of conduct with a rationale for each rule that you may wish to consider as you develop your own code of conduct.

Discipline Agreement

During team training, a significant amount of time needs to be spent reviewing and adopting a set of rules. It is a sign of respect to allow each individual to either accept or reject the rules that the team has agreed upon. It is important to emphasize that no one should feel forced or pressured to be a team member. If someone wants to go on a Storm Co. trip, then s/he has the choice to both accept and follow the rules, or to not be a part of the team. It's as simple as that.

Clear Consequence

A vital principle for any set of rules is that there is a clear consequence for the disregard of those rules. When a person wilfully chooses to disregard the rules of the team, s/he is making the choice to no longer be a part of the team and will face the consequences of that decision (i.e. be transported home at her/his own expense).

When behaviour dictates immediate action, team leaders and mentors need to act prayerfully and with deliberation; not in anger or the heat of the moment. If you have questions regarding how these situations should be handled, or even what type of situations may call for immediate action, seek the wisdom and advice of a professional such as an educational administrator.

Team Reputation

The reputation of the team is crucial to the successful mission of the team; therefore, standards of behaviour must be above reproach. Storm Co. team members will always be the object of evaluation in the community. Children and adults alike will watch the team and make mental notes as to its witness, and one apparently innocent mistake can swiftly become the subject of town gossip. Team members need to be accountable for their behaviour at all times.

Even if there is negative team behaviour that the community doesn't see, it will certainly come to light once the team is back home, damaging the team's reputation with the local church and parents of team members.

Dealing with Conflict

One of the greatest areas of potential harm to a team is from internal conflict. This is really an area of team discipline, but important enough to merit mention on its own! The presence of conflict, jealousy or complaining will sabotage the mission of a Storm Co. team. These are tools that Satan has used throughout history to undermine the work of God and they will blur the vision and turn the focus of the team negatively inward away from its mission.

Situations of conflict call for wisdom on the part of the leadership. Pray for the guidance of the Holy Spirit, consider the situation quietly, consult the team mentor or other leaders, and then deal incisively. Many potential conflicts will not happen if they are not allowed to happen. Criticism and negative thoughts expressed freely feed more of the same attitude; however, genuine concerns need to be expressed appropriately and then addressed.

Included in the sample code of conduct are some rules relating to team attitude and relationships. (see appendix)

Local Culture/Traditions

On one trip local children were playing a game that involved gambling for coins. At first the team was fascinated by the game; but local leaders explained that the game was becoming a negative influence on the children, so we asked the team not to play.

Towards the end of the trip, a couple of the boys couldn't resist; and they played a game with a local boy when they thought no one was watching. The local children knew they shouldn't be playing, and they let us know about the game within minutes! Our boys had to apologize; and the lesson about being sensitive to local culture was reinforced for the whole team.

One of the exciting aspects of a Storm Co. trip is the rich cultural exchange that can occur. The team needs to learn from the community and be eager to encourage the cultural identity and local traditions of the local people.

On Duty

The fact that there is no time off on a Storm Co. trip must be re-emphasized during the trip. The adventure is intense and the expectations are high, so knowing what it means to be on duty is very important. Every team member is an ambassador; every step, every smile, every word, every minute - everything counts.

Some of the aspects of being on duty include:

1. Uniform

First impressions are based on appearance, and the Storm Co. team's appearance is an important factor in the reputation it gains within a community. Each Storm Co. team should have a uniform and each team member be responsible for her/his own.

The type of uniform will vary according to the nature of the team, the location of the town, and the season of the year. Most team uniforms consist of team shirts and sometimes caps, but there is no reason that other items cannot be added! Many team members will wear a good quality team shirt for years and it will be a reminder of the particular mission trip.

A team shirt will often be a hot item in the community! Both children and adults will like the look of a nice team shirt and will often ask for one. The team should decide on a united response to this request prior to the trip. If one team member gives away a shirt, the opportunity for team promotion is lessened. A greater danger is that the team sets up one local child or adult as more important than another, and more deserving of a shirt or hat. On the other hand, it is sometimes a good public relations act to take a couple of extra shirts for community leaders who are involved in supporting the team.

2. Proactive Interaction

When a team member is in the community, s/he is representing Storm Co. and has the responsibility to interact positively with every person s/he meets. If in a hurry this may mean just smiling and saying hello, but other times it means stopping to talk and ask questions in order to get to know people. It means learning names and taking time to be curious about the people and the community in which they live. Unfortunately, there is no opportunity or excuse for a team member to be in a bad mood or to need some personal space when on duty. When interacting with an entire community, the most profound impressions are first impressions.

3. Manners and Respect

Inherent with an on duty attitude is the reminder that a Storm Co. team member must be challenged to display respect and excellent manners in all situations. Respect includes a consideration for children, youth and adults; for team members and leaders; and for community cultures and traditions. This challenge can be accepted by every individual, regardless of personality or background. With manners and respect as guiding rules for team conduct, the on duty image of the team will be attractive and contribute to a successful Storm Co. trip.

4. Christian Example

If a team member accidentally swears or does something else that goes against what locals believe is a good Christian example, you can be sure they will notice and will spread the word around.

Even if a Storm Co. team doesn't advertise the fact, the community will know that it is a Christian group by the logo, the church visits, the attitude of service, or perhaps the pre-trip contact and resulting reputation. Each team member is a personal representative of Jesus and needs to remember what an awesome privilege and responsibility it is to be the Jesus the community will see.

5. Routine

The work of maintaining the team is a task that visionary leaders may overlook. Make sure there is someone who will carefully ensure that the physical needs of the team are met. Daily routine, program schedules, and duty rosters need to be kept up-to-date and well communicated to the team. If team members don't know ahead of time what job they have been assigned, there is a much greater chance for them to be missing from the job, or to be stressed at finding out about it at the last minute.

In addition to communicating rosters and schedules is the task of making sure they are completed. Keeping team members accountable is good for the team and the trip. The knowledge that someone is checking gives the extra little bit of motivation that can make the difference between a job well done and a job left undone to add to the work of the next person.

Promotion

During a trip there may be great interest in the activities of the team from within the community. The team needs to assign someone the responsibility of communicating with the local media to keep the community informed of team activities. Articles in the local news promoting the work of the team are a great encouragement, become valuable records for future reference, and are useful for the reports that need to be completed after the trip.



Service in Action Suggested Ideas

Health Education

In many communities, health standards are a significant problem, and the teams that have provided health education have followed the model of Jesus in meeting a practical community need. Since many teams get involved in one-on-one programs in addition to their service project, health education has been a positive overall theme for these programs.

Some examples include:

- Health themes for puppet shows and dramas
- Daily health themes for Kids Club programs
- Community cooking classes
- Women's health seminars

Each Storm Co. team is encouraged to be innovative in exploring ways to help communities be healthier and safer.

Kids Club/School Programs

Working with the children of a community is a practical and valuable service that a Storm Co. team offers. Even in communities where family break-down is a large problem, the concern for children is always profound. Whether a Kids Club is held during school vacation time, in after-school programs, or in visits during school time, the positive effect on both the community and the Storm Co. team is tremendous.

Community Credibility

Community leaders who see young Storm Co. team members working and playing with the children of the community have a consistent response: they love to see the positive regard and affection with which team members treat the children. The team members are role models to the parents and older youth of the community demonstrating positive interaction and the valuing of children. This interaction gives a Storm Co. team both a purpose and credibility for being genuine in its claim of service without expectation.

Children's Ministry

Because of our church denomination Sabbath School and VBS programs, there are many valuable resources for children's ministry available within the local church membership and at the conference, union, and division levels of church organization.

Community Growth

An unexpected result of Storm Co. ministry has come to light recently as teams returned to an aboriginal community where they had been going for years. Some aboriginal young people grew up being involved in Kids Clubs and Storm Co. activities every year since they were children and young teens. These young people speak of the songs and games, of times around the campfire, and trips to the bush. They remember story characters long forgotten by team members, and names of team members from years ago. This relationship provides opportunities for the team to now offer youth programs that would not have succeeded without this rapport.

Youth Programs

A puzzling fact for me was that my teams to aboriginal communities had not experienced this particular kind of conflict, and I couldn't understand what we had done to avoid it. Then I realized something that we had all taken for granted. Every year I took Nathan, my high school aged nephew on my trips. He is a good athlete and loves Storm Co. trips. He invited his buddies along and as soon as we entered a community, Nathan and his friends grabbed a football and took a walk around town. Within a half hour they would be in the middle of a group of 20 guys playing football. By the end of the game, the boys had made friends and had plans for more games during the week.

In that half hour, our potential for jealous conflict disappeared. The boys established respect and acceptance through their inter-personal skills and athletic ability. (Now I make sure I've got a good football team when we go there!)

Teams may experience resistance from the local male youth as they see the team come into the community and get involved. They watch the instant success the team members have with the children, and when opportunities arise for some mixing between team boys and the locals, conflict can result from a sense of jealousy and community role displacement. Fortunately, most teams avoid any escalation of this type of conflict through the good discipline and skills of the team members.

The principles of this illustration are important:

1. Initiate Contact

Youth have a natural tendency to stand back and watch what is happening, but the longer this happens, the more difficult it is to become involved with them. Although difficult, it is important for the team members to initiate contact with the youth of the community. This takes specific personal skills, and team members who have the skills need to recognize the importance of the task.

2. Need for Recognition, Regardless of Response

Community youth will not clamour for the attention of team members like the children will. Some will respond, but many will remain seemingly aloof to the efforts of the team. Fortunately, the relationships built through team contact will carry farther than the apparent reaction. Most communities have some level of difficulty with their youth, so any positive response is a success for a Storm Co. team.

3. Desire for Contact

Regardless of their apparent lack of response, young people want to interact with other young people. When a team arrives in town with a number of attractive, enthusiastic, young people, the local boys will always check out the Storm Co. girls, and the local girls will watch the boys. They may not ask for the attention of a Storm Co. team, but they will welcome it.

Community Event

Sometimes a Storm Co. team can organize an event for the whole community. Over the years, these types of events have been in the form of social/games nights, sports carnivals, community BBQs, campfires, concerts, or even events sponsored by the community like traditional dances. These events are best held toward the end of the trip, allowing the team to invite as many locals as possible.

Timing this kind of event within the confines of a trip is not easy. Sometimes weather, or other events or circumstances complicate the plans, but if the team is successful, the rewards are tremendous. The event gives the entire community a chance to see and meet the team firsthand and creates a memory to consolidate community support, adding strength to the relationship that has been growing throughout the trip.

Formalities

If possible, have some formal time during the community event. This may be an official thanks from the Storm Co. team for the town's hospitality, or it may be a presentation or some other form of interaction. Whatever is planned, it must be prepared ahead of time with a prominent community leader. The community may want to respond with some token of appreciation to the team.

Performances

A team concert performance can be beneficial to the mission of a Storm Co. team. Team members who are committed to serving with every talent available will usually be enthusiastic; however, if the team is to perform for the town, excellence must take precedence over enthusiasm. There may be times for impromptu fun where everyone joins in, but when it comes to the team being put on display in a performance for the community, excellence is required. If you don't have it, don't do it.

Additional Ideas for Your Storm Co. Trip

- painting (town hall, school, medical center, bridge and road markings etc.)
- cut, transport and stack fire wood for winter supplies
- building projects/repairs (school/ houses / town hall)
- assist elderly/poor families with gardens/groceries
- town clean-up (trenches, bridges, river side, road side, park, civic centre, school/kindergarten yard, town hall yard, hiking trails, monuments)
- visit local hospital
- children's club/nature watch
- sports activities/hiking, games/contests with the young people,
- check blood pressure/massage
- seminars/discussions with young people
- assist single parents



The Follow-Up

Sponsors Report

Remember that a Storm Co. team is representative of a particular group and accountable to them. Even if there is no church, school or organization, there are still parents who want a report. Prepare a written report outlining the work of the team, the names of the team members, and any details of the trip the sponsors need to know and might find interesting.

Leadership Report

Details such as the names and relevant information of all leadership contacts, the names of children and youth contacts, information about where to stay, churches to visit, work to do, etc. should all be noted in a report for future leaders and teams. Even if the same leader is planning to take the trip next time, this information is valuable for the professionalism of Storm Co.

This report should also include a summary of problems or conflict recorded in the trip journal.

Budget Report

File a final budget report with the records of the Storm Co. team. This will be required by financial sponsors, but should be completed even if sponsors don't request it. It is helpful for future leaders if the budget report also includes a review of the use of funds, and recommendations for how the team can be more efficient.

Community Report

A community report should be sent to the leaders of the community who served as contacts for the team. Hopefully the community will have a positive view of the team's influence; however, they probably will not know everything that was accomplished. Sending a report to the local council and other significant leaders is a good public relations exercise for the team, and helps lay foundations for the next trip. It is a good idea to use the Storm Co. logo to make a letterhead for documents to the community. (The logo is available from ADRA Canada)

Team Letters

Along with a record of trip details, team members love to receive a personal letter from the team leader. This is time consuming, but can be a significant document in a young person's life. Include a personal thanks and note of encouragement to each team member for his/her work and contribution to the mission of the trip.

Team Reflections

At the close of the trip it is important to take an hour or so to let the team write down personal reflections of the impact of the trip. This can also be a good time for the team to write encouraging messages to each other and to record some of the memories of the trip. Encourage the team to share photographs and put together a personal album containing photos and memoirs of the trip. This will help organize the thoughts and emotions of the trip into the right place in the life and heart of the team member.

The personal impact of a trip may not be easily expressed or even understood by team members until they take some time to write about it. Once written down, the thoughts and emotions connected with the trip are a permanent reminder of what God has accomplished in the team. This process becomes one of the significant debriefing aspects of team follow-up.

The personal reflections may be copied, with the permission of the team members, for the team records and possibly the team report. Some leaders may wish to use leading questions or a more formal evaluation for part of this process.



Promotion

During a trip there may be great interest in the activities of the team from within the community. The team needs to assign someone the responsibility of communicating with the local media to keep the community informed of team activities. Articles in the local news promoting the work of the team are a great encouragement, become valuable records for future reference, and are useful for the reports that need to be completed after the trip.

An enjoyable part of returning from a Storm Co. trip is sharing the experience with family, church, and home community through the use of testimonies, photographs, video, audio-visuals, drama, music, or other formats.

The key to good promotion of the trip is for the team members themselves to be enthusiastic and involved in the local church or school program and to represent Storm Co. with the same responsibility and attitude used during the trip.

It is vital to give the philosophical foundations of Storm Co. to the audience. Explain the reason why the team went on the trip and what the goal was. Remember that personal stories can be funny and interesting only when the listener knows the background to the story! It can be confusing when team jokes and stories are alluded to, but not explained.

Articles and letters in church or school newsletters or even in the newspapers of the local church community will assist the promotion of the mission of Storm Co. and the recruitment of team members for future trips.



Debrief

Re-assimilation

When a Storm Co. trip has had a strong personal impact on a team member, the process of returning to normal life can be difficult. It is especially hard for members to share the memories and stories of the trip if they live at a distance from other members.

Spiritual re-assimilation can also be difficult for team members. To spend so much time and energy focused on the power of God and functioning as His witness sets a pattern in a team member's life. Upon returning to normal life at home, a person can be literally stunned by the fact that everything seems to continue the same way it did before. When there is no opportunity to carry on the same sense of purpose in the local church, or when the spiritual impact of the trip is minimized by those who hear it, re-assimilation can be especially hard.

It is important to talk with the team about the possibility of a difficult re-assimilation. Team members should be given contact numbers of leaders and other team members so they can communicate any struggles, or offer encouragement during the transition back to normal life. It helps if team members commit to praying for each other and also find a way to continue serving in the local church or school.

Team Reunion

The team reunion and debrief should happen as soon as possible after the trip; however, in some cases this may need to occur while the team is still together. If this is the case, it is important that the team have a private place where members can relax and unwind from the stress of the trip. In this setting, the joy of what has been accomplished through them can be savoured and processed by the group.

A team reunion is a time for celebrating what God accomplished through the team and provides an opportunity for team members to relive some of the moments from the trip. The team leader should organize some formal time for the team to continue the debriefing process by reviewing various aspects of the trip. This debrief time will be healthy for the team, beneficial for re-assimilation of those who may be having difficulty, and a chance to offer good recommendations for future trips to the same community.

The reunion is also a spiritual time when team members can encourage each other with testimonies identifying the commitment to changes in their lives.

Follow-up to the Community

Since the thought of leaving is hard for both the community and the team, any communication that can be developed between the team and the community in the months following the trip, will have a positive impact.

Follow-up is an important part of a Storm Co. trip. The team must be committed to return to the community to continue building relationships. For children and adults alike, the bonds that are formed in this ministry can be powerful, and even though there is the promise to return next year, a year can seem to be an eternity away. The details of the return trip should be left to be confirmed later, in order to avoid setting up false expectations; broken promises are heartbreaking.



APPENDIX

(The following forms are samples for your consideration.)

Code of Conduct and Rationale

The rules in this code of conduct have been formulated and revised over many years of Storm Co. expeditions. Each rule is in place as a result of a bad experience where teams and individuals have either been put in danger or the team's reputation was damaged and the focus of the team sidetracked in order to deal with an unnecessary situation.

Storm Co. Code of Conduct

A Storm Co. team cannot afford discipline problems. The rules outlined below represent the standard that will be upheld on the Storm Co. trip. Please read carefully before signing the conduct agreement at the bottom of the page.

Attitude

- ☐ Maintain a positive attitude to all team activities.
- ☐ Be loyal to the team and its leaders.
- ☐ Remain involved in every team activity.

Safety

- ☐ Remain with at least one other team member at all times.
- ☐ Obtain permission before leaving the team.

Drugs/Alcohol

- ☐ No possession or consumption on the trip.
- ☐ Guard the team's standards in conversation.

Time

- ☐ Abide by team curfews.
- ☐ Be on time for all team appointments.

Personal

- ☐ Bring only Christian tapes/ CDs. Leave personal players at home.
- ☐ Modest, neat dress.

Relationships

- ☐ No display of romantic relationships outside of marriage.
- ☐ Separate male and female sleeping arrangements.
- ☐ Socialize with all team members.

Conflict

- ☐ Initial conflict must be dealt with and resolved immediately.

Information

- ☐ Communicate issues of safety or team well-being to the team leader.
- ☐ Consult the team leader before accepting any community requests.

Conduct Agreement

I have read and fully understand this Storm Co. code of conduct. I understand that if I choose to disregard these principles, I may be required to travel home immediately at my own expense.

Printed Name: _____ Signature: _____

Date: _____
Month/Day/Year

Code of Conduct Rationale

Following is a statement of rationale for each of the team rules listed above.

Attitude

- ☐ Maintain a positive attitude to all team activities.
- ☐ Be loyal to the team and its leaders.
- ☐ Remain involved in every team activity.

The basis of Storm Co. is team cooperation for a common goal. A team divided cannot stand. By remaining positive and loyal to team leadership, even when you might have done something differently, you add to the strength of the team. A person who chooses not to participate or to present a negative attitude will hurt the team and its purpose in the community.

Safety

- ☐ Remain with at least one other team member at all times.
- ☐ Obtain permission before leaving the team.

By their nature of adventure and purposeful immersion in a whole community, Storm Co. trips are always dangerous. It is vital that team leaders know where each team member is at all times.

Drugs/Alcohol

- ☐ No possession or consumption on the trip.
- ☐ Guard the team's standards in conversation.

The use of illegal drugs will divide and demoralize a team, as well as place the team's reputation in danger. It is important to maintain the highest standard of conduct and conversation in order to prevent a potential drug-related situation.

Time

- ☐ Abide by team curfews.
- ☐ Be on time for all team appointments

Time is precious to a Storm Co. team, as is communication during team meetings. Any person who is late is showing a disregard for other team members who are on time. Sleep is also precious, and lack of it always leads to sickness which can cripple a team.

Personal

- ☐ Bring only Christian tapes/CDs. Leave personal players at home.
- ☐ Modest, neat dress.

A Storm Co. team is invading a community with the power of God. Maximum input from God and minimum input from the world is the way that a team succeeds in its mission. Walkmans, etc. unnecessarily isolate a team member from the team. Each team member is on display as a representative of Christ any time s/he steps into the community. Appearance is crucial.

Relationships

- ☐ No display of romantic relationships outside of marriage.
- ☐ Separate male and female sleeping arrangements.
- ☐ Socialize with all team members.

Romantic relationships are easy to form during a Storm Co. trip; however, by their nature, they exclude the rest of the team for the sake of one. They also distract team members from a focus on the mission. There is also a potential for a team's reputation to be damaged both during and after a trip by the appearance of an inappropriate relationship.

Conflict

- ☐ Initial conflict must be dealt with and resolved immediately.

There is no room for conflict on a team; it is a cancer that can destroy the mission of the team. A determination that it will not be allowed to grow is the best prevention.

Information

- Communicate issues of safety or team well-being to the team leader.
- Consult the team leader before accepting any community requests.

If there is a problem within a team, it needs to be dealt with quickly. Even though it may seem disloyal to a friend, a team leader needs to know immediately if the mission or welfare of the team is in danger. Be careful of promising anything to the community (gifts, activities, return visits, etc.) without the team leader's approval. Broken promises will damage the integrity of the team.

Storm Co. Permission Form

Please ensure that this form is completed and kept in the records for the trip.

A permission form covering any medical information is essential for team safety.

I am the Parent/Guardian of : _____
(printed name of participant)

I give my consent for her/him to participate in: _____
(printed name of activity)

I agree to delegate my authority to the staff and instructors involved. Such staff/instructors may take whatever disciplinary action they deem necessary to ensure the safety, well-being, and successful conduct of the participants as a group, or individually in the above-mentioned activity.

I also authorize the staff/instructors to administer first-aid and/or to obtain medical assistance which they deem necessary should an accident or illness occur, and agree to pay all medical expenses incurred on behalf of the above participant.

I submit the attached medical information about the above participant and include details of any limitations he/she has for the activity concerned.

I further authorize qualified medical practitioners to administer an anaesthetic and/or blood transfusion if such need arises. Every effort will be made to contact parents prior to any such action being taken.

Name of Parent/Guardian: _____
(printed name of parent/guardian)

Signature of Parent/Guardian: _____

Date: _____

Month/Day/Year

Storm Co. Insurance Coverage

The NAD can offer its volunteer insurance coverage to Storm Co. team members.

(Each participant on the Storm Co. team must be listed)

Name	Date of Birth			Type of Work eg. musician, cook
	Month	Day	Year	

1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				
16.				

Location of Storm Co. project: _____

Project commencement date: _____

Project termination date: _____

TEAM LEADER Name: _____ Phone: _____

Address: _____ Fax: _____

- NOTE:** 1. This coverage will be arranged at no cost to the Volunteer.
2. Team Leaders should make sure that each team member is aware of this coverage.

Please send a copy to your local conference youth director

Storm Co. PARTICIPANT MEDICAL INFORMATION

Participant Name: _____
(printed name)

Date of Birth: _____
Month/Day/Year

Problem with	Circle	Comments
Heart	Yes / No	
Respiratory system	Yes / No	
Allergies including Drug reactions	Yes / No	
Travel Sickness	Yes / No	
Blood Pressure	Yes / No	
Phobias	Yes / No	
Recent Illness	Yes / No	
Other (Please state)	Yes / No	
Do you require medication? If yes, please list	Yes / No	

Please attach a photocopy of your immunization record.

EMERGENCY CONTACT:

Printed Name: _____ Relationship to participant: _____

Address: _____ Postal Code: _____

Home Phone: _____ Work Phone: _____

Health Care Name and Number: _____

Private Health Insurance (Please circle): Yes No

If yes, name of insurer: _____

Ambulance Insurance (Please circle): Yes No



RECOMMENDATION FORM

Storm Co. Canada

NAME OF APPLICANT: _____

Please Print

- ☐ I hereby waive my right to review this form after it is completed.
☐ I do not waive my right to review this form after it is completed.

SIGNATURE OF APPLICANT: _____

DATE: _____

RELATIONSHIP TO APPLICANT

Dear Evaluator:

Processing of the above-named applicant cannot be finalized without your recommendation. Please keep in mind as you go over each point that your candid response is essential.

- a. What is your relationship to the applicant? ☐ pastor/church officer ☐ professional
b. How long have you known the applicant? ☐ 2+ years ☐ 1-2 years ☐ <1 year
c. How often do you interact with the applicant? ☐ frequently ☐ occasionally ☐ rarely

PERSONAL CHARACTERISTICS

Rate the applicant according to the scale below. Choose N/A if you have not witnessed a given characteristic.

1 = poor 2 = below average 3 = average 4 = above average 5 = excellent N/A = not applicable

- _____ **COMMITMENT TO MISSION** – motivation for service.
- _____ **SPIRITUAL EXPERIENCE** – relationship of applicant to spiritual matters
- _____ **PERSONAL WITNESSING** - participation in witnessing.
- _____ **PERSONAL GROOMING** - neatness and acceptability of attire.
- _____ **COMPETENCE** – ability to learn and perform tasks.
- _____ **ACHIEVEMENT** - ability to formulate and carry plans to conclusion, resourceful.
- _____ **PUBLIC SPEAKING** - ability to express views clearly and tactfully.
- _____ **COOPERATION** - ability to work with and get along with others on a team.
- _____ **LEADERSHIP** - ability to inspire and maintain the respect of others.
- _____ **JUDGMENT** - understands circumstances, people, consequences.
- _____ **COMMON SENSE** – makes wise decisions.
- _____ **SOCIABILITY** – warmth of individual to others.
- _____ **WILLINGNESS** – works willingly at tasks, even if they are disagreeable to him/her.
- _____ **AUTHORITY** – relationship to persons in positions of authority.
- _____ **DOCTRINES** – supports and accepts Adventist church doctrines.
- _____ **LIFESTYLE** – healthy lifestyle in accordance with Adventist church standards.
- _____ **CULTURES** – accepts instruction/direction by leaders regardless of race/culture.
- _____ **ADAPTABILITY** – ability to adjust to different cultures and living conditions.
- _____ **FINANCES** – ability to manage personal finances.
- _____ **OVERALL EVALUATION** – Ability to be a positive factor on a Storm Co. mission trip.

ADDITIONAL INFORMATION

Please TYPE or PRINT CLEARLY your responses below, using a dark pen or pencil.

1. Describe any skills or qualities you feel would contribute to the success of the applicant in Storm Co. mission service.

2. Describe any barriers to the applicant's effectiveness, such as learning or physical disabilities, spiritual commitment, etc.

3. Is the applicant a baptized member of the Seventh-day Adventist Church?
☐ Yes ☐ No ☐ Unknown

Use this space for additional comments or remarks:

EVALUATOR:

NAME:			
ADDRESS:		TELEPHONE:	
		EMAIL:	
SIGNATURE:		DATE:	

Return completed form to the following Storm Co. leader:

Name: _____

Telephone: _____

Address: _____

Fax: _____

Email: _____



STATEMENT OF ETHICS

Storm Co. Canada

MY MISSION

My mission as a Storm Co. participant is to work for, learn from, and encourage individual communities; and to build bridges to all peoples by living out the legacy of God's love through service as modeled by Jesus Christ.

This will be accomplished through the following five foundations which present a radical example of Christianity in action:

- No agenda – listen
- No expectations – serve
- No walls – encourage
- No limits – return
- No fear - worship

MY RESPONSIBILITIES

As a Storm Co. participant I believe that:

1. I am responsible first to God, my Creator, to reflect His character and exhibit His love.
2. I am responsible to the community in which I live and also to the world community to let them know about the gospel.
3. I am responsible to my fellow Storm Co. participants for the decisions I make as a steward and for the trust they place in me.
4. I am responsible to treat each of my fellow participants, and anyone I interact with on Storm Co. assignments, with dignity and respect.

MY VALUES

1. I value the Bible as the primary reference for life's direction and qualities.
2. I value:
 - excellence in all that I do
 - ethical and moral conduct at all times and in all relationships
 - creativity and innovation in the completion of my mission
 - honesty, integrity, and courage as the foundation of all my actions
 - the trust placed in me by my fellow church and Storm Co. members
 - all people as children of God and therefore brothers and sisters of one family.

MY ETHICAL RESPONSIBILITIES

I recognize that service in Storm Co. implies commitment to the organization's mission and concurrence with its responsibilities and values. My reasonable service as a Storm Co. participant includes the following ethical responsibilities:

1. A life consistent with Storm Co. message and mission. I will live in a manner consistent with the beliefs and values of Storm Co. and I will uphold in word and conduct its teachings and principles.

Page 2 Statement of Ethics

2. I will respect the property of the organization including any intellectual property that is developed in the course of my service. I will use property, facilities, and resources solely for the benefit of the organization unless otherwise permitted or when financial compensation for such use has been arranged.
3. I will respect and uplift my colleagues and those in authority. I will refrain from intentionally placing them in a position of embarrassment, disrespect, or harassment. I will avoid all behaviour that may be construed as sexually inappropriate. I will honour the privacy and guard the safety of others.
4. My time shall be honestly devoted to the assignments entrusted to me. I will avoid activities that could impair my performance. I will aspire to efficiency and reduction of waste in time, effort, and resources.
5. I will not engage in theft or embezzlement of any kind including the falsification of reports, or the misapplication of resources for which I am responsible.
6. I will neither offer nor receive gifts, favours, payments, or other forms of reward directly or indirectly in exchange for a specific personal gain or action.
7. I will maintain ethical standards in my personal life. I believe my responsibility is to report, through established confidential channels, any behaviour that is inappropriate or which undermines an ethical environment.
8. I will not drink alcohol, smoke, or use any illegal drugs.
9. I will faithfully observe the seventh commandment, abstaining from sexual relations, if single, and remaining faithful to my spouse, if married.
10. I will be respectful of the culture in which I am serving, being mindful that local norms regarding such things as Sabbath observance, dress, and adornment may be different than that to which I am accustomed.

NOTE: Your signature of compliance with the above Statement of Ethics is required. See the Declaration Form to sign and submit with your completed application form. **Keep a copy of this Statement of Ethics with you while on assignment.**

Definition of Conflict of Interest -

Any circumstance under which a Storm Co. participant by virtue of financial or other personal interest, present or potential, directly or indirectly, may be influenced or appear to be influenced by any motive or desire for personal advantage, tangible or intangible, other than the success and well-being of Storm Co.

Definition of Conflict of Commitment -

Any situation which interferes with a Storm Co. participant's ability to carry out his/her duties effectively. Dual activities, compensated or not, which in any way interfere with the performance of a participant's duties and responsibilities are a conflict of commitment.

Conditions Constituting Conflict -

A Storm Co. participant has a duty to be free from all influence of any conflicting interest or commitment when serving the organization or representing it in dealings with third parties. A participant is expected to protect the best interests of Storm Co. The following list, though not exhaustive, describes circumstances and conditions that may illustrate conflict of interest or commitment:

1. Engaging in any activities that encroach on the full services of the participant even though there may be no other conflict.
2. Engaging in activities that are in any way in conflict with any policy or objective of the organization.
3. Making use of the Storm Co. assignment to further outside business or employment, or using one's connection to the organization to further personal or partisan political interests.
4. Accepting or offering a gratuity, favour, benefit or gift of greater than nominal value or any commission or payment of any sort in connection with the service for the organization, without full disclosure to and approval by the Storm Co. leader.
5. Making use of or disseminating, including by electronic means, any confidential information acquired through Storm Co. participation for personal profit or advantage, directly or indirectly.
6. Using Storm Co. personnel, property, equipment, supplies, or goodwill for other than approved activities, programs and purposes.
7. Expending time during a Storm Co. trip for personal affairs or for other organizations to the detriment of one's performance for Storm Co.
8. Using connections within Storm Co. to secure favours for family or relatives.

Should you need to declare a potential conflict of interest it may not necessarily exclude you from serving as a Storm Co. participant. Subsequent non-compliance may result in disciplinary action up to and including termination from Storm Co. service.

NOTE: Your signature of compliance with the above Conflict of Interest and Commitment statement is required. See the Declaration Form to sign and submit with your completed application form. **Keep a copy of this Conflict of Interest and Commitment statement with you while on assignment.**

Definition of Conflict of Interest -

Any circumstance under which a Storm Co. participant by virtue of financial or other personal interest, present or potential, directly or indirectly, may be influenced or appear to be influenced by any motive or desire for personal advantage, tangible or intangible, other than the success and well-being of Storm Co.

Definition of Conflict of Commitment -

Any situation which interferes with a Storm Co. participant's ability to carry out his/her duties effectively. Dual activities, compensated or not, which in any way interfere with the performance of a participant's duties and responsibilities are a conflict of commitment.

Conditions Constituting Conflict -

A Storm Co. participant has a duty to be free from all influence of any conflicting interest or commitment when serving the organization or representing it in dealings with third parties. A participant is expected to protect the best interests of Storm Co. The following list, though not exhaustive, describes circumstances and conditions that may illustrate conflict of interest or commitment:

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DECLARATION FORM

Storm Co. Canada

NAME OF APPLICANT: _____

Please Print

1. Have you ever been convicted, pled guilty or no contest to, or been formally disciplined for any crime or misconduct, with the exception of traffic violations? Yes ☐ No ☐

2. Have you ever been accused of sexual misconduct? Yes ☐ No ☐

(Answering either question with a YES does not necessarily exclude you from volunteer service; however, it is important that you supply us with additional information on a separate sheet.)

I declare that my response to these two questions is true and accurate.

SIGNATURE OF APPLICANT: _____

DATE: _____

STATEMENT OF ETHICS DECLARATION

I will abide by the responsibilities indicated in the STATEMENT Of ETHICS if appointed as a Storm Co. participant. I understand that failure to comply with the Statement of Ethics, as applied in Canada, or any misrepresentation in connection with my application, screening, or service, may be cause for termination of my Storm Co. service.

SIGNATURE OF APPLICANT: _____

DATE: _____

CONFLICT OF INTEREST AND COMMITMENT DECLARATION

This CONFLICT OF INTEREST AND COMMITMENT DECLARATION applies, to the best of my knowledge, to all members of my immediate family (siblings, spouse, children, parents) and its provisions shall protect any organization affiliated with the Seventh-day Adventist Church. In the event that a potential conflict exists, I agree to fully disclose it to the organization. In addition, if facts change in the future that may create a potential conflict of interest, I agree to notify the Storm Co. leader in writing.

1. I have read the Conflict of Interest statement.
2. I am in compliance with the Conflict of Interest statement
3. I have disclosed all exceptions to the Conflict of Interest statement on an attached page.

SIGNATURE OF APPLICANT: _____

DATE: _____

Return completed form to the following STORM CO. leader (leader will send a copy to the conference youth director):

Name: _____

Telephone: _____

Address: _____

Fax: _____

Email: _____



Tribute

It is appropriate to pay tribute to those people who are the 'legends' of the development of Storm Co.

To these men and women and to the young people who have put themselves into the hand of God for a time in their life under the name of Storm Co, we are grateful.

May the legacy of Jesus Christ continue in this and every other ministry that mirrors the essence of His life.

Jerry Unser
Lawrens Adair
Gilbert Cangy
Eric Davey

Dale Galusha
Sharon Grey
Melissa Tolhurst
David Jack

Wes Tolhurst
Mel Lemke
John Wells
Eric White

Notes

The Storm Co. mission is to send teams of trained young people to work for, learn from, and encourage individual communities; sharing God's love by building bridges to all people through an adventure in service to others.

"We now realize that the success of Storm Co. is not in the program, the technology, or the skills of the team. It is in the attitude; that radical attitude of Jesus which seeks to first understand a need, and then to unselfishly give in order to meet the need."

Jerry Unser, author of Storm Co

"Storm Co. is the most innovative and successful youth ministry concept I have encountered. It is a fantastic youth ministry package that emphasizes the spiritual development of young people in a service environment, based on participating in relevant and practical projects in the communities."

David Jack, executive director of ADRA South Pacific and chief executive officer of ADRA Australia

**No agenda listen
No expectations serve
No walls encourage
No limits return
No fear worship**

