



Junior Soldier Sergeant HANDBOOK



The Salvation Army Canada and Bermuda Territory

A Junior Soldier Sergeant's Prayer

I want to teach my junior soldiers how To live this life on earth -To face its struggles and its strife And how to improve their worth -Not just the lesson in a book On how the river flows -But how to choose the proper path Wherever they may go -To understand eternal truth And know the right from wrong -And gather all the beauty of A flower and a song -For if I help the world to grow In Wisdom and in grace -Then I shall feel that I have won And I have filled my place -And so I ask your guidance, God That I may do my part -For character and confidence And happiness of heart.

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Visit <u>CANBDAyouth.com</u> for up-to-date information relating to Junior Soldiers and Ready to Serve. Supplies can now be downloaded or ordered directly from <u>CANBDAyouth.com</u>.



JUNIOR SOLDIERSHIP in The Salvation Army is a serious and important matter! Is it in your corps? Our great Founder, William Booth, thought it so when he reminded Salvationists back in 1888 that "young people could be saved and become good soldiers of Jesus Christ."

Though often small in stature and limited in experience, the junior soldiers across this vast territory make a vital and inspiring contribution within our corps. Or do they? Do not neglect the potential for spiritual growth and service in the life of **every** junior member of your fellowship. Let us not be guilty of looking upon our young people as the "future of the corps" and then relegating them to the "back pew" of the hall until they grow up! Let's see their value today!

This **HANDBOOK** has been prepared with the following aims:

- ☑ To introduce every new junior soldier sergeant (and refresh experienced ones), to the privileges and responsibilities of the junior soldier program.
- ☑ To give an update of the territorial perspective on junior soldiership and the @theREADY framework.
- ☑ To provide standardization of information across the territory.
- **☑** To provide resources for use within the program.
- \square To challenge every corps to shepherd and develop each junior soldier and prepare them for future service.

This **HANDBOOK** has been prepared for the use of junior soldier sergeants and other leaders involved with the recruitment, training and development of junior soldiers. It is supplementary to the **Orders and Regulations For Work Among Young People (1994)** available from your corps officer. Additional copies of the HANDBOOK can be downloaded from:

CANBDAyouth.com

Junior Soldier Sergeant's Handbook 2021



DEFINITION

The junior soldier sergeant (JSS) is both a coordinator and an educator. In this capacity, (s)he is responsible for the recruitment, enrollment, spiritual nurturing and leadership development of the junior members of the corps.

QUALIFICATIONS

- ☑ A uniformed senior soldier of good spiritual standing with a genuine love for young people.
- Ability to teach, train and lead a well disciplined group of junior soldiers, giving them spiritual oversight and counselling.
- ☑ Ability to give youth work priority. (Attendance is mandatory for all regular meetings)
- Possess a vision for the potential of young people in the corps.
- ☑ Have completed The Salvation Army Ministry Screening Process.

RESPONSIBILITIES

1. To be conversant with the Orders & Regulations For Work Among Young People (1994).

2. Leadership Development:

- a. Seek out and attend children and youth ministry workers' training opportunities.
- b. To encourage fellow workers and teachers to attend training events.

3. Recruitment and Preparation:

- a. To prepare young people for junior soldiership immediately following conversion, ensuring that they are enrolled only when ready.
- b. To visit the home of each prospective junior soldier prior to the commencement of preparation classes and enrollment, obtaining parent(s) or quardian(s) consent.
- c. To schedule and conduct junior soldier preparation classes (six weeks), ensuring that each convert understands the conditions of soldiership before signing the Promise.
- d. To ensure that prospective junior soldiers are prepared for public enrollment and know the conditions of junior soldiership which are:
 - ☑ To be involved in the @theREADY Framework (Ready to Serve).
 - ☑ To attend and take part in corps/church activities as far as opportunities allow.
 - ☑ To wear a junior soldier pin and if possible, unless parents object, the minimum uniform as required in the territory (white shirt/blouse, navy pants/skirt).
 - ☑ To give a weekly offering envelope.
 - ☑ To develop a life-style that is appropriate to their Christian faith.

4. Nurturing:

- a. Take a personal interest in all junior soldiers, encouraging them to attend meetings and classes.
- b. Take a personal interest in the spiritual, moral and general welfare of each junior soldier.
- c. Visit the homes of absent junior soldiers.
- d. If given the responsibility, oversee the sponsorship (mentorship) program or work in cooperation with the YPSM.
- e. In the event that junior soldiers do not become corps cadets or senior soldiers, the JSS is still responsible for their spiritual well-being until they come off the junior soldiers' roll (on their eighteenth birthday).

5. Development:

- a. Be responsible for the leadership of the weekly training program meeting (Ready to Serve) ensuring that materials are ordered and available for use.
- b. Encourage junior soldiers to testify, pray, sing and seek to win friends for Jesus Christ.
- c. Arrange for specific duties which will ensure that junior soldiers are used in the total corps program (i.e. taking up offering, giving out songbooks, etc.)
- d. Encourage older junior soldiers to become corps cadets, introducing them to the corps cadet counsellor when they have reached the age to become corps cadets.
- e. Be responsible when a junior soldier is approaching the age to prepare for senior soldiership. Consult with the YPSM and corps officer to ensure that adequate arrangements are made for regular preparation classes.

6. Prepare, in cooperation with the YPSM and corps officer, the annual Junior Soldier Day of Renewal with the following aims:

- a. To call to remembrance the Junior Soldiers' Promise and to give opportunity for renewal of promises made.
- b. To help the young people further understand the significance of these promises as they apply to them individually.
- c. To present the challenge for other children to follow Christ in the same way.
- d. To involve members of the senior corps so that they may, to a greater degree, sense their responsibility in nurturing the junior soldiers' spiritual development.
- e. To provide an opportunity for young people's sections to give service by taking part in both senior and junior meetings during the day.
- 7. Keep accurate records as they pertain to the Ready to Serve program as directed by the YPSM and corps officer.
- 8. Act as a member of the Young People's Pastoral Care Council (former YP Census Board), especially representing the interests of both current and prospective junior soldiers.
- 9. Provide oversight of the work of his/her assistants and report to the YPSM.



If we are to enroll junior soldiers and build our Army for **today** and for **eternity**, we must involve new young people in our @theREADY Framework! Are all those who come to Sunday school junior soldiers?

Carefully observe young people who have made a decision to follow Jesus Christ. Do not neglect to follow up. Keep in close touch with newcomers to the Sunday school, kids' club, guiding (Bermuda) and scouting units, vacation Bible school programs, summer camps, Pioneer and Adventure Clubs and claim them for Christ and for the Army!

Be sure to follow-up with young people to help them understand the decision they have made. Young people need **tender loving care**. Speak to each child personally or visit them in their homes. Help them and their parents to understand what it means to be a follower of Christ.

Keep children's ministry workers aware of junior soldiership. Secure their cooperation by getting them to introduce potential junior soldiers to you. Encourage them to discuss junior soldiership in their programs.

Areas Of Recruitment:

\checkmark	Check the last Corps and Community Services Review for names of young people who have not been
	enrolled.

- ☑ Check the **Sunday school register** for those who are not junior soldiers.
- ☑ Check the **seekers' register** for new Christians who have not been enrolled.
- ☑ Check with the **junior and senior high discipleship programs** for young people who have not been enrolled.
- Write a letter to parents/guardian informing them about the Ready to Serve program and use promotional material to full advantage.
- See that **junior soldier preparation classes** are scheduled and conducted regularly as an important part of the corps program.
- Make junior soldiership in your corps a **prayer priority**. Give your corps Prayer Ministry Coordinator requests for your youth and your ministry. Ask God to give you the personal vision to claim every young person for Christ and The Salvation Army. Reflect upon the potential for service that is contained in the life of every young person!



A PERSON:

- ☑ Who has experienced salvation.
- ☑ Who has a desire to worship and serve God in The Salvation Army.
- Who experiences a sense of "belonging" in a meaningful way to The Salvation Army through junior soldier activities of worship, study and service.
- ☑ Who has full privileges and responsibilities of soldiership as a junior member of The Salvation Army.
- Who is 7 18 years of age. (It is recommended that a young person become a recruit for senior soldiership by age 13. However, (s)he does not have to become a senior soldier at age 14. They could instead choose to become an adherent.)
- Who can remain on the junior soldiers' roll until their 18th birthday or until their enrollment as a senior soldier or an adherent.





A YOUNG PERSON MAY BE ACCEPTED FOR JUNIOR SOLDIERSHIP BY THE YP PASTORAL CARE COUNCIL PROVIDING:

- a. There has been, for at least one month, evidence of a true conversion.
- b. (S)he is not a member of any other place of worship.

A YOUNG PERSON MAY BE ENROLLED PUBLICLY AS A JUNIOR SOLDIER PROVIDING THAT:

- a. (S)he is not less than seven years of age. (A prospective junior soldier may attend the six-week preparation course at the age of six and one-half, but may **not** be enrolled until their seventh birthday).
- b. (S)he has successfully completed the six-week preparation course.
- c. Parental/guardian approval has been secured.
- d. The necessary documentation has been completed. (Enrollment Application for Junior Soldiership)
- e. The Junior Soldier Promise is understood and signed.

ONCE ENROLLED, JUNIOR SOLDIERS ARE EXPECTED TO:

- a. Be involved in the *Ready to Serve* course.
- b. Attend and take part in corps/church activities as far as opportunities allow.
- c. Wear a junior soldier pin and if possible, unless parents object, the minimum uniform as required in the territory (white shirt/blouse, navy pants/skirt).
- d. Give a weekly offering envelope.
- e. Develop a lifestyle appropriate to their Christian faith.



The enrollment of a junior soldier should be one of the most impressive events in the corps/church program - certainly the most memorable Salvation Army event in the early life of the young person being enrolled. Make it a big event!!

- Make every effort to have the parent(s)/guardian(s) present. Invite them to sit in a reserved section as 'guests of honour'. If the parent(s)/guardian(s) are Salvationists, include them in the program. If non-Salvationists, help them understand what their child is promising as a junior soldier.
- Have each enrollee read the promise publicly and then sign it while on the platform. If possible, have the promise recited from memory.
- A senior soldier could be asked to serve as a sponsor (mentor) to each new junior soldier, with the responsibility of giving them encouragement. Before the public enrollment, sponsors and junior soldiers should be introduced. Sponsors may be invited to the last preparation class. During the ceremony, explain the sponsorship program, bring the sponsors to the platform and have them each stand behind his/her junior soldier. Give a challenge to the sponsors to do their utmost to support and encourage the junior soldier in his/her Christian growth. (Sponsors/mentors must complete The Salvation Army Ministry Screening process prior to being accepted for this role.)
- Ask all junior soldiers to be ready to come forward following the enrollment to extend the *hand of fellowship* to each newly enrolled junior soldier. All junior soldiers could be seated together in the hall, so the movement forward is orderly.
- Make the service reverent as possible. Having the Army flag prominently in view will help encourage the realization that they are becoming soldiers in God's Army.
- Be sure the promises are framed, either before or after the ceremony, and urge the children to display them in their homes.
- Have a time of celebration following the service with cake and displays of work done during the preparation course. Invite all junior soldiers and families to have a group photo taken.
- Enrollment ideas can be found in the Junior Soldier Preparation Course, "Ready to be God's Soldier" and on the saMinistryResources.ca/Toolkit.

UNIFORM

Although there is no set regulation uniform in The Canada and Bermuda Territory, it is good to encourage a young person to wear some type of uniform. It may consist of a white blouse/shirt and navy skirt/pants. The wearing of an identifiable code of dress will develop an early habit which may naturally lead to full uniform wearing as a senior soldier.



THE PREPARATION COURSE

Every child prior to enrollment must successfully complete the six-week preparation course. The following are the objectives of the Preparation Course:

That the prospective junior soldier is ready for enrollment when he/she:

- Gives evidence, both verbally and by living example that they understand what it means to accept Jesus as their personal Saviour and have done so.
- ☑ Is able to explain in their own words what a junior soldier is.
- ☑ Can satisfactorily demonstrate that they understand the Junior Soldier Promise and are willing to abide by it.

READY TO SERVE

The "Ready to Serve" multi-media program disciples young people between the ages of 7-11 years old. With a mix of video, and in-class instruction, recruits will be given mission assignments that will help them discover how much God loves them, His plan for their lives and how to live out the Christian life in today's world. Between classes squad leaders and recruits are encouraged to support each other in prayer and to spend time digging into God's Word. To learn more about "Ready to Serve" or to download this exciting program's resources be sure to visit: **CANBDAyouth.com**.

What are the "Ready to Serve" Objectives?

- ☑ To support the @theREADY Framework in building CHRIST-centred OTHERS-focused disciples
- To disciple young people through a relevant, age-appropriate, inter-active and multi-media curriculum
- To awaken in every participant a desire to know and love God and to serve Him
- To provide churches with a discipleship curriculum that can be used either in a traditional Sunday school or midweek children's club setting
- ✓ To further classroom study by providing on-line resources and activities
- ☑ To introduce young people to The Salvation Army and its mission

What Does a Typical "Ready to Serve" Class Time Look Like?

- ✓ Weekly lessons are directed by a local Squad Leader
- ☑ Class time begins with engaging Pre-Mission Activities to draw in the recruits (students)
- A unique group of teaching characters called the "Ready to Serve Recon Team" are featured in the exciting video segments
- There are three Mission Uplinks (video segments) with the Recon Team who give the recruits their missions
- ☑ Each class time features two mission (learning) assignments and one field mission (life application) assignment
- A key feature to every week is a Prayer Huddle which is a significant opportunity for the recruits to spend time in prayer with God, praying for themselves, each other and the world around them



@theREADY is a discipleship framework that strives to help you develop CHRIST-centred, OTHERS-focused disciples. "Ready to be God's Soldier" junior soldier preparation course and "Ready to Serve" both partner with you in training:

CHRIST-centred, OTHERS-focused Disciples

CHRIST-centred

CANON

To recognize, understand and experience: the truth and story of the Word of God as the standard by which we live in, and live out Christian faith. (Doctrine 1)

HOLY GOD

To recognize, understand and experience: how the God we worship has revealed himself, how he can be known, and how he is set apart as the One True God. (Doctrines 2,3,4)

REDEMPTION

To recognize, understand and experience: the truth of the gospel of Jesus Christ—the reality & consequence of sin, and the sufficiency of atonement through Jesus, "so that whosoever will may be saved." (Doctrines 4,5,6)

INWARD CHANGE

To recognize, understand and experience: the process and work of salvation in a believer's life. (Doctrines 7,8,9)

SET APART

To recognize, understand and experience: the privilege of living a holy life, made possible through Jesus' work in and through a believer's life by the Holy Spirit. (Doctrine 10)

TRIUMPH

To recognize, understand and experience: a true and confident hope in the ultimate accomplishment of God's redemptive plan in the world through Jesus Christ. (Doctrine 11)

OTHERS-focused

OUTWARD FOCUS

To help facilitate an effective personal witness To help encourage and facilitate sacrificial compassionate mission

To help encourage and facilitate active engagement in the world

TENACITY OF FAITH

To help develop healthy spiritual habits To encourage involvement in healthy spiritual community

HOLY LIVING

To provide opportunity towards salvation through the blood of Jesus

To encourage growth and openness towards sanctification by the fire of the Holy Spirit

ENGAGED IN MINISTRY

To equip for ministry
To entrust with ministry

RESPONSIBILITY

To encourage and inspire stewardship of time, talents, relationships, skills, money, resources, etc.

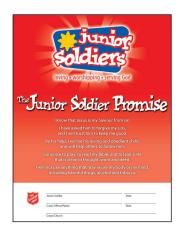
To encourage godly discernment and decision-making
To help understand godly relation to authority
To cultivate a sensitivity towards and response to God's call

SALVATIONISM

To know and understand Salvationist beliefs To know, understand and live by Salvationist values To facilitate opportunity to put into practice Salvationist behaviours (sacramentalism, abstinence, mission, etc.)



The following are recognition awards that can be achieved by young people:



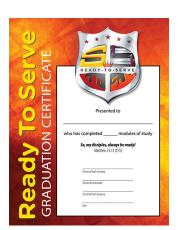
PREPARATION COURSE ENROLLMENT CERTIFICATE

Presented at the successful completion of the mandatory six-week Preparation Course. A prospective junior soldier should have attended at least five of the six classes to qualify. Completion of the course does not necessarily qualify a young person for public enrollment - this is still left to the discretion of the YP Pastoral Care Council or corps officer. Enrollment Certificates can be ordered from <u>Trade North</u>. (Cost \$0.69 each)



READY TO SERVE MODULE CERTIFICATES

Module certificates can be presented to any recruit who participated in the individual course modules. Certificates can be downloaded and filled-in before printing and be presented in a public meeting. Download your certificates from CANBDAyouth.com



READY TO SERVE GRADUATION CERTIFICATE

This certificate can be awarded to any recruit who has completed a minimum of 6 modules of study. Certificates are ordered through **program.helps@salvationarmy. ca** and will ship to you from your DHQ with all the proper signatures on them. Be sure to present the certificate to the graduating recruit in a public meeting. (Cost \$0.50 each)



Each year, junior soldiers are reminded of the promises they made to God and have an opportunity to renew their promises to him. It should be a special day with an emphasis on the young people. A speaker who relates to their age group could be invited and all junior soldiers and Ready to Serve recruits should be encouraged to take part.

It is also an opportunity for the corps officer to see how the young people are progressing in their spiritual development and also to make him/herself visible to the children as the pastor of their church. Some corps/churches may wish to consider a whole weekend centered around junior soldiers and Ready to Serve recruits with a supper meeting on the Saturday or Sunday.

A. The Purpose Of Annual Renewal/Commitment

- ☑ To impress upon young people the importance of junior soldiership.
- To remind senior soldiers and members of the corps/church family of their responsibility toward the junior soldiers.
- ☑ To recruit new junior soldiers by spotlighting this group.
- ☑ To re-activate inactive junior soldiers.
- ☑ To challenge them once again with the meaning of the promise upon their hearts and minds.

B. Preparation For The Day

- Discuss with locals and YP workers ways and means of making the day special according to your local circumstances.
- Have a private meeting with the junior soldiers and Ready to Serve recruits prior to the Sunday when the corps officer and JSS can go over the Promise and the format of the meeting.
- ☑ Send a special invitation to parent(s)/guardian(s). For example:

Dear Mom (and or Dad):

You remember that I was made a junior soldier on <date> and since then I have been trying to live a good life. This Sunday is Junior Soldier Renewal and Ready to Serve Commitment Sunday. I will be renewing my Promise again along with all the other junior soldiers of the corps.

Parents are especially invited to come and watch us, and I would like you to come. Will you? The meeting will start at <time>.

Your loving son/daughter

- Use the renewal/commitment cards and church bulletins to best advantage. This covenant-type ceremony, with the signing of the card in public, can be very effective. Download supplies from **CANBDAyouth.com**.
- ☑ This is an ideal time to enroll new junior soldiers.
- Have those young people who have been transferred to senior soldiership since the last Renewal Sunday take a prominent place in the service; i.e. holding the flag, reading the roll of junior soldiers, giving their testimony, etc.

C. Timing The Day

Having the junior soldiers and Ready to Serve recruits participate and featured in the Sunday morning worship service would be best because the children are already at the corps for Sunday school. It would be best for the junior soldiers and Ready to Serve recruits to have their own private meeting (on the Saturday) as well as the renewal service on the Sunday.

It is usually considered preferable to have the actual Renewal/Commitment Service in a public meeting where the adults can be made more aware of their part in training the young people.

D. Style Of Service

There is no set pattern for the act of renewal/commitment, but it should be kept in mind that some young people will be taking part for five, six, or more years. It is a good thing for the JSS to determine that no two years will be exactly alike. Some points and practical suggestions:

- The ceremony provides an opportunity to stress the importance and significance of junior soldiership and commitment. The junior soldiers themselves could contribute 'papers' along these lines.
- The flag should be brought to a central position. Some years the flag could be made the focal point for the whole ceremony.
- The junior soldiers/Ready to Serve recruits can march in to suitable music or, in a more devotional approach, be called from their seats to come and stand at the front.
- ☑ The renewal/commitment cards can be available on a table or be handed out by the leader.
- Wherever possible the cards should be signed during the actual ceremony and the necessary arrangements must therefore be made. The signing period should be covered by music whether a congregational song, piano music or a contribution by the band or songster brigade. There must be no rush, but everything done quietly and in order.
- At some point the junior soldiers/Ready to Serve recruits should be asked to read or recite their promise/commitment.
- There should be a challenge by the leader to the junior soldiers/Ready to Serve recruits, other young people present, and to the adults in the meeting to holy, Christ-like living.
- ☑ The ceremony closes with a prayer of dedication.

E. Ideas To Enhance The Day

The Junior Soldier Renewal and Ready to Serve Commitment Sunday provides an excellent opportunity for the junior soldier program to be highlighted and the senior corps informed about all that takes place. The junior soldier sergeant could present a report or, even better, arrange for the young people to prepare and present a feature using speech, drama, song and visual aids which tells the up-to-date junior soldier story. This feature will be keenly anticipated by the congregation from year to year if it is well done.

See <u>saMinistryHelps.ca/toolkit</u> for day of renewal service ideas.

TAKE NOTE

It is important to remember that Renewal Sunday is also for junior soldiers who are in CC21c: Ready to Lead (Corps Cadets for the 21st Century) or who have not become senior soldiers or reached their 18th birthday. Be sure to check your junior soldier roll and invite ALL junior soldiers to participate.





ENROLLMENT APPLICATION FOR JUNIOR SOLDEIRSHIP

This application must be signed by the parent(s)/guardian(s) of the prospective junior soldier prior to enrollment. By their signature, they agree that their child can become a junior soldier (member). This form is available at **CANBDAyouth.com**.



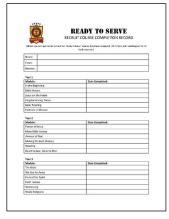
CHILDREN AND YOUTH DISCIPLESHIP TRAINING RECORD FORM

There is one training record form for the discipleship program young person can enter at any point, joining the age-appropriate gram. One copy of the record form needs to be retained at the corp amile another is forwarded to DHQ or their records.

This form should be completed for each participant and kept in a binder by the junior soldier sergeant. It should be expected at the and open to a yearly review by divisional headquarters. When expecting a transfers to the Corps Cadet program, the up-to-date form must be any arried to the corps cadet leader.

When a junior soldier car sfeet the polys, the up-to-date form must be forwarded to the direction at partition of the cree by Divisional headquarters will send therform to the new corps office in The form is available from CANBDAyouth com

In order for divisional headquarters to keep accurate training record forms on each young person participating in the Youth Discipleship programs a Record of Course Completion form needs to be completed and forwarded to DHQ at the end of each module/course or study.



RTS RECRUIT COURSE COMPLETION RECORD

This form can be used by the local squad to keep a record on each individual recruit and track the courses (modules) they have participated in. When you have filled-in the form, print a copy to keep on file for your local corps use. Don't forget to update the form after each the recruit has participated in each new module.

These forms can be found at **CANBDAyouth.com**.