

3. Definition of Terms Used, with Guidance Notes

3.1 The term “**worker**” relates to Principal Leaders, Leaders and Helpers as defined below. They must be committed Christians whose lives bear evidence of their profession of faith.

- a) **Principal Leaders** - These are Leaders with overall responsibility for their organisation. They are supervised by the Youth Co-ordinator and must be Church Members.
- b) **Leaders** - These are other workers who are involved in the planning, preparation, organisation and delivery of a programme. They are supervised by their Principal Leaders and must be Church Members.
- c) **Helpers** - These are workers providing practical help and assistance on a regular basis. They are supervised by their Principal Leaders, but are not necessarily Church Members.

3.2 There are two further categories of people who need not necessarily be committed Christians:

- a) **Trainees** - These are young people up to the age of 18 who fulfil a role similar to that of Helper. They are supervised by their Principal Leaders.
- b) **Volunteers** - These are people who may be used for occasional help, although the Principal Leader of the organisation should be satisfied of their suitability for the work undertaken. Volunteers include parents and other people involved in camps, holiday clubs, etc.

3.3 The appointment of all workers will be subject to a six month probationary period, after which it must be ratified by the Church.

3.4 The term “**Church**” relates specifically to Rushmere Baptist Church.