

2020

YOUTH MINISTRY TOOLBOX

Empowering students to reach their
generation for Christ

ALLIANCE YOUTH CANADA



CONTENTS

- It Starts With You 7
- The Mission 11
- Personal Development 19
- Administration..... 24
- Planning & Schedules 32
- Partnering with Families..... 37
- Communication and Follow Up 43
- Adult Leaders..... 50
- Student Leaders 54
- Small Groups 60
- Evangelism 67
- Missions..... 73
- Structures 79
- Games and Events 87
- Transitions 91
- Appendices..... 95





PROFILES

Chris Nichol.....	17
Kiara Moshansky	22
Geoff Stewart	30
Dallas Gold	35
Tyler Rody.....	41
Wesley Dickson.....	48
Jon Caldwell.....	58
Duane Jukema	65
Matt Gaw	71
David Pearson	78
Mark Rilling	85
Immanuel Garcera.....	90

APPENDICES

APPENDIX 1

Vision & Values.....	96
Generic Youth Prayer Calendar	96
3D Disciple-Making Process	96
Spiritual Formation/3D Discipleship... ..	97
Our Leadership & Ministry	99
Baptism Discussion Guide.....	101

APPENDIX 2

Pastoral Sabbatical Request.....	102
Ministry Leadership.....	102
Benefits to the Church.....	103
Sabbatical Expenses and Budget	105

APPENDIX 3

Sample Youth Ministry Budget Detailed Breakdown	108
Sample Youth Ministry Budget with Purposes	109
Student Ministries Mentor: Role & Responsibilities.....	110
Student Ministries Internship Position Description	112

APPENDIX 4

The Fourfold Gospel Bible Study	112
Sample Teaching Plan	114

Sample Calendar 117

APPENDIX 5

Youth Ministry Vision, Mission, and Expectation Builder 121

APPENDIX 6

Ambrose Church Servant Leadership Scholarship 137

Vocational Ministry Track Scholarship Application..... 137

APPENDIX 7

Leading a Small Group – Boot Camp..... 142

The Seven Stories of Hope by Jeff Sundell..... 144

APPENDIX 8

Evision Canada 146

Missions Trip Application 146

Give God A Year Scholarship Application 154

APPENDIX 9

3D Discipleship Ministry/Staff Evaluation 158

Volunteer Self Evaluation..... 161

Student Welcome Card 162

FOREWARD

Youth ministry is incredibly rewarding and challenging all at the same time and we are so thankful that you are taking on the mantle of leadership in your church. Our hope with this resource is to help give you a playbook to work from, to give you the building blocks to help shape your ministry, and give you a running start in the areas that can take a long time to craft.

Many different leaders, pastors, and youth workers from a wide variety of contexts have contributed to help make this a reality and we hope that you would be able to apply these ideas and structures to a ministry of students. We have compiled the basic building blocks of any youth ministry to help save you time and effort to get your ministry structured and organized so you can spend more time investing in the spiritual lives of teenagers.

This document can be downloaded as a PDF and if any of the information is helpful to you or your team, simply highlight it and copy it into a Word document, tailor it to your context. Just make sure to tell everyone it was your idea, we will keep it our little secret!

Throughout this document we have included profiles of leaders from all over the country and from diverse church expressions with the hopes of showing just how unique every church lives out its youth ministry. We hope these are not only helpful but encouraging. If any of the leader profiles leave you asking questions, please feel free to reach out to them and ask more questions, we simply want to serve you and your ministry in any way we can.

Youth ministry is vibrant, challenging, rewarding to lead, and we are incredibly thankful to be on this mission with you and pray that this resource is helpful to you and your students.

The C&MA National Youth Network

“We loved you so much that we shared with you not only God’s Good News but our own lives, too”

1 Thessalonians 2:8 (NLT)

IT STARTS WITH YOU



IT STARTS WITH YOU

I'll just come right out and say it: Student Ministry is awesome. There are few things better on this planet than watching a young person have an encounter with Jesus and seeing their lives transformed right in front of you. Or even better, meeting a new student who just became a Christian because their friend who goes to your student ministry lead them to Christ. If you're the type of person who is drawn to students, you're already excited just by reading this. The act that terrifies so many adults is the very thing that breathes life into you: Walking with students week after week as they grow in their love for Jesus and begin to pour out His love to others. Few things are as rewarding as this.

THE PRIMARY COMPONENT TO A HEALTHY STUDENT MINISTRY

But, how do you get there? How do you come up with a plan that will help get you to the place where you see student's lives transformed? What key components are necessary to have a vibrant and healthy student ministry? Is it having good strategies? Great volunteers? Great programs and activities? Amazing heart-to-heart moments? Engaging lessons and discussions? Faithfully praying for students?

Perhaps a little of everything but what every youth worker needs to know is that all these things are secondary components. The primary component is one that cannot be seen, planned, or added to the mix because it resides within you. Consequently, great student ministry centres on Christ but starts with you.

WHAT YOU NEED MOST

Here's where I'm going with this: You cannot lead students to somewhere you're not willing to go yourself. If you want your students to engage in faith, love God, love others, and reach their generation for Jesus, you must be engaged in faith, love God, love others, and be actively reaching out the people whom God has placed in your sphere of influence who do not yet know Him. To be clear, you do not have to be an expert at any one of these things but you must be on the journey yourself.



FAN INTO THE FLAME...

One of the most engaging and heartfelt books of the Bible is Paul's second letter to Timothy; in it we find an older man attempting to inspire and encourage a young disciple who is just getting started. His appeal is to "fan into flame the gift given to him", to "not be ashamed of the testimony of Jesus", to "follow the pattern of sound teaching", and to "guard the good deposit entrusted to you". All of these things Paul did himself, and he was passing on his wisdom to young Timothy to do the same. In other words, Paul was encouraging Timothy to walk as he himself had walked or as he said to the Corinthian believers to "imitate me as I imitate Christ" (1 Corinthians 4:15-17).

WHY STUDENT MINISTRY EXISTS

Why is this so important? Because our primary role as youth workers is the same as Paul's was: to make disciples. That is why student ministry exists and that is why your relationship with Jesus matters so much when it comes to student ministry. You are discipling students and your connection to Jesus will be a make or break sort of connection when it comes to passing on your faith to the next generation.

GET EXCITED ABOUT JESUS

So my appeal to you as someone who loves students and is excited to pass on the faith to the next generation is to get excited about Jesus yourself. This is always the starting point and the place we need to return again and again. Any other starting point will lead you away from the very things your heart desires to see in students.



THE MISSION



WHY DO WE HAVE STUDENT MINISTRY?

Have you ever wondered why student ministry exists? Why do we do it and is there something at the heart of every student ministry that is common to all, or at least, should there be? The answer to these questions lies in the fact the student ministry doesn't just share the same mission as the church, it is the church, and as such, must have at its core the mission of the church.

Student ministry exists because the church needs to be serious about passing on faith to the next generation but also because the church needs to be serious about reaching young people with the Gospel.

The most recent stats from the Barna group are that 77% of Christians become Christian before the age of 21. It is because of this that we need to feel the urgency to reach students with the Gospel and to invite them into lifelong relationship with Christ.

*77% of believers
become Christian before
the age of 21*

NO ONE SAID IT WOULD BE EASY

When we read the Bible, we find that the people of God have a questionable track record of passing faith on. In Deuteronomy 6, we have this beautiful picture of how the people of God are to pass faith on from one generation to another, yet after Joshua passes away, a new generation who does not know the Lord is raised up in Israel (Judges 2:10-11) How is that even possible? With all the incredible miracles and conquest of Canaan, how could Israel possibly lose its identity as God's chosen people in one generation? Simple: they did not commit themselves to the mandate to pass their faith on to the next generation.

That's all it takes. One generation that doesn't pass on their love for God and the Good News of Jesus. Even more tragic than this epic failure, is the repeated failure of God's people to pass their faith on to children, generation after generation (including the church of today - the stats are very depressing). What this story and the history of the church teaches us is that we have not been very good at the very thing that will sustain us as a people—passing on faith to the next generation. We can't sit back and think that someone else will do this; the next generations depends on it.

WHAT DOES DISCIPLESHIP LOOK LIKE?

Youth ministry is diverse and everyone seems to be doing something different, so what is discipleship supposed to look like? This is one of the most beautiful things about discipleship: there's no formula or rigid set of rules you must follow to make disciples. That's why student ministry looks so different in different contexts. However, there are a few principles that run deep in discipleship that are essential to any effort to make disciples, because we are not making generic disciples, but rather disciples of Jesus, who love Jesus, love others, and are committed to making disciples themselves.

1. It Starts with Love:

Without love, you will only make harsh religious disciples whose hearts are hard toward God. One of Jesus's most stern rebukes was to the Pharisee's who would travel the world to make a disciple but end up with a person whose heart was even harder than theirs (Matthew 23:15). Remember, our goal is not just to produce any old kind of disciple, but rather disciples of Jesus and you cannot produce disciples of Jesus without love. So commit yourself to loving God and loving students. This is where it all begins. The example of one of our strategies for our student ministry is that we want every student to feel three things when they come to our ministry night: to be loved, to be known, and to belong. We strive to make this happen for every student who walks through the doors. Trust is an outflow of the love and respect we show to students, so focus on the relationship first and build from there.

2. People Not Programs:

Programs do not make disciples; people make disciples. A program (no matter how complicated or big it may be or become) needs to have a simple purpose: to provide or create an environment for discipleship to happen. Often we find ourselves spending copious amounts of time planning games, events, and making graphic slides, while leaving the teaching and small group questions to the end. Whatever program or model you decide to run, make sure the program is serving its intended purpose, otherwise you will end up serving the program instead of the program serving you. When you end up serving the program, your efforts to make disciples shift from people to trying to keep the program running.

3. Relationships Are Key:

It takes real relationships with real people to make disciples. However, this can be very difficult because creating and sustaining relationships is hard work. But disciples of Jesus can only be made through relationship. It's the way Jesus modeled it for us and it is the way of the early church (Acts 2). Therefore, your discipleship strategy needs to create space for relationship to happen. For some this means small groups, for others one-on-one mentoring, for others students meeting in people's homes, for others creating opportunities for students to meet other students, and for others a little bit of all of the above. The point is that you are intentional about creating space where relational discipleship takes place. Here are [Mentoring Resource Cards](#) that can help guide your mentorship relationships.

4. Teaching God's Word:

The great commandment contains this very important instruction in making disciples, "teach them to obey everything I have commanded" (Matthew 28:20). In short, your discipleship efforts must include the Bible as you cannot make disciples of Jesus without the Bible. Whether you have paid staff preaching or volunteers running videos, the point is that students are being taught the Word of God. And for those churches who do not have paid staff involved in the ministry, there are great resources for big budgets and no budgets alike. There are infinite expressions of youth ministry but without teaching the timeless truth of Jesus, there is no point to any of it.



5. *Baptism:*

Jesus was very clear that making disciples includes baptizing them. Don't forget this as it is amazing to see a young person getting baptized and publicly committing their life to Jesus. Students are best served knowing what their next steps are, so whether its a faith decision, baptism, a missions trip, or teaching, having them know clearly what they can do next is critical to the discipleship process. A sample of some passages to discuss with students can be found in [Appendix 1](#).

NEXT STEPS—WHERE DO I GO FROM HERE?

1. *Scope and Sequence:*

Once you get your rhythm of teaching the Bible to students, it becomes necessary to think through the large scope of teaching through a multi-year lens. This might seem daunting to think about but we have included an example of a [4-year teaching series](#) so you can see how this is lived out. If a student was to attend your group for a year, they should have a clear understanding of who Jesus is and a student that is there for 4 plus years or more would have a more layered and in depth understanding of the bigger story God told through the Bible.

2. *Developing Leaders:*

The discipleship process is a cycle. People come to faith, grow in faith, and then ultimately reproduce themselves by sharing their faith. The cycle of discipleship cannot rely on you as the leader to accomplish the cycle but for you to raise up leaders to make more disciples. Giving students and other leaders the opportunity to speak, share, and teach will create the type of cycle that will continue to make disciples who make disciples. Consequently, we will spend more time in the [Adult Leaders](#) and [Student Leaders](#) section of this resource.



3. Creating a Discipleship Process:

One of the things to consider when thinking about making disciples is what you want those disciples to look like. What kind of person does a student who goes through your ministry look like and what sort of things do you need to focus on in order to create this type of person? This is where creating a discipleship process comes in handy. It gives you common language and vision as you attempt to faithfully accomplish the mission of making disciples with your team. It also provides you with a sort of “map” to follow with a clear destination that will help guide you as you discern what you should and shouldn’t include in your

disciple-making strategy. Here is an example of a discipleship process.



PRAYING IT INTO EXISTENCE

At this point you may be feeling a little (or a lot) overwhelmed at the prospect of creating a student ministry that is concentrated on participating in the mission God has asked us to do. However, please do not lose heart. The true architect of discipling is God Himself, and He will be there the whole time. One of the parts of the Great Commission that is often overlooked is that Jesus begins by claiming that all authority has been given to Him and ends by reassuring His church that He will be with us at all times. If you want to make disciples, begin by praying for the students God has given you and pray a way of discipling them into existence. God is with you and will accomplish His purposes through you if you are willing to let Him. So, start small and allow yourself to grow into the position while you trust God to do His thing and transform hearts.



CHRIS NICHOL

*Associate Pastor at Grand Centre Alliance
Cold Lake AB*

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Staff:

Associate pastor (part-time youth) +1 admin part-time

Context:

Church with 220 attendees in a small city context (pop. 15000). Local schools are K-4, 5-8, 9-12

Student scope:

Our ministry is for Grades 7 -12. We traditionally invite our Grade 6 students to join us for the rest of the year during spring break. Our weekly attendance fluctuates greatly from year to year as our community is very transient—our current average weekly attendance is 20 students.

Leaders:

We have eight adult volunteers with their main functional role being small group leaders except for one who oversees our student worship team. We also have a student leadership team of eight students that help plan events and are on a leadership development track.

When do you meet:

Wednesday Nights our Grades 7-12 meet all together from 6:30-8:30 September through to the end of May with a break from regular programming during the summer. Our primary focus is centred on Wednesday nights (worship, preaching and small groups followed by a social time at McDonald's as well as 7-8 fun nights mixed in) with 3-4 weekend events/ trips during the year (fall retreat, Legacy YC at Ambrose, and YC Alberta).



What does a night look like?

Each night has a mix of worship, compassion highlight, and teaching that is for Grades 7-12 together. We then break into small groups that are divided by grade and gender and led by two adult leaders. We also do three weeks at the provincial park (one for fall launch and two for end of May finish) as well as 4-5 fun nights with different themes (games, murder mystery, movie, etc.) throughout the school year. Following small group time most students and leaders go to McDonald's for social time.

Grades 7-12

6:30	Welcome/Worship
7:00	Sermon/Message
7:30	Small Groups
8:30	McDonald's





PERSONAL DEVELOPMENT

PERSONAL DEVELOPMENT

All leaders are in process, so each of us is responsible to continually pursue growth in our leadership, faith, and personal discipleship. The trap that many fall into is doing ministry in their own strength and vision and not inviting God into the planning and leading. How we take care of ourselves and develop our skills, renew our minds, and strengthen our faith directly affects our students and leaders.

“Pray as if everything depends on God, work as if everything depends on you” - St Augustine.

Here are some great ideas to help you be better every day at being a leader in the church.

1) **Never underestimate the value of your time in the Word and worship.** Work to spend time in the Bible daily. Much like we go to the gym to build our physical fitness, the same is true of our spiritual fitness. Committing to regular reps of reading a study will pay off in spades.

a) Pray: What are you asking God to do in this season? What is God asking you to do in this season?

b) Find a quiet place, listen to worship music, or walk

c) Take your Bible with you to work

d) Make a Plan

i) [Foundations 260 Reading Plan for busy believers](#)

ii) Pick a [YouVersion Bible App](#) Reading Plan

iii) Read through the Bible in a year (3 chapters a day)

iv) Read one chapter 5 times or read 5 chapters 5 days in a row

e) **Journal your prayers:** Record the prayers and requests you make to God to keep yourself committed and to see how God answers your requests.

3) **Listen to God:** Spend time in silence and quiet looking to hear from God’s voice and presence.

4) **Sabbath:** Have time that you dedicate to God that isn’t interrupted by mowing the lawn or doing laundry.

5) **Contemplating God:** Just go outside for a walk, or sit on a park bench, and look around. Be amazed by God's creation and His presence.

6) **Retreats:** Each district will have retreat opportunities for pastors and lay leaders. Talk to your lead pastor or district youth leader to find dates for a Soul Care Conference, Deeper Life Summit, or [Canadian Youth Workers Community](#) regional training

7) **50/50:** When you invest in your faith, don't forget to invest in your leadership too. So making time for a leadership podcast, book or conference will help you develop new skills as a leader. We can become trapped when we spend all of our time learning about leadership, and not about faith or vice versa. Strike a balance and make sure you are developing your whole self.





KIARA MOSHANSKY

Sr. High Pastor at Sherwood Park Alliance Church – Sherwood Park, AB

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Staff:

3 full-time pastors (Jr. High, Sr. High & Team Lead/Young Adults) and a part-time admin.

Context:

We run three weekend services at one campus with 1500 attendees. Our local schools are elementary (K-6), junior high (Grades 7-9), and high school (Grades 9 or 10-12).

Student scope:

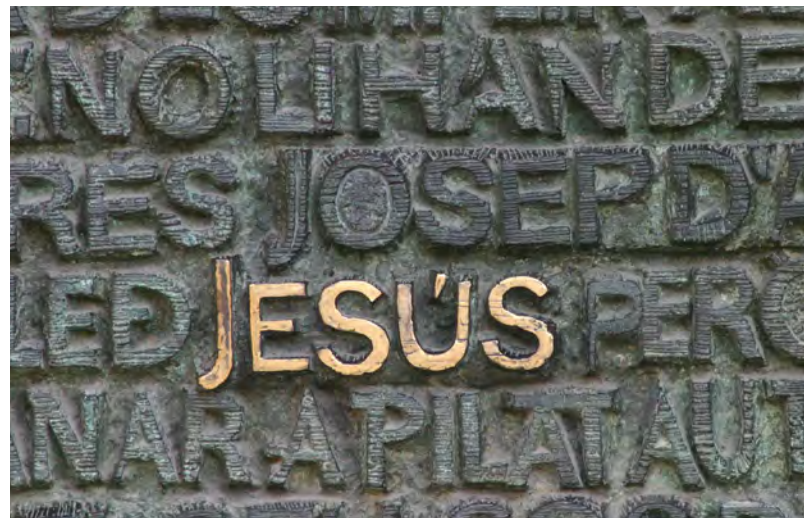
Our youth ministries department offer relationally based programming, discipleship, biblical teaching, and support to Grades 7-12's, with Grade 6's joining us each January. Our Jr. High Ministries is for Grades 6-8, and our Sr. High Ministries is for Grades 9-12.

Leaders:

We have 60 small group leaders, 20 worship team members, 16 people on our program and tech team, and 12 host parents.

When do you meet:

Our Jr High's meet Wednesday nights from 7-9 p.m. at Sherwood Park Alliance Church. Our Sr High's meet Tuesday nights from 7-9 p.m. at seven different grade-based homes around Sherwood Park. We run once a month Friday night events focused on inviting friends and growing relationally in community. Both programs run from September – June with no summer programming. Our Young Adults Ministry consists of a Thursday night Bible study, a monthly fun Friday night event, and a short-term mission's trip in February.



What does a night look like?

Every youth who enters our ministry is placed in a gender and grade based small group with two leaders. These small groups remain consistent for a youth's entire time in our youth ministry. Six times a year we gather our Sr. High's together at the church for an event called Recalibrate, to re-align and share testimonies. We utilize video curriculum in our Sr. High Ministry for consistent biblical teaching. The videos are all part of the Praxis Films Series, written and taught by our youth team and network. Utilizing pauses and questions on the screen throughout the videos we invite large group engagement and conversation. These videos are available for use by any youth group! To prepare for the transition from live teaching, we have our Grade 8's journey through Youth Alpha January onward – functioning like a Sr. High house group.

Jr. High (Wednesday)

Sr. High (Tuesday)

6:00	Leader Meal	Leader Meal
6:30	Leader Meeting	Leader Meeting
7:00	Youth Arrive	Youth Arrive
7:00	Free time to Hangout	Hangout & Activity Time
7:15	Large Group Game	Hangout & Activity Time
7:45	Announcements & Worship	Announcements & Start Video Curriculum with Large Group
8:00	Sermon	Video Curriculum
8:30	Small Group Discussion and Prayer	Small Group Discussion and Prayer
9:00	Youth Leave	Youth Leave



ADMINISTRATION

ADMINISTRATION

Youth ministry isn't all fun and games, but let's face it, there is a lot of it! But behind the fun, behind all the programming, leaders, small groups, retreats, and events are great administrative systems. These behind the scenes systems and processes bring clarity and organization to the outward expression of your youth ministry. The spiritual gift of administration is necessary for discipleship and the health of a ministry. If it doesn't come naturally or from divine inspiration, ask God for help and ask others for help. Your ministry will thank you. Whether these gifts come naturally to you or not, does not change how necessary they are. Here are some areas to focus on to help get your administration game strong.



STUDENTS

Your ministry has students that would call it their home, but that doesn't mean they attend every week. If your ministry has 40 attendees each week, you might have 80 that would be on your roster or within your reach. These numbers are important and how you track them is really important. Having an accurate understanding of who is in your group week in and week out doesn't require iPads and check-in kiosks to be done, but those are great if you have them. Here are a few ideas on how to do this effectively.

1. Student Contact Info:

Having a form for students to fill out is essential to the process of tracking and connecting with students. Every student should fill out a form offering basic info, name, school, grade, phone, and social media (so your group account can follow them) . Every new student should fill out that information on their first night and periodically asking your current students to update their often changing social media information isn't a bad idea, so offering a small prize for filling out the form again will help you keep your records straight.



2. Student Database:

There are lots of great options for keeping this information, some free and some, like Planning Centre, have fees attached. Your database can be a simple spreadsheet broken up by grade so that leaders can access their student's information and reach out to them. You can also print the roster weekly, hand it to your leaders, have them take attendance and follow up with students who are away or miss for a few weeks. Understanding who is there and who is not is essential to seeing your ministry growth and managing the students entrusted to you. If a student doesn't come for several weeks in a row, your likelihood of getting them to come back diminishes greatly, so do your best to help your team stay on top of who is and isn't there. Taking your database to the next level, tracking attendance weekly, will serve your leaders, and your students well. The front door of the ministry (new students) is easier to keep open than the back door closed. Having contact information and a strategy for having your leaders follow up is important in helping students stick.

LEADERS

Your leaders are the heavy lifters in your ministry so how you organize, utilize, and keep them in the loop will affect the way your ministry functions and performs. Here are some important admin pieces to consider for your leaders.

1. Criminal Record Checks :

For any adult working with minors, they must have a recent copy of their criminal record check on file. No leader can be involved in your ministry without one, and it must be kept on file in the church building permanently. Keeping an accurate record of who has submitted their check and when it was received is a good way to know when they need to to submit a new one. Most regions would require a new criminal record check every 2 years.



2. Responsibilities:

Having great adults to serve is one thing, having great adults who know what they are doing, how they are doing it, and why is much better. Taking the time to think through each of the roles you are trying to fill and writing down what is expected and, even more so, why it matters will help get your leadership team on the same page and pulling along with the vision God has given you. In [Appendix 5](#), you will find a roles and responsibilities document that you can take and adapt to your ministry. This will help you get your team pulling in the right direction.

3. *Communication:*

Your leaders need to know what is happening so that they can communicate to their students and manage their own preparation for the week. Where you can, giving your leaders a broad calendar of key dates for the year in September, with a more specific calendar quarterly will help them prioritize events, retreats, build excitement with their students, plan their homework and work schedules which will increase your leader's turnout. It is really important that your leaders hear from you weekly to know what is happening, what you are teaching, what roles they will need to play, and what they can share with their students. These are prime moments to share some stories about the previous week, perhaps where you saw them do a great job, or made the night really special. The stories you tell will define your culture, so telling great stories of leaders going above and beyond will challenge others to do the same. Wherever possible, take these opportunities to remind people about the why of your ministry, remind them that God is using them in powerful ways, and what they are doing matters.

PLANNING AHEAD

It is always good to follow the Spirit's leading. So, ask the Holy Spirit to direct you in how you can create a discipleship pathway that will enable students to become disciples who lead their friends to Christ. It may be simple, or it may be elaborate, but we only have 1-2 hours a week with students each week and we can be strategic and intentional as we long to build the Kingdom.

As much as possible the further out you can know the what/where/when will enable you to engage your students and leaders in the how of it all. We will talk more about ministry calendars in [Appendix 4](#) but your planning ahead is best done in prayer and involving key players in your ministry. Bringing some volunteers and students into the room with the goal of thinking through teaching, events, and services for the next season will get you buy in and involvement to help come up with great ideas and a team to come alongside you to bring it to life.

When you plan ahead, it makes it easier to delegate and empower students and leaders.

BUDGET

There are few areas that are tougher to talk about with other youth workers than budget. Some are apprehensive to talk about it because their budget is small or non-existent and others because their budget might be exorbitant. But, it is important to always talk about the budget in terms of dollars per student, this framework helps these discussions.

It is important to understand that youth ministry can be done successfully with no budget and can be done poorly with a huge budget, the leadership and effectiveness of the team working with the students is the main factor. Planning your budget and planning your events according to the money that is available will help you do the most with whatever you have to spend. In [Appendix 3](#), we will include some sample budgets from different sized churches so you can see how they allocate their annual budgets.

So, where do you start? It all begins with your mission/vision/values, these inform your budget. The budget process can be intimidating or discouraging as you might feel the dreams you have exceed the dollars allotted. If you believe that students should never have to pay for anything, think again. They are shelling out \$5 for coffees, hundreds of dollars for phones and computers, so asking students to spend \$10 for an incredible evening event or \$150 for your weekend retreat isn't unreasonable. If you are doing ministry in an area where families can't afford big-tickets events, asking asking them what they could do and working to find someone who believes in the mission of your ministry to help bless those families are options for you. There are creative ways available to fund raise—put students to work to help them see what can happen when they get some skin in the game.

Your budget is a reflection of where you believe God is calling you to lead your students. You don't need a lot of money to make a student feel welcome, you don't need huge production or pricey snacks for students to feel loved and accepted. Do what you can with what you have and don't be afraid to ask students to pay, Starbucks sure isn't. Your church might not be able to provide a budget and that doesn't mean you can't do great youth ministry! You will find some example budget structures in [Appendix 3](#).



GEOFF STEWART

*Youth Pastor at Peace Portal Alliance –
Surrey, BC*

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Staff:

1 full-time, 1 half-time, and 1 quarter-time.

Context:

Church with 1500 attendees 40 minutes outside of Vancouver at one site. Our local schools are Grades K-7 and Grades 8-12.

Student scope:

Our ministry is Grades 6 -12. We share Grade 6 with Kids Min to allow two chances for kids to make the transition into youth when they are ready. Our weekly attendance is 180-200.

Leaders:

We have 40 adult volunteers in a range of roles from tech, hospitality, small group leaders, worship, and games. We have a student leadership team of 25 that help plan events and serve weekly.

When do you meet:

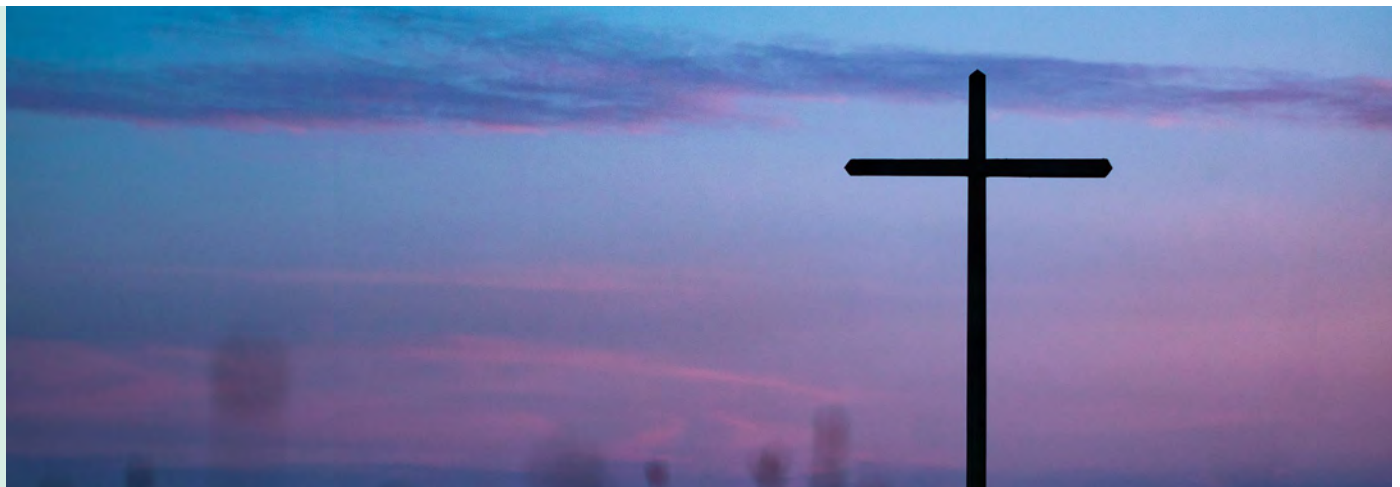
Thursday Nights - Grades 6-8 from 6:30-8:30 and Grades 9-12 from 7:20-9:30. We go from September - June with a decreased summer program. Our schedule is focused on Thursday nights with only three weekends a year for camp in the fall, a conference in the spring and an all-nighter in June.



What does a night look like?

Each night has a mix of games, worship, teaching, and small groups that are divided by grade and gender and led by two adult leaders. Our different groups have a tailored program with unique start and end times and messages. They only overlap for worship and announcements. We have a heavy priority on small groups and set aside 30 minutes for the juniors and 60 minutes for the Sr. Highs. One unique element we have are Seven Nights, where we do our large events on our mid week night, 6 weeks of teaching and then on the 7th week is an event for all students that starts at 7pm - Costs \$7. It helps us keep things consistent with the night of the week.

	Grades 6-8	Grades 9-12
6:30	Game in Gym	
7:00	Semon / Message	Students Arriving
7:20	Welcome / Game / Worship Together	Welcome / Game / Worship Together
8:00	Small Groups	Semon / Message
8:30	Dismiss	Small Groups



PLANNING & SCHEDULES

M	T	W	T
6	7	1	2
13	14	8	9
20	21	15	16
27	28	22	23



PLANNING AND SCHEDULES

Most people don't go on a road trip by simply getting in the car and setting off. They know their destination, they know the route, and while they might adjust slightly, they typically stay the course. Knowing the route is helpful to the driver, it's helpful to the passengers, and the same is true of ministry. Knowing where you are headed is helpful to everyone.

START WITH PRAYER

The place to start is with prayer, to spend time with God asking Him where He is leading, to seek His wisdom in understanding the needs of your students. [Download a monthly prayer calendar](#) for your students. As you read

in the section on discipleship, planning involves a lot of consideration about the larger picture of what we want to teach our students. As a student spends year after year in your ministry, it is important to consider what is being taught each year as it builds upon the previous years teaching with the goal to teach the whole story of God represented in the Bible? As you plan, make sure you consider what a student will learn if they attend for one year or attend for six years.

Online you can find teaching matrices and descriptions of disciplined persons that can help you understand what 6 years of teaching topics could cover and we will include several one-year teaching schedules in [Appendix 4](#).



6 MONTHS

Ministry planning is important to do, the further in advance you can do that the better and it is ideal if you can have a schedule that is planned for 6 months to a year. We have provided you with several sample planning templates that help you think through what the next season of ministry will look like. They include sections for planning games, events, preachers, series titles, special events, and tracking attendance. It can feel restricting to lock into a calendar that far out, so leave yourself flexibility to adjust if needed.

Once you have your schedule locked in, giving your leaders, students, and parents

this schedule with 6 months of events is an amazing gift. It will give them time to enter it in the calendar, book off work, and be aware of scheduling conflict early on. For parents it gives them time to plan their family schedule well in advance and give them opportunities to help out.

Online you can find teaching matrices and descriptions of disciplined persons that can help you understand what 6 years of teaching topics could cover and we will include several one-year teaching schedules in Appendix 4.

DIVERSITY

Every youth ministry's rhythms are different, some go all year, some for 9 months or less, some meet once a week, while others meet only once. The way you plan and schedule your ministry will be unique to your context, your church, your hours, and current leadership resources. This is why we have given you so many different schedules and profiles. For you to see the many diverse ways that youth ministry is done, and to give you ideas of how you might select different elements from many different groups to suit the unique circumstances God has placed you in to minister and the students you have to reach.

Having a solid schedule of dates, teaching, and events is an effective way to engage your team and to empower them to lead well because they know where your ministry is headed and can get on board with the direction.



DALLAS GOLD

Youth Pastor at McDiarmid Drive Alliance Church – Brandon, MB

dallas.gold@mdacbrandon.com

Staff:

I'm full-time (youth, college, and career).

Context:

Church with 550 attendees in Brandon at one site. Our local schools are Grades K-8 and Grades 9-12.

Student scope:

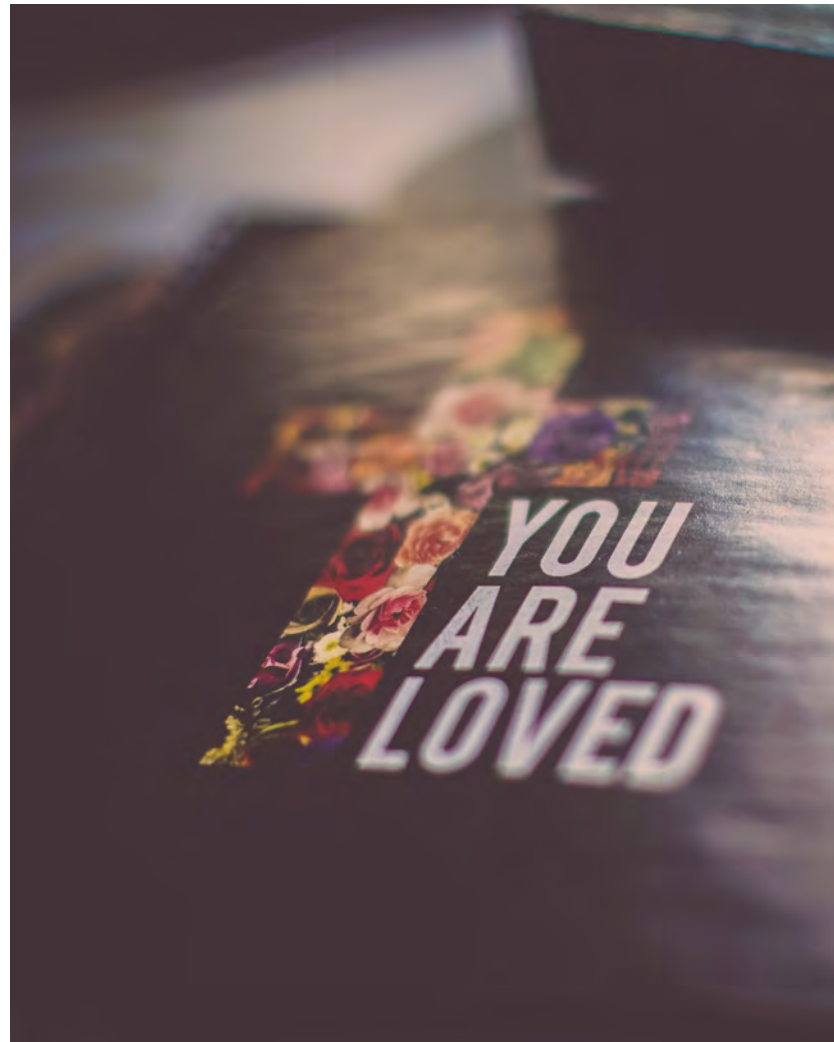
Our ministry is Grades 7-8 & 9-12. Our average weekly attendance is 25-40, with 20-30 students that come over for lunch every day.

Leaders:

We have 10 adult volunteers and are always looking for ways youth can lead, serve, and make gospel-impact in the community around them.

When do you meet:

Friday Nights - Grades 7-8 from 6:30-8:00 & Grades 9-12 from 7:30-9:30. We go from September - June.



What does a night look like?

Every night starts and ends with hanging out, whether youth want to play hockey in the gym, pool in the youth room, or just talk with friends throughout the church, there is something for everyone. From there we gather together for ice breaker/crowd mixer games. Afterward we have Bible Study for about 20 minutes, followed by mall group discussions. We have two unique gatherings on the same night with each targeted at different age group.

Grades 7-8

Grades 9-12

6:15	Leaders Arrive	7:15	Leaders Arrive
6:30	Youth Arrive / Hang Out	7:30	Youth Arrive / Hang Out / Snack
6:45	Crowd Mixers	8:00	Crowd Mixers
7:15	Worship / Bible Study	8:30	Worship / Bible Study
7:45	Release the Snacken	9:00	Small Groups
7:45	Hangout	9:15	Hangout
8:00	Farewell	9:30	Farewell

PARTNERING WITH FAMILIES



PARTNERING WITH FAMILIES

Youth leaders are incredibly important in the life of students. However, it may surprise you but, incredible, fun, hip leaders are not the greatest influence on a teenagers spiritual life. Parents get to see their students for 3000 hours a year and we get to see students for only 40 hours a year—that’s not enough. The greatest influence on teenagers has been and will always be parents. But don’t worry, when parents discover this, you won’t lose your job or volunteer position. Parents need incredible youth leaders too.

If you’re not a parent yourself, you may have asked yourself “What can I teach parents about parenting?” But that’s the wrong question. The real question is, “How can I come alongside parents as they nurture their son/daughter’s faith?” Or “How can I support parents so they can empower their students to reach their generation for Christ”



PRAY

Pray for students and their parents/caregivers and even ask them, “How can I pray for you and your family?” As you ask, be ready to be able to answer the question yourself—we all need prayer.

SCHEDULING IS KEY

It is helpful to invest time in coordinating the youth ministry schedule with other ministries so that families are not burdened with 10 ministry nights a week.

ASK GOOD QUESTIONS AND BE QUICK TO LISTEN

“What are you teaching them at home that I can reinforce?”

“How can I help you walk through this process?”

Be quick to listen, to both the parents and God, be slow to speak. Parents have a tough time listening to someone who does not have kids themselves. But if your answers point back to Jesus and the word of God, they will have an easier time hearing you.

COMMUNICATE, COMMUNICATE, AND COMMUNICATE

Face to face communication is always the best way to communicate with pretty much anyone. Use every avenue you can to communicate to parents: church bulletin, email, website, Facebook, or whatever else works in your context. It is said that someone needs to hear something seven times before they will remember, you cannot over-communicate anything.

CHURCH COMMUNITY

Don't just settle for communicating with parents. If you are able to communicate with other church leaders, especially leaders and ministries that parents are connected to, you can all work together to reinforce some of the scheduling and discipleship that your entire church is engaged in. This could also open the door for you to help parents get connected into the church community so they can be disciplined, nurtured, and empowered to disciple their children.



POINT THEM TO GOOD RESOURCES

[Parent Cue](#) - Blog, podcast, resources, and more. They also do a great job on social media. Parent Cue's Instagram posts are very helpful to light up faith conversations in the home.

[Faith Begins at Home](#) by Mark Holman

[Tech Savvy Parenting](#) by Brian Housman

[Sticky Faith](#) by Kara Powell & Chap Clark

You shall love the Lord your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.

Deuteronomy 6:5-7

RESOURCES FOR THE YOUTH WORKER

Along with the above resources here are some directed towards the youth worker.

[When the Church was a Family](#) by Joseph Hellerman

[Family Ministry Field Guide](#) by Timothy Paul Jones

[Nick Blevins Family Ministry Podcast](#)





TYLER RODY

Family Ministries Pastor at Lawson Heights Alliance – Saskatoon, SK

tylerhac@hotmail.com

Staff:

I'm full-time (Children, Youth & Families) , and one fulltime youth and worship pastor.

Context:

Church with 200 attendees in Saskatoon at one site. Our local schools are Grades K-8 and Grades 9-12.

Student scope:

Our ministry is Grades 7 -12. Our weekly attendance is 18-24 .

Leaders:

We have three adult volunteers and are actively inviting students to serve and lead in small groups.

When do you meet:

Friday Nights - Grades 7-12 from 7:00-9:30. We go from September - June. We also take students to an Alliance Youth Retreat (October), Legacy Youth Conference at Ambrose (March), and we are planning a discipleship camp in July during our kids day camp (VBS).



What does a night look like?

Each night has a mix of games, worship, and small groups that are divided by grade. Our evening begins with hanging out in the gym or youth room which transitions to games for everyone. Then we all sing some songs around our indoor campfire. Recently we have not had a typical teaching or devotion time. We have invited students to review what we've learned accurately from memory and then empowered them to read the new passage for the night. When they participate, they get to pick something from the "Weird Candy Bag." Then we head into small groups (Grades 7-9 & 10-12) to read the passage again and use what we call the [Discovery Bible Method](#) to study the passage and focus on how we can understand it, apply it to our lives, and share it with others.



Grades 7-12

6:30	Leaders Arrive
7:00	Hang Out
7:20	Welcome / Game
8:00	Worship & Devo / Message
8:20	Small Groups (Grades 7-9 & 10-12)
9:00	Snack



COMMUNICATION AND FOLLOW UP

COMMUNICATION AND FOLLOW UP

Communicating with students has never been easier, and surprisingly harder, than it is now. The days of emails and phone calls are have been replaced by the complexity of communicating on multiple platforms to students who have phones, don't have phones, don't use Facebook, and/or are not old enough for certain social media platforms.

SOCIAL MEDIA:

It can easily be one of your most effective tools, but the key is to make sure you're using the right tool. It's important to stay up to date with what your students are using when it comes to social media. Facebook? Instagram? Twitter? YouTube? Snapchat? It can all be useful, but it depends on the situation. As well, how you use your social media can affect how useful the tool is to you. Here is a list of a few options, but remember social media is always a shifting landscape in terms of popularity, usability and appropriateness for us as leaders to use.

Facebook:

While increasingly less popular with students, it still can be useful for creating pages and groups where information can be handed out. Facebook Messenger is effective for messaging and communicating directly with students but be sure a policy to protect both students and leaders is in place.



Instagram:

A great place to post key information, create a brand, and have a consistent source of contact with the students. Instagram also has a story feature where you can create live and temporary content that will be reset after 24 hours. Be warned though, creating good content on Instagram can take a lot longer than it can on other social media.

Snapchat:

This is a very well used social media by students of all ages and one that is extremely controversial. Be sure to have your policies on social media and specifically on this app set before engaging students with it. This platform is like Instagram as it is great for advertising and having a way of consistent communication with students. The beauty of this app is that the stories and content can be more off the cuff, rather than well prepared.

Twitter:

A great place to post quick and pithy statements, pictures, and moments from events. Try putting a quote from a message or a picture from an event to generate excitement around something that is or has happened. Twitter is a less used social media by students at this point.

YouTube:

Students are always on YouTube and many students want to be a YouTuber when they grow up. They're more likely to be able to list off their favourite channels on YouTube than they would be their favourite TV shows. "It is the second most visited website in the world" (Brady Shearer). It can be useful as you have a great deal of freedom on what you can post. There are almost no time restraints on content and there is a variety of different content you can create. With that being said, it is incredibly difficult to use this platform efficiently. Getting students to follow along on this platform, even though it's so popular, is not the easiest task. Empowering students to contribute to a group's YouTube channel is a great idea that will also require accountability, mentoring, and follow-up.

WHAT ARE THEY WATCHING?

Youth For Christ recently did a study on what kind of videos students are watching on YouTube. They discovered students are watching music videos, YouTubers or vlogs, gaming, funny or cute animal videos, how to videos, and fail videos. When asked, students said they like to watch pranks, people talk about their passions, and challenges.

For more information on creating the [BEST YouTube strategy](#), check out this video from Brady Shearer and Pro Church Tools and don't forget to subscribe.

NEWSLETTERS / EMAIL:

A great way of communicating primarily to parents. It helps a lot when parents know what's going on during the week and what is coming up in the following months. Be sure to let your congregation know that this is something that is available to them and collect emails for who would like to receive the newsletter.

TEXTING

Connecting with students is most effective when it's done on a personal level. Texting is a great way to do that as you can invite them out to events, do weekly check-ins, and a lot more. With that in mind, be careful. Be sure to have a proper policy in place as texting can become too personal, private, and open the door for many relational dangers.

FOLLOW UP

It is essential to have a good system in place to follow up with both new and regular students. In this way, we make sure to have contact with these students and make their experience even better. But for that, it is important to set up a system in place to store the student's information. When you get that information a member of the team can follow up with the student. For example, send a postcard in the mail to a new student or one you have not seen in a while. Or simply send a wish card for their birthdays. In this way, students feel that they are appreciated and belong to the group.

MAKE THE ASK

When you or your team are connecting with students about youth group, what you say when you are inviting them out is important because a subtle change in the way you ask can make all the difference. What we mean is that, if you were to see a student or to text them, you might be tempted to say something like “It would be great to see you this week at youth,” or “we would love to see you,” or “hope you can make it out,” etc. All of these are nice things to say, but they don’t invite an answer, so instead make the ask and say “Will I see you at youth this week?” Asking a direct question will render likely three responses, yes - no - maybe. If they say yes then you know to look for them when they arrive. If they say no, it could be a sports games, homework, a test, or perhaps they are grounded. Either way, you now have something to follow up on and check in about and doing so will buy a ton of social capital. If a student responds with maybe, this isn't a bad thing because pressing in might reveal that they are struggling with their small group, their faith, their leader, or maybe another friend at youth. All three of the responses invite us to have a better understanding of where these students are at and gives us an opportunity to support them, encourage them, and pray for them.



PARENTS

They are a key part of communicating with our students. I always make sure that they know what is going on with activities and other subjects related to the youth group of students. As we said in the section partnering with families face to face is always the best way to communicate. You can also use different avenues to communicate to parents: church bulletin, email, website, Facebook, or whatever else works in your context.



WESLEY DICKSON

Youth Pastor at Gateway Church –

Caledonia, ON

wesley.dickson@hotmail.com

Staff:

I'm a full-time youth pastor with a half-time admin.

Context:

Church with 600 attendees in Caledonia at one site. Our local schools are Grades K-8 and Grades 9-12.

Student scope:

Our ministries are Grades 6-8 and 9-12. Our weekly attendance is 80 - 110 students.

Leaders:

We have around 25 leaders broken into two teams for the two ministries.

When do you meet:

Tuesday Nights - Grades 6-8 from 7:00-9:00.
Wednesday Nights - Grades 9-12 from 7:00-9:00. We go from September - June. We also take students to our district youth retreats, Bedlam for Jr. Highs in October, and The Deeper Life Summit in April for Sr. Highs.



What does a night look like?

Our nights are pretty identical in terms of structure. We give the students 15 minutes to get to the event and mingle, have about an hour of programming, and finish with 30 - 45 minutes of devotional time. The devotional time includes a message and small groups, and the length of these can vary depending on the group and series we're on.

Grades 7-12

6:30	Leaders Arrive
7:00	Students Arrive / Hang Out
7:15	Main Program
8:00	Snack
8:10	Message / Small Group
9:00	Farewell



A person is shown from the waist down, standing on a rocky outcrop. They are wearing a blue denim jacket, a white ribbed turtleneck, black leggings, and black boots. The background is a large body of blue water. The text "ADULT LEADERS" is overlaid on the left side of the image.

ADULT LEADERS

ADULT LEADERS

We can't do this alone, so how you find and train the best leaders will help you be more effective to reach young people. Youth ministry is not a solo venture, building a team around you of like-minded, passionate leaders is a key to see growing healthy ministry. Great adult volunteers don't just happen, they're grown, made, disciplined, encouraged, and they reproduce more leaders just like them.

START WITH QUALITY OVER QUANTITY

If you are a smaller ministry or just building your team, it can seem appealing to try and fill the room with as many adults as you can. And perhaps, you have a lot of students and not a ton of adults. Either way, the focus has to be on finding great, quality leaders who understand your vision, love teenagers

(not just filling a need), and are people who have Christ-like character and integrity. A few great people who are devoted and are ready to lead well will serve you much better than a bunch of warm bodies who you tricked into helping out.

Youth ministry has a ton of different forms, and scaling and adjusting yours to the team you have is key. Don't have a lot of leaders yet? Focus on big group teaching, discussion panels, and large group discussions. Tailor your events to the ratio of leaders to students you have and over time, as you build a team, add in small groups. It can be helpful to start with groups arranged by gender and more general age ranges with the goal of getting to same age small groups. It takes time to get there, but there are many great ministry models that you can pull off between having a few leaders and a full team.



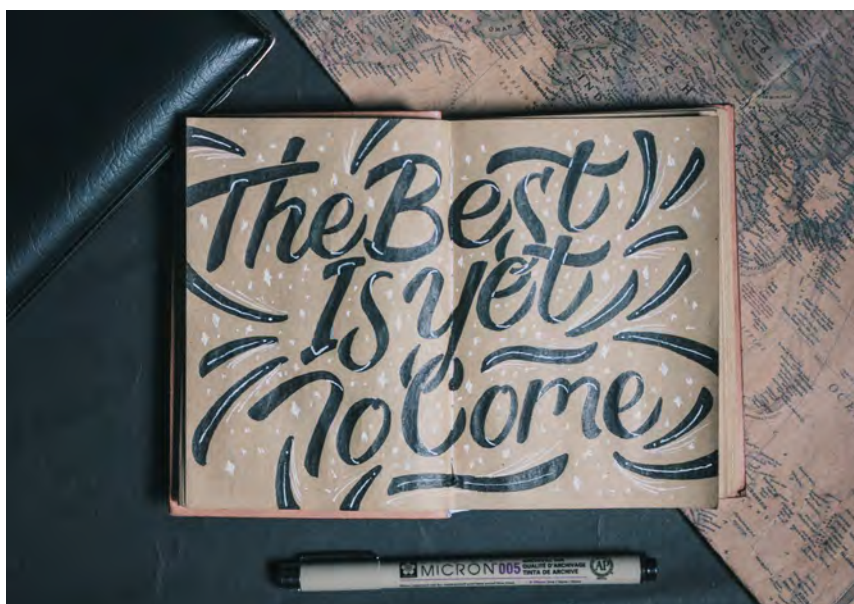
PASSION ATTRACTS MORE THAN DESPERATION

What is true of love is true of ministry, and desperation is a stinky cologne. In a moment of panic where you just need people to help, the desperate call to action can garner the type of volunteers that aren't going to move the ministry forward. And, in all likelihood, they will move on from serving rather than sticking around. The best way to get great people on your team is for you to passionately serve young people, to tell great stories of what God is doing, and to invite others around you to share those stories as well. When the narrative that is taking place in the youth ministry is known, it makes it easier to begin the conversation with people about coming alongside you. Talk about the wins, invite people to pray, and ask them to serve. If they say they can't, ask next year because you might just find that God begins a work in them that might take 2 years for them to free up space in their calendars. And when they finally do, they will know that there is a space for them. Talk often about what God is doing, and teach your leaders how to do the same.

TRAINING MATTERS

Training volunteers to do youth ministry today is very different from what it was 10 years ago. The current culture and technology are different than it was, and so is training for your volunteers. In the appendix of this Toolbox are resources to help you train your volunteers in the following areas.

- Leading a small group
- Safety and risk management
- Students at risk
- Handling sensitive information
- [Download Youth Ministry University](#)
- [CYWCrt](#)



THE ROLE OF A LEADER

Being an adult leader in the life of a student is intimidating and an incredible privilege all at the same time. Students have a lot of people speaking into their lives: friends, teachers, parents, family, and culture to name a few. But, the role of the adult leader in your ministry is a very unique one.



There are countless voices that students have to listen to, police, teachers, parents and various other authorities in which they can't opt out of that influence (without consequences of course) but the voice of a youth leader is unique. The uniqueness comes in that a student would choose to give your voice authority and give you influence in their lives. So how do we steward that?

It starts with realizing that we are guides more than anything. We have been through adolescence and by the grace of God we have come out the other side. We function as wise counsel, and experienced champion of their growth and life, cheering them on, supporting, encouraging, sometimes drawing them forward, and other times pushing them ahead. What is important to realize that is that we are not to assume the role of friend. Our students don't need more friends, they have plenty, they need advocates, supporters,, and adults who frequently remind them they are not alone. They need people to model Christ's unconditional love that is unwavering in the face of a bad report card, a failed driving exam, struggling with sin, and any other disappointment. That we would a voice that reminds them of who Jesus is, and that He has a plan for their life and a way forward regardless of the setback. The best adult leaders understand that adolescence isn't forever, but don't minimize the struggles that students experience. A great leader makes room to listen and to help students feel heard and understood. Finding great adults to do this takes time, but the effort always pays off.



**STUDENT
LEADERS**

STUDENT LEADERS

One of the best-kept secrets of youth ministries that grow is a healthy student leadership model. The success of student leadership is rooted in the belief that students are the best option to reach their peers and challenge them to see themselves on mission with God in their school, homes, and workplaces will change the future of many of their friends.

Students leadership, when done well, creates a servant culture in the ministry, empowers students to minister to their peers, and transfers responsibility and authority to students which when nurtured and fostered will develop their faith, confidence, and ability to lead. There can also be a tension where developing student leaders is not just about handing over responsibility and staying out of the way, effective discipling involves coaching students through decisions as well as leading and living with integrity.

Student leaders that get the DNA of your ministry will later become the backbone of an incredible adult volunteer team, equipped, focused, and passionate about replicating themselves in the next generation. The Bible is full of young people given leadership opportunities at a young age and we can, and should, be doing the same



SELECTING STUDENTS

There are several ways to go about choosing students to be involved in leadership, one being opening it to all students who can apply to be a part of the program. The other would be having small group leader select students who have leadership gifts and who each leader believes would have the maturity to be in leadership. Both models have their merits and depending on your group, choose the one that fits your group best. The risk with any students leadership model is creating a tiered system that elevates students above their peers when in fact student leadership should create a culture where the leaders serve their peers and do so with humility and a deep desire to see their friends know Jesus more. We have included in the appendix an application for a student leadership team.



EMPOWERING THEM

Most youth ministry unknowingly run with an ethos that the youth ministry is to be done by having adults creating a space to minister to students. The student leadership model is done with the ethos of adults, empowering students to minister to their friends. For this shift to happen, students must be given the responsibility and authority to shape what the youth ministry looks like. It can't be just them setting up and cleaning up but have real authority to shape what is done and the responsibility to pull it off. When students are empowered to do this, their buy-in goes way up, their investment in the success of things increases, and their pride in it grows. Students are much more likely to invite someone to something they have planned compared to something we

have planned for them. When students are empowered, they grow. Students often don't know they are leaders until you tell them that they have an influence and an opportunity to reach their friends. When we embrace the fact that students know better than us, what their peers are interested in and inspired by, we can give students the authority to shape the games play, songs we sing, and the topics we teach about. Our guidance, God's wisdom, and encouragement will help this process flourish and create a very different experience of leadership for us and them.

MEETING UP

The frequency of your meeting with student leaders can range from weekly to monthly but making it known when you are going to meet and why is important. Meeting with them should be a mixture of practical leadership teaching, spiritual discipleship, prayer, and planning. Many students are natural leaders but teaching them how to lead like Jesus is not as natural as it is so different than the leadership models represented by our world. Having students see themselves leading through servanthood is a skill that is caught and taught. It is learned by the way we lead them, it is taught through the example of Jesus and reminding students through devotionals and lessons in leadership meetings will reinforce the posture of leadership that the Bible teaches. Practically speaking, leadership is learned through trial and error and the more we are able to give our students opportunities to plan, dream, and execute the elements of your youth ministry, the more they will grow as leaders. Give them the chance to fail and the support to make doing so safe.





JON CALDWELL

Student Ministry Pastor at First Alliance Church - Calgary, AB

jcaldwell@facalgary.com

Staff:

1 full-time Pastor, 3 apprentices and a part-time admin

Context:

Multi-campus Church with 3500 attendees, with campuses in the SE and SW Calgary. Our local schools are Grade K-4, Grade 5-9 and Grade 10-12.

Student scope:

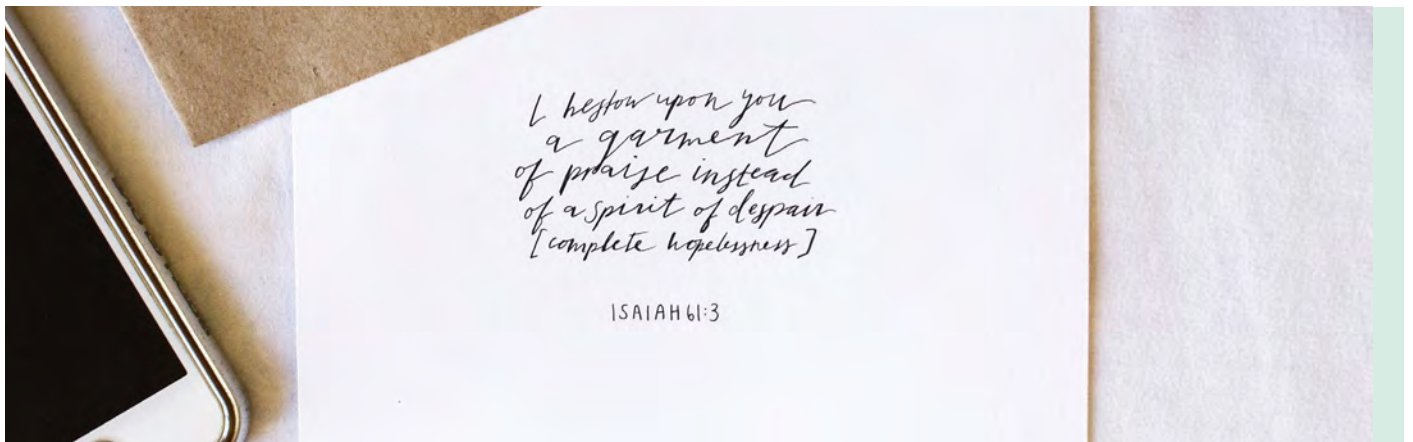
Our student ministry is Grades 5 -12. We break it up as 5-6, 7-9, 10-12. Our weekly attendance is 200-250.

Leaders:

We have 80 adult volunteers in a range of roles from tech, hospitality, small group leaders, and worship.

When do you meet:

Our Jr. and Sr. Highs meet Wednesday nights from 7-9. We go from September - June with a decreased summer program. Monthly we have events, about half of those events happen on a Wednesday night, the rest are Friday nights. Our 5/6 program runs during each service September to June with the exception of long weekends, which we call Worship Together Weekends and students join the main service. They have monthly Friday night events.



What does a night look like?

Our facility is large enough to accommodate having our Jr. and Sr. High on the same night while running separate programs. Weekly we bring the groups together for a game and a time of worship. Our teaching is done together or separate depending on the week/topic and each group ends with small group time. For the most part, small groups are divided by grade and gender, we do have a group that is mixed genders.

	Grades 5-6	Grades 7-12
6:00	Leaders Meeting	
6:15	Students Arriving	
6:30	Hang Out	Leaders Meeting
6:45	Announcements / Games	Students Arriving
7:00	Teaching	Welcome
7:15	Small Groups	Games / Worship
7:45	Dismiss	
8:00		Semon / Message
8:30		Small Groups / Snack
9:30		Dismiss



SMALL GROUPS

Introduction

Where, then, does the grace of God... seeking personal communion with God and... kingdom on earth and in the world. And if... their communion will not be just words... your hand, and our petitions will not be a... "for our many words" (Matt 6:7) on the...

This book will show that prayer is both... with God. These two concepts go together... work for deepening our prayer lives. The... adoration, confession, thanksgiving, and... ties as well as profound experiences. We... his glory; the intimacy of finding his gra... help, all of which can lead us to know... prayer, then, is both act and intimacy... every time we pray, but each of us... the course of our lives...

and Carolyn Noyes... written

14

SMALL GROUPS

At the core of many youth ministries are the small groups. This can be a safe place for students to wrestle with who Jesus is and to confide about the struggles of life and family. Small groups are a place for students to be heard and to belong, being known and valued as individuals. These are sacred spaces and here are some ideas and strategies to developing a great small group culture. It is hard to overstate the impact on the life of student that an invested adult can have. Small groups are a scalable way to replicate influence at a personal level and whether you have 1 small group or 40, the impact and importance doesn't change. Small groups offer peer interaction and are an important opportunity for students to express doubts and ask questions in a safe place with peers.

BUILDING TRUST

Trust is the catalyst of great conversation and it doesn't come easy. Bringing a group of teenagers into a room does not guarantee anyone will talk, that environment must be cultivated by the leader. The leader's job is to make students feel safe to share hard things, doubts, struggles, and invite their peers to respond, encourage, and to pray for their friends. The leader is a facilitator more than an expert and the objective is to help the conversation happen, not simply ask questions for the sake of getting the answers we want to hear.

ESTABLISHING YOUR GROUPS

Laying out your small groups can be a daunting process, different grades, genders, personalities, and maturities mean that you need to be thoughtful about how you put people together. Most groups are divided by age and gender, but the size of your group might not allow for that division yet. So be thoughtful and ready to adjust as you place students together. And if trust, discipleship, and learning are the objectives, then that should inform the way you divide your group.

In order to give student time to connect, it is typical to have the small groups numbers to be in the range of 4 - 12 where everyone's questions, opinions, doubts, and ideas can be voiced and heard. The capacity of the leader, or leaders, in the small group will also be a factor; your leader might overstate their ability to lead larger small group when splitting it might

It is important to consider when you are planning small groups to take into consideration that you might have students who are wrestling with/are identifying as another gender (etc). How are you going to respond to that as you direct students to a particular small group? Small groups in some student ministries are organized around mixed gender groups and, whether by default or by design, simply avoid this dilemma altogether. How you implement your answer to this question may depend on your particular response to the subject but it will have an immediate impact on your ministry to this student and their ability to hear anything further.

WHERE TO MEET

The space you meet in will have a direct impact on the success of your small group as the physical environment will have an emotional and spiritual impact. Pay attention to factors that will contribute or distract from a sense of comfort, safety, focus, and attentiveness in your group. Several groups meeting in a gym could make it hard to hear and will have students nervous to share if they fear being overheard, while having Jr. Highs meet in a



KidsMin room simply provides them with a hundred distracting toys. Having kids sitting on the floor may lead people laying around and even falling asleep.

Don't underestimate the power of consistency for your group. The consistency of where you meet matters because small group momentum is built off of the trust formed the week before, so make sure you commit to having small groups regularly. Consistency of location matters, because students having a familiar space to meet in builds security for your group. A consistent leader is the most important factor, leaders that commit, invest, build trust, and cultivate relationships encourage students to stick around.

WHAT TO DO WHEN WE MEET:

1. Welcome:

Say hello, introduce new students, call everyone by their name. This is the time for announcements and housekeeping.

2. Check in:

Take a few minutes to let your students share about their week. High/lows or some form of sharing will open up the room and invite them to get comfortable with speaking. Just do your best to not let this take over the whole small group time.

3. Questions:

Having small group questions of some kind is key. These will be the guide to the conversation. Your high schoolers might get through them all, while middle schoolers might barely scratch the surface. The questions should be open ended and focused on students being able to have a dialogue about what was taught, to wrestle with the truth, and make it their own. Leave lots of space for discussion and discourage your leaders from talking too much. In Grade 7, your leaders will do 80% of the work in the group, by Grade 12 that will be less than 20% (we have included a sample set of Small Group questions in the Appendix)

4. Pray:

The small group is the place for a student to gain experience in praying out loud. Teach them in uncomplicated ways to pray for themselves, then for one another. Making time to pray for the things that are burdening them is important and giving them space to pray for the needs of their peers will build trust.

5. Follow Up:

Your small group leaders function as pastors to their students, so as the shepherds they should be following up with students about things that come up, struggles that are shared, etc. Checking in is a powerful way to tell kids they matter.

MANAGE YOUR EXPECTATIONS:

The small group time won't always be a win. Sometimes excess energy, a long weekend, or some drama in the group can derail a meaningful conversation. For leaders of younger students this can be disheartening if the conversations are regularly derailed or ineffective. The truth of the matter is, that our job is to do our best to create an experience that buys us another chance. Even if it went off the rails, was totally rowdy, or the conversation was flat we can still ensure that there was trust maintained and care shown to the students.

When we can do that, at a minimum, we have hopefully earned another chance for them to come and hear the Gospel next week. It isn't always hard, and quality of the group time and conversation improves each year, so be patient and remind your leaders to do the same.





DUANE JUKEMA

*Youth Pastor at Valley View Alliance Church-
Newmarket, ON*

duanej@valleyviewalliance.com

Staff:

1 full-time youth pastor (children, students, young adults, and families)

Context:

Suburban church with 220 attendees; City of 85,000; 30 minutes north of Toronto. Schools are Grades K-8 and 9-12.

Student scope:

Grades 6-12 with an average weekly attendance from 25 - 45 students and 12 leaders. Jr. High is Grades 6-8, and Sr. High is Grades 9-12.

Leaders:

We have approximately 20 adult volunteers in a range of roles from tech, worship, hospitality, small groups, prayer teams, security, volunteer bus drivers, and Sunday school teachers. We have a student leadership team of 5-10 Sr. Highs that help plan events and host/run most of the weekly youth nights. They are a key part of our ministry model.

When do you meet:

Sunday: Jr. High Sunday school class; students are dismissed for a 45-60 minute class during the sermon. Friday Nights: Grades 6-12 meet up with Grades 9-12 later for more small group time. Youth programming runs with the school year from September to June, focused on weekly Friday nights and additional monthly events. Included in these events are 3 weekend camps and a year-end camp-out for all grades.



What does a night look like?

Each night has a mix of games, worship, teaching, and small groups. Small groups are divided by grade and gender and led by one to two adult leaders with 3-10 students, meeting in the same space all year. In years where we have had higher attendance, we will split off the Jr. Highs for games as often as possible. We have a high priority on both Bible study and care for our small groups and set aside 30-45 minutes for the Jr. Highs and 60-75 minutes for the Sr. High; some groups meet even longer.

Fridays	Student Leaders (Grades 9-12)	Grades 6-8	Grades 9-12	Adult Leaders
6:00	Student Leaders Dinner or monthly potluck	Monthly Potluck	Monthly Potluck	Monthly Potluck
6:30	Mingle / Welcoming	Drop-in / Hangout	Drop-in / Hangout	Arriving
7:00	Worship / Games	Welcome / Games	Welsome / Games	Arriving
8:00	Lead Worship (Student Team)	Worship / Message	Worship / Message	Worship / Message
8:30	Small Group	Small Group / Bible Study	Small Group / Bible Study	Small Group / Tuck Setup
9:00		Dismiss / Hangout / Tuck Shop	Small Groups	Small Groups / Student Follow up / Connecting with Parents
9:30	Clean Up	Pick Up	Dismiss / Hangout / Tuck Shop	Student Follow up / Connecting with Parents

EVANGELISM



EVANGELISM

We want every student in our ministries to have repeated opportunities to hear and respond to the Gospel. We have to get serious about reaching people who are far from God. We have to get serious about prayer and the power of the Holy Spirit. [Pray for your students and the people in your life network by name every day!](#) You can make it your aim to pray daily, fast weekly, share the Gospel, and train others to make disciples.

We often think our testimony is “I grew up in a Christian home...” Our testimony is the truth of what God has done in our lives! It’s like a play-by-play of the greatest events in our lives! Below are some questions that you can work through to understand your own story better.

Does the Bible ever use the phrase “accept Jesus into your heart”? What does the Bible say?

Read Acts 16:31 and Acts 2:38

How did you learn about Jesus?

What was your life like before you placed your faith in Jesus?

What impacted you the most about Jesus?

When did you place your faith in Jesus?

What difference has He made in your life?

Why do you follow Him?

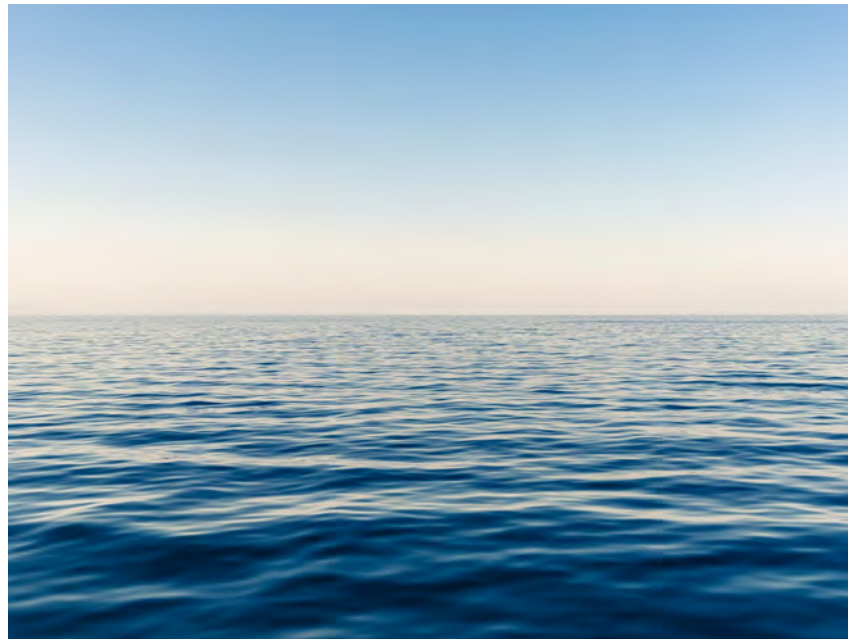
How have you seen God at work in your life lately?

Now that you have a better understanding of your own story, here are a few phrases that can help you start a spiritual conversation:

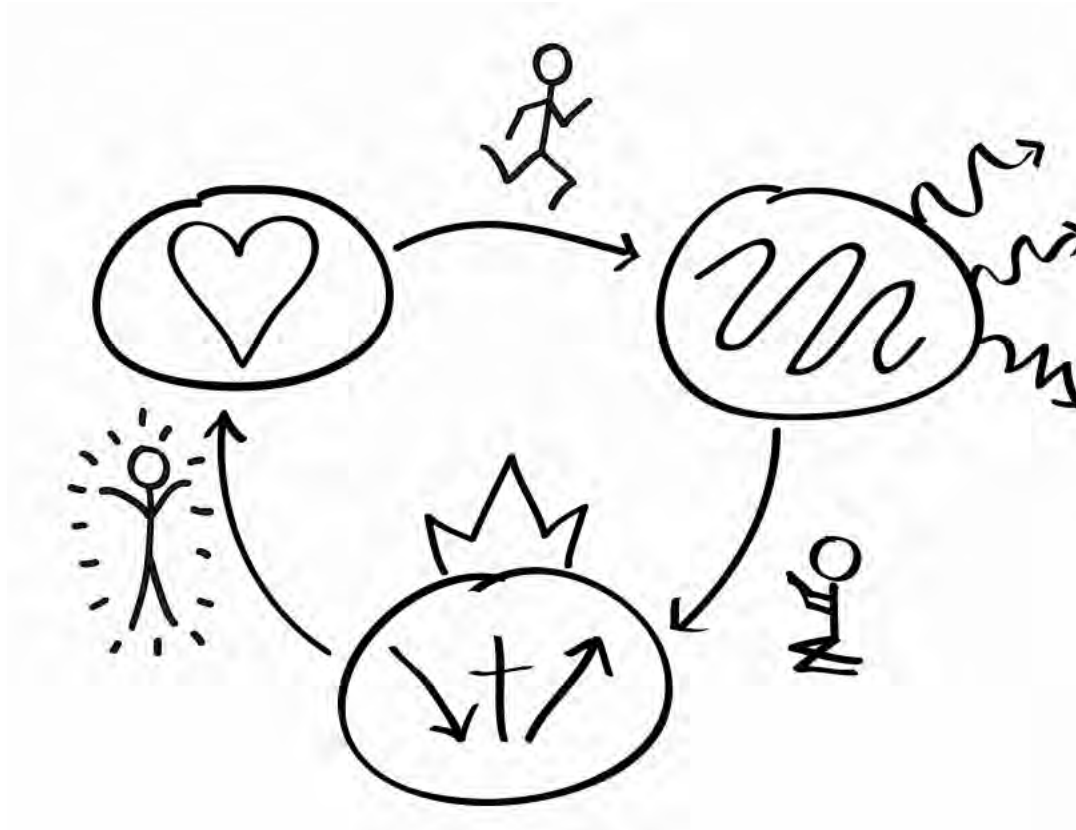
Can I tell you about something that changed my life?

If you look at the world around us, it won’t take long to discover that our world is broken...

Do you ever wonder what the point of Christmas really is?



There are many strategies you can research and utilize to share the Gospel like the Romans Road and the Bridge Illustration. Here is one conversational method you can practice and use to turn the conversation towards the Gospel using the [Gospel in 3 circles](#) method from [No Place Left](#). A [3 circles video is also available on YouTube](#).



How would you describe our world?

How does the Bible describe it? Psalm 51:3, Romans 3:23, 3:20, 6:23

Has it always been this way? What was it like? Genesis 1:26-27

Is it possible to get back to God's design? What does the Bible say? John 3:16, Romans 10:13, Romans 5:8, Ephesians 2:8

What is the Gospel? Justice, Good News, love, hope, etc.

What happens if people don't know the Gospel? Don't trust in Jesus?

SALVATION INVITATION

Looking at the 3 circles diagram, where would you place yourself, in God's design or brokenness? Where would you like to be? Would you turn away from your sin and believe in Jesus?

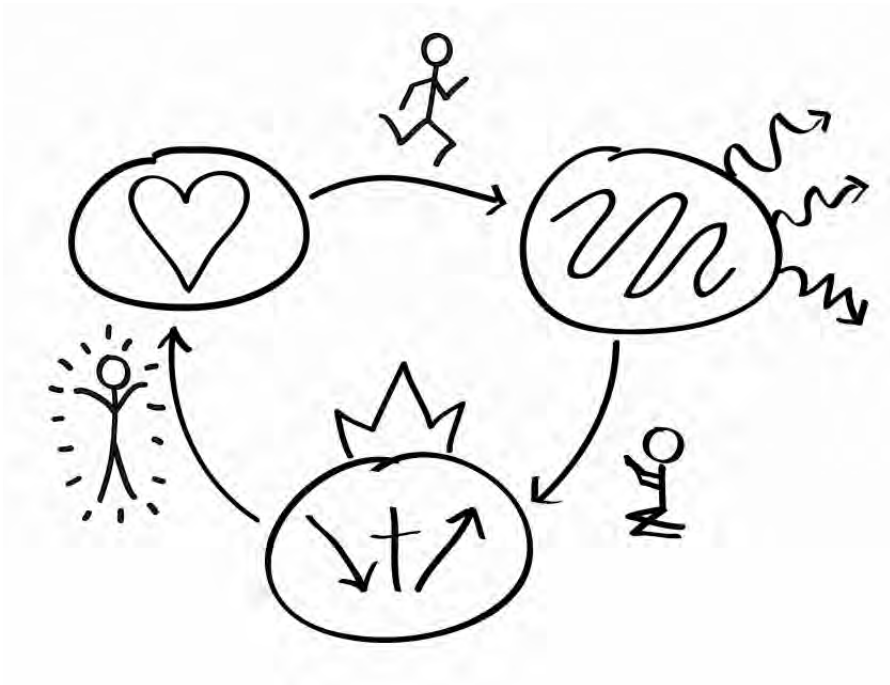
Once someone places their faith in Christ, then what? Ephesians 1:13, 2 Corinthians 5:17, John 1:12, 1 John 5:13

As we share the Good News, our confidence is strengthened, especially when we know what we're saying and knowing it's rooted in the Word of God! When we know the Word inside out, it becomes possible to saturate our lives with the Gospel. Here are some verses to memorize and internalize as you share the Gospel that are often called the Romans Road to Jesus: Romans 6:23, Romans 3:23, Romans 5:8, Romans 8:1, and Romans 10:9-10, 13

As you share the Gospel, be aware that some of the common words we use in faith conversations may need some explaining.

- Sin – missed the mark - we've missed the mark of who God created us to be
- Repent – change; change direction.
- Believe – trust or put our faith in the person and work of Jesus
- Gospel – Good News -

Jesus died for the ways in which we've missed the mark of who He created us to be, He was buried, and God raised Him from dead - conquering all our brokenness so that we can be forgiven. 1 Corinthians 15:3-4





MATT GAW

Youth and Family Pastor at South Gate Alliance- Calgary, AB

mgaw@southgatealliance.org

Staff:

1 full-time youth and family pastor (English congregation has also a lead pastor and children's pastor)

Context:

Church with 350 attendees in the SW corner of Calgary. Three congregations: Cantonese, Mandarin, and English. All congregations send their children, or youth, to the ministries in English. SGA is a predominantly Chinese immigrant church yet much of the English congregation are Canadian born Asians with a growing demographic of non-Asians, with the aim of being a multicultural church.

Student scope:

Our student ministry is Grade 6 -12. We break it down to Jr. High(Grades 6-9) and Sr. High (Grades 10-12). Our weekly attendance is 30-40 students on Friday nights.

Leaders:

We have 7 adult volunteers who help in small group leadership and Sunday school teachers.

Vision Statement:

"We exist to help our friends take one step closer to Jesus every day."

When do you meet:

Our youth fellowship meets Friday nights from 7-9 p.m., usually at our church building. We run our ministries September-June and arrange for spontaneous summer ministry. We have two discipleship classes that run on Sunday mornings for an hour at 9:15 a.m. and 12:00 p.m.



What does a night look like?

We aim for every second Friday to be small group focused (separated to 4 groups, Jr. Boys, Jr. Girls, Sr. Boys and Sr. Girls) where we share from the Word of God, discuss what it means and how we can live differently knowing Jesus, and care for each other's needs. The nights that are not small group focused can be a service event, fun event, outreach event, or joint with our other SGA congregations or church as a whole.

Values

We value discipleship and involvement. Our church wants to get youth serving, giving, worshiping, loving, and living the Gospel. We desire that no one be a spectator but is given a chance to follow Christ in a tangible way where their passions lie. This is done through bringing teens into opportunities like small group leadership, peer soul care, and worship leadership.



6:00	Setup
6:30	Students Arrive
7:00	Worship
7:20	Announcements
7:30	Teaching
7:50	Small Groups
9:00	Dismiss



MISSIONS

MISSIONS

Youth ministry is an adventure and the Great Commission implies missions. When you mix missions and youth, you definitely have an adventure!

But planning a youth missions trip is a lot more than booking flights and packing VBS material in another language. It also shouldn't be voluntourism, poverty tourism, or a vacation with diminished (or increased) guilt.

KNOW WHAT YOUR GOALS ARE

Are you looking to expose your students to third world poverty, rescue orphaned animals, or evangelize to people of a foreign language people?

Let's be honest here for a minute: Most missions teams are not there simply to solve a problem or provide a VBS. Often different teams repaint the same mission walls or maybe leading a Kids Camp or VBS, with the help of interpreters, to the same kids as another team did last week, and will do the week after.

These activities are often of greater benefit to our team than to the recipients or the missionary. Being aware of the tensions involved and having clarity on your goals will help you communicate effectively while planning with your site partners.



GETTING STARTED

The most effective and meaningful way to engage in student missions is to find a partner and ask them what they need. Work with them to support what they are doing in a way that fits their work. The work that mission teams do when on a trip could sometimes be done a hundred times by employing locals for less than the overall trip cost of having a team there to complete the same task.

Our purpose for student missions is to take students out of their comfort zone and engage them in the mission of the global Church. When we can provide them an experience of missions, they have a frame of reference for

1. supporting missions work in their local church
2. providing an experiential reference where the Holy Spirit could call someone to missions.

Exposing your students to the realities of missions is far more important than having a good trip.

Each mission trip will have a specific set of secondary objectives. These might be evangelism, work projects, or vision casting for longer-term engagement from home. Identifying these will have the most significant impact on the schedule and team. These decisions are best made in communication with a missions partner who will host your group, and whose ministry you are supporting.

SELECTING A TEAM

Using a model similar to that in the appendices (Student Ministries Short-term Strategy) will assist you in forming a team. However, if your context does not want to implement this level of strategy and you are needed to run a trip, here are some helpful steps to take.

Start by identifying two others who will join you to form the core leadership of a team. For major and international trips, it is helpful to recruit someone who is capable or skilled for basic, or advanced, medical emergencies and someone that can be trusted with security. These may, or may not, make up your core leadership team, or simply supplement it as members with key skills and capacities.

The goals of the trip itself will define what students you will be able to take. Teams that intend to partner with a local church/ministry to do evangelism will be likely to give extra consideration to spiritual maturity. Task teams may require less faith experience, but don't assume that this means their character isn't important. One of the most important parts of selecting members for a missions team is their character. Once you leave your home city and/or country, you won't want to have to worry about leaving a negative impact on the local community.

A real concern for missions partners is having to rebuild bridges with the people they are trying to reach. Your team members must all be able to represent Christ, your local church/youth group, as well as your local partners, whose ministry will benefit, or suffer, as a result of your presence with them.



APPLICATIONS AND INTERVIEWS

[Applications](#) provide you an opportunity to get a first glance at student interest and it often provides a deeper glimpse into the mind and heart of a student. Thorough applications can help a student articulate a variety of things and help you understand your students better even beyond your particular missions trip. It will also help provide you with a broad picture of the team makeup... allowing you to know if you should recruit someone with a specific skill (ie someone trained for medical emergencies).

Interviews will provide you with an opportunity to follow up on things you didn't know already, or push back on overly simplified responses. Using a scoring matrix in the interview can help move the overall outcome of interviews from a general sense to reflecting on the answers to specific questions. This is particularly helpful when you have to choose between applicants and want to demonstrate a process that isn't completely subjective.

Use an interview as a teaching opportunity. Be intentional to help students see where they can begin to think or engage more deeply in their faith. While it may be important to you for a student to feel comfortable, asking difficult or tough questions is even more important. There are many surprises you don't want when you are already juggling a team in a new location, and even just the opportunity to encourage a student to articulate themselves on self-awareness and questions of faith.

TRAIN FOR LIFE AND PLAN FOR EVERYTHING

Training is a blueprint for two things: preparation and team building. Equipping your team in preparation for any mission allows you to equip them with faith life skills.

Use the opportunity to equip them on faith essentials that will benefit them beyond this team experience. You should also begin with activities and events designed to strengthen relationships and identify skills and roles in group dynamics.





DAVID PEARSON

*Église Acm de Farnham & Église Évangélique
Farnham*

pearsdave@hotmail.com

Staff:

I'm a part-time youth pastor.

Context:

I have the privilege to work for two different churches. Each church has around 30 attendees on Sunday. We have a regional youth ministry, most of our student come from the churches but a third come from outside of the church.

Student scope:

Our ministry reaches teenagers and young adults, most of our attendees are young adults. On a good night we can have up to 20 people but most of the time we are around 15.

Leaders:

6 young adult leaders.

When do you meet:

Every Saturday night at 7:30 during our school year with occasional Sunday afternoon activities. During the summer we meet around a campfire. The idea is to stay in contact during summer and have a casual teaching times.

What does a night look like?

Games, worship, and small groups that are separated by age. We also have a choir practice for Christmas and Easter, those who don't know how to sing have a games night.

7:00	Leaders Arrive
7:30	Students Arrive / Hang Out
7:45	Announcements / Games
8:00	Worship
8:20	Message / Small Groups
9:00	Snacks and Goodbye



YEARLY PLANNER

2019

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER

SUN

MON

TUE

WED

THR

FRI

SAT

SUN

MON

TUE

WED

THR

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STRUCTURES

STRUCTURES

How you structure your youth night, just like most other things comes down to context. What works in a city likely will not work in a small town so knowing your context is key.

Here is a sample structure for a weeknight at First Alliance youth in Calgary, AB.

	Grades 7-9	Combined Nights	Grades 10-12
6:30	Leader Meeting	Leader Meeting	Leader Meeting
6:45	Students Arriving	Students Arriving	Students Arriving
7:00	Welcome	Welcome	
7:15	Game / Worship	Transition to Gym	Welcome / Game / Worship
7:45		(7:55) Transition Back to Theatre	
8:00	Sermon / Message	Sermon / Message	Sermon / Message
8:30	Small Groups / Snacks	Small Groups / Snacks	Small Groups
9:30	Dismiss	Dismiss	Dismiss

We have both our Jr. & Sr. High groups meeting on the same night in different parts of the building.

INTIMIDATING?

As you can see our schedules for the night are basically the same. The reason Jr. High starts right at 7 is that twice a month we have them join our Sr. Highs for games and worship. We always want to gather them separately and teach them separately. We do this to remove the intimidation factor of a Grade 7 student walking into a room full of high school students.

Teaching them all together is a challenge with the age gap which is why we do it separately. I know this may not be a possibility for everyone but I would encourage if you can separate the group, do it.

ENGAGING GAMES

Games do not have to be high energy every week, they do need to be engaging. I learned a number of years ago that if a game is engaging a student will be in and it really does not matter what it is. Games break the ice, for the new student it relaxes them and it can take a student who is a wallflower and bring them into the group, it is hard to not engage when the whole group is having a good time.

Another benefit of games is that they can bring a group together to work towards a common goal, building community with the current group and the new students entering the group. We start the night with a game to break down walls and create a relaxed atmosphere.

Prizes are always a great incentive, I often do not show them until a random time after the game has started. Some of the best advice I heard was from Doug Fields, “points are free.” Give them away like crazy, don’t stick to the simple 10’s and 100’s. Give millions and trillions. A key to games is to leave them wanting more, find the line of the game dying and you ending it before it dies.



MATCHING ENERGY IN WORSHIP

For worship, we usually play three or four songs. The song we start with depends on the energy level of the game. If we have a high energy game, keep the energy up with high energy song. If it is a low key game, come in low key but build it up and always bring it down before the talk. It is not fun being the speaker after a high energy song when none of the students want to sit down.

In our context, we have the ability to do live music, but not everyone can. You may never do live music and not everyone will engage in a YouTube worship video, some will though. You can still create a time of worship, playing worship music as part of the mix of songs, but try to do it at a strategic time, you wouldn't want a calm worship song during a high energy game. But use music to set the tone. As we know worship is not all about the music.

THE TEACH

With talks, keep in mind they most likely have just spent all day in school listening to someone speak at them. I once heard it said, "if you can't say it in 20 minutes don't say it at all." I don't fully agree with that, you probably should say it, but I try to work it down to 20 minutes or less. There have been times where I spoke for 50 minutes, but when you are engaging, or talking about sex, students can handle that length. Every talk is different, some talks I go in depth, others I do not. Every student will react differently to different talks. The one thing I do is give them a biblical foundation to build their small group discussion off of. Something to remember is to bring the passion, if you bring the passion, students will follow. Passion looks different for everyone but we all have an authentic passion that students notice.

TIME TO DIVE

Small group time builds off of the talk, leaders and students take a deeper dive into something that stood out to them. I give leaders a guide but always remind them, "it is a guide, you are their pastor and know them better than I do, so go where you need to go with the discussion." For my leaders, this has given them freedom and we have seen great growth in our students because they are having conversations where they are at in life and our leaders are pointing them to the next step in their journey.

SNACKING SMALL GROUPS

We also give them snacks during small groups as we have found this calms the students and they have better discussions while eating and drinking.

CONTEXT IS KING!

That is what our nights look like, but my context is not yours. When I was in high school, I lived in small-town Saskatchewan. Our youth leader was a parent from the church. Our youth nights were not complete chaos but were very unstructured. There were maybe 15-20 of us on a good night. We ate, hung out, played video games, and then had a Bible study, which was the only time the parents came into the basement where we all were—except for the time I wrestled my best friend through the wall. This was my memory of the youth group and I would not change a thing. Though, having an adult more present would have been beneficial for us all, so I highly recommend at least two adults be present.

When the weather was nice it was all about being outside playing crazy games that only farm kids would really understand, but we would always end up around the fire looking at Scripture and whenever someone who could play guitar was there we would sing some songs. There was nothing flashy about what we did, it was rooted in community and Scripture.

Your group may be somewhere in between the two. Geoff Stewart from Peace Portal Alliance has a great structure which allows for overlap and still has separate teaching. They give their Jr. High and Sr. High unique start and end times to allow them to have their own experiences and combine them for worship. The rationale is that they can have maximum energy and critical mass, as well as taking advantage of the space available and teams available to use them all to their fullest potential.



Grades 6-8

Grades 9-12

6:30	Games in Gym	
7:00	Semon / Message	Students Arriving
7:20	Welcome / Game / Worship	Welcome / Game / Worship
8:00	Small Groups	Sermon / Message
8:30	Dismiss	Small Groups

It may take some experimenting to find what works best in your context but I hope this gives you a starting point. Talk with your team and pray together about how you might set up the different blocks in a way that suits the spiritual development of your students best.

Someone once told me that their goal each week would be that every student that came into their building regardless if they could speak the language, could experience the joy that comes from having fun. They believed that fun is a universal language and creating environments that are fun will buy you another week and another chance to communicate the Gospel.

Having elements of play as a part of your youth group works as a means to disarm students. When they have fun, they relax and allow themselves to be themselves. Laughter and play are gifts from God and a great way to make people feel comfortable and welcome. Having games and events are great ways to engage students, to help them experience a glimpse of what life in its fullness is really like as described in John 10:10.



MARK RILLING

Outlook Alliance Church - Outlook, SK

markrilling@live.ca

Staff:

I'm a full-time youth pastor.

Context:

Our Church averages around 100-120 people from the town of Outlook (2500 people) and the surrounding areas. There are two high schools in Outlook, a public school, and L.C.B.I. a Lutheran school, which goes from Grades 9-12.

Student scope:

Our youth group goes from Grades 6-12. Our weekly attendance is anywhere from 15-25 depending on the night. There are seven leaders who help between Tuesday and Friday nights.

When do you meet:

We meet on Tuesday nights from 7-9 for Bible study and worship. Then most Friday's a month (3 of the 4) we have youth at the church from 7-10 doing different events and activities throughout the year. Both of these run September-June.



What does a night look like?

On Tuesday nights we have game, snack, small group, Bible study / video study, and then we conclude with a time where people just hang out. On Friday nights we have an event, we usually try and have a break for snack and a short devotional during these nights. After 10:00 we “officially” end but we invite any older students who want to stay upstairs and play board games for a while which usually takes us to 11:30.

	Grades 6-8	Grades 9-12
6:30	Game in Gym	
7:00	Sermon / Message	Students Arriving
7:20	Welcome / Game / Worship	Welcome / Game / Worship
8:00	Small Groups	Sermon / Message
8:30	Dismiss	Small Groups
9:00		Dismiss

A group of people is gathered outdoors at sunset. The scene is filled with warm, golden light from the setting sun, which is visible in the background. In the foreground, a man on the left is looking towards a woman in a purple patterned top who is gesturing with her hand. To the right, another woman with sunglasses is looking towards the center. The background shows several other people, some with their backs to the camera, creating a sense of a busy, social event. The overall mood is relaxed and festive.

**GAMES AND
EVENTS**

GAMES AND EVENTS

Fun transcends age and culture and games are a great way to achieve this. Many youth groups include games as a regular part of the strategy and here are some things to consider when planning games:

1. Who is playing:

A good rhythm to consider is changing between games that involve all students and games that involve a few, where other students can watch rather than compete. The goal is to make sure that the people who are playing want to be involved and that any humour never comes at the expense of a student.

2. What we are playing:

Choosing games that are easy and fun to play, where the goal or objective is clear. Nothing is less fun than an overly complicated game where students don't know what is happening.

3. Why are you playing:

Active elements in the service are incredibly helpful to help students relax and disarm, they help student let their guard down, laugh, and be themselves. These times help student mix together, connect with each other, and work together. Games can be used to illustrate your message or build into the teaching time, so be thoughtful about choosing elements that compliment the direction of the night.



EVENTS

Major events and theme nights are great rally points for students, they often have attendance spikes and can be serious momentum builders if you do them well. A few things to consider about events when you are planning them:



1. Why am I doing this:

Events are great, but they should always build to something. Know why you are doing your event. Are you trying to get students to invite their friends? Are you going to present the Gospel? Are you celebrating something? Are you creating an alternative event to something that is happening in culture? Having a why will help you know if you actually obtained your goals.

2. Costs:

Events don't need to be free because that's not how life works, don't be shy about charging for the event. Plan ahead, set a reasonable attendance goal and work within our budget. When students pay, they have skin in the game and feel like they are invested in the experience.

3. Include students:

The most successful ones are the ones where student are able to help, plan, and execute. The difference of a student inviting their friends to an event that the leaders planned vs one that they and their friends helped plan is dramatic. Raising up student leaders who are passionate to invite their friends to church is helped by letting students shape what they are inviting their friends too.



IMMANUEL GARCERA

*Central Edmonton Alliance Church -
Edmonton, AB*

immanuelgarcera@gmail.com

Staff:

2 part-time pastors (Youth; Young Adults)

Context:

Church with 150-200 attendees in central Edmonton.

Student scope:

Our student ministry are ages 13-17. And our weekly attendance is around 10 youth.

When do you meet:

Our youth meets Saturday nights from 5:00-7:30. We have Bible studies all year round despite the decreased attendance during summer time. We also have monthly events for youth to invite their friends to. We have a night devotion, lots of games, and fellowship.

What does a night look like?

Because our group is small, we host a small Bible study every Saturday for about an hour or so. Before that, we play games and worship. After our Bible study, we split up into guys and girls

for small groups. After our night is over, we usually go and have fellowship over food (this is completely optional). Wherever we choose to hang out after is where the kids get picked up from or we give them a ride home if we get consent from the parents.

Ages 13-17

5:00	Arrival
5:30	Games
6:00	Praise & Worship
6:15	Bible Study
7:00	Small Groups
7:30	Program End / Dismissal
8:00	Fellowship (Optional)
9:00	Fellowship Ends



TRANSITIONS

TRANSITIONS

When we step into a new role on our first day, we rarely think about the fact we will have a last day in that role. Your departure might be your choice, it might be that of the church, but regardless of the circumstances it is vital that we be Christ-like in that process. Our leadership must be lived up with the knowledge that each of us are replaceable to some extent, and the healthier our leadership is, the more easily we are replaced as we have raised up those around us to be able to lead like us.

Most youth pastors and leaders will transition at least once in their ministry career. There are not many people who retire after serving in one spot in youth ministry (but it does happen) Ignore any stats you may have heard from a friend about how long the “average stay of a youth pastor” is—they are likely made up, wrong, or misinformed. You can take steps to make sure you leave on good terms, even if you’re in a toxic situation. You may feel justified for having a bad attitude. However, you are empowered with the Holy Spirit to love others, when they deserve it and when they don’t. “Your attitude be the same as that of Christ Jesus” (Philippians 2:5).

SHARE THE LOAD BEFORE YOU GO

This is actually essential for any ministry. If you plan on staying for ten years or leaving next month, it is good discipleship to empower others to lead and serve. Sometimes churches and leaders will spend significant amounts of time learning from you on your way out. Other times, the church will be focused on picking up the pieces. They won’t realize that they needed to ask 1000 questions before you left and you’ll be gone before it’s too late. So, take care of some of these tasks:

- Students lists are up to date
- Leaders know how to lead the different areas of ministry (mentoring, games, small groups, worship, etc.)
- Leave behind a schedule or calendar for the next leader to tweak, use, or ignore
- CLEAN OUT YOUR OLD OFFICE - COMPLETELY! No one wants any curriculum that requires a VHS, CD, or even a DVD!

SPEAK WELL OF OTHERS

The people you leave behind have the opportunity to continue to build the Kingdom of God. So, plant good seeds and speak well of the leaders you leave behind on your way out. If you leave being critical, the collateral damage is most likely the students, and their faith journey is not worth compromising for the sake of a few callous remarks.

SEEK OUT RECONCILIATION

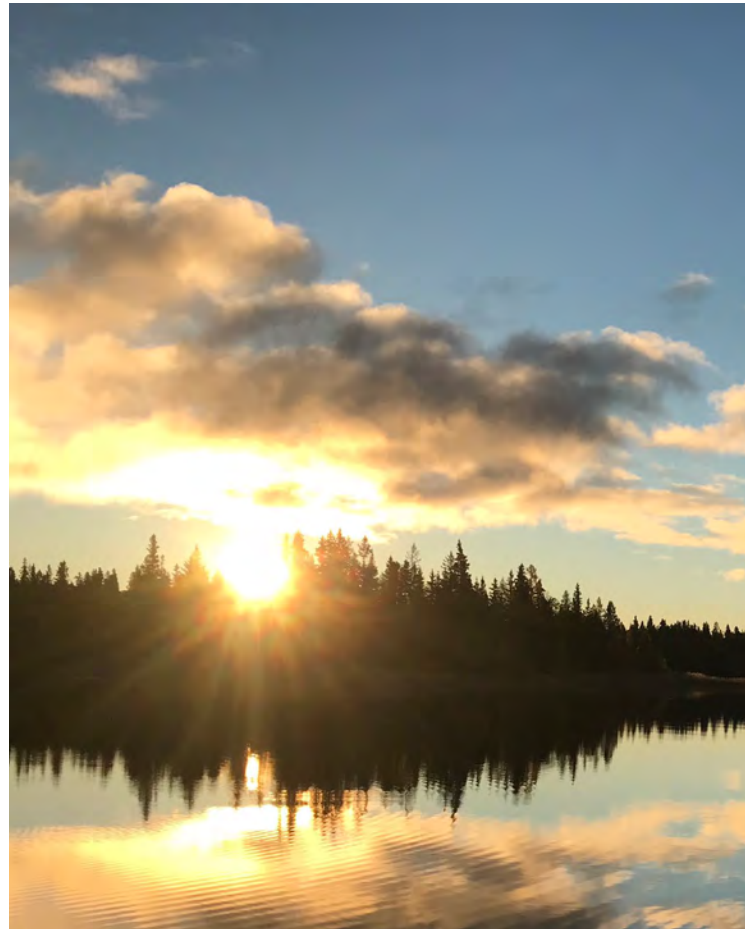
Do your best to leave on good terms with everyone. This may mean you need to ask for forgiveness or forgive others (Matthew 18) and leaving with wounds that are healing, rather than festering will allow you to move into your next role in a position of health.

SUBMITTING YOUR RESIGNATION

First, have a discussion with your lead pastor and/or district superintendent. A time frame for your departure can be flexible: Two weeks is on the shorter side, a month may be just right, 6 weeks is on the longer side, and 2 months is likely too long. Once you announce your resignation, people will begin to move on and ask questions. That process needs to take some time, but not all the time in the world.

SPEND TIME WITH PEOPLE

Regardless of the circumstances in your transition, you will likely be asked: Why are you leaving? Is this your choice or is someone forcing you? Do you care about us? Be sure to spend time with the people asking these questions. Regardless of the question and your answer, the time spent hearing them out will go a long way.



YOUR LAST MESSAGE

You may be invited to preach one last time before you go. Do not criticize anyone, at all, on your way out. Celebrate the church and the mission they have, keep it focused on Jesus and His Church.

Sermon Ideas:

-Things I learned from ABC Church

-Love your neighbours (Matthew 2:39, John 4)- I've seen you care about the community, well done and keep it up.

-Prayer is Powerful - thanks for praying for me

- The Bible is Key - thanks for allowing me the opportunity to open the Scriptures with you and learn with you

-Leadership Matters - thanks for being a great board of elders

-Keep on sharing the Good News

STAY GONE

Once you move on, do your best to entrust and pray for the ministry you left behind. As much as possible, don't get in the middle of church politics. Don't complain about them and don't talk about them so much that your new place thinks that your previous church was the happiest place on earth and gets jealous.

Check out this [Controlled Chaos Podcast from Bob Goff from May 30, 2018: Episode 0013- A Bad Taste in your mouth, Cooking with Crisco and Bob Goff.](#)





APPENDIX 1

Vision & Values

Values... all of our events and efforts of our program have purposes that fulfill our value statements. If we have ideas and goals that do not help us achieve our values and mission, we do not divide our limited energy on them (even if they are good ideas). These are our youth ministry's core values that reflect Christ's mission to **make disciples** (or in youth speak – connect teens with Jesus and help them grow!). We call the process **3D disciple making** !

Generic Youth Prayer Calendar

[Click here](#) to download a generic youth prayer calendar that you can use to assist you with how to best pray for your youth as individuals and as a group.

3D Disciple-Making Process

1. DISCOVER

1. **Hear...** The Bible says that faith comes by hearing God's word (Romans 10:17). We value the teaching and preaching of the Word very highly and believe that faith begins here.

2. **Pursue...** Once the message is heard and faith begins to develop, we want it to take root and grow deep; consequently, we want to help teenagers on the journey to make their faith their own. The best way for this to happen is not to spoon feed them more answers but to invite them on a journey of discovery where they can discover Truth, God, and faith for themselves. It is also an opportunity for them to begin to pursue God and His desires for their lives.

2. DEMONSTRATE

1. **Live...** Once a student has discovered faith, we want them to begin demonstrating that faith by trying to align what they are discovering and what say they believe with how they are living (James 1:19-27). It is essential, however, to do this in community with other believers and not alone. This is also why we will continually try and push students towards

both community with one another and with the greater body – i.e. we want them to go to church!

2. **Serve...** An essential part of demonstrating the life of Christ is to become a servant like He was; therefore, we will continually encourage students to embrace serving others as a necessary component of their lives.

3. DUPLICATE

1. **Heart...** we desperately desire God to duplicate His heart in the hearts of our teens. We can tell that this process has begun when teens start caring about the things Jesus cares about; when they start working on their hearts rather than just their behaviour; and when they begin to be transformed from within.

2. **Declare...** We want to reach unchurched teens (make new disciples!) as well teach our teens to value reaching out to their friends and equip them to share the Gospel. One of the things Jesus cares about a lot is lost people. It is our desire for teenagers to develop a heart for the lost in their own generation and to boldly declare the Gospel to their generation in the hopes of duplicating their faith in others.

Our desired outcome of making “3D” disciples is students who will STAND strong in their faith after they graduate...

The statistics of students leaving their faith behind when they graduate are totally depressing. We do not want our students to boost these stats; therefore, our main goal is prepare our students to the best of our ability so that when they move on to university/work and that their faith will stand instead of fall. Our job is to invest in students and equip them in order to give them the best opportunity to choose Jesus for life.

Spiritual Formation/3D Discipleship...

IMPORTANT... we are not the primary disciplers for students with Christian parents. Our role is secondary and is meant to assist parents in the discipling/spiritual formation of their children. However, we are the primary disciplers for community teens who become Christians but do not have Christian parents. Our investment in their lives is their life-line to discipleship.

Intensity vs. Regularity... It is very important for all Christians to learn how to maximize spiritual formation through both our regular lives and activities, as well as through intentional intense spiritual development opportunities. We do not want to create emotionalist spiritual junkies who go from spiritual high to spiritual high while crashing in between, nor do we want to promote stagnant spirituality that is often the result of a lack of intensity in one's spiritual journey. The key to healthy spiritual formation is a healthy balance between the mundane and the intense. Our youth program has intentionally built both of these aspects into it. Our regularly scheduled events such as Ignite, Fusion Groups, and Accelerate provide a healthy regular diet of spiritual formation. Our events such as ReCharge, YC's, and others provide a healthy dose of intense spiritual formation for our students.

A. The reason that we plan events that focus on intense spiritual formation is 2-fold:

1. The purpose of our trips is to provide an opportunity for intense spiritual formation in the lives of our students. It involves a sacrifice of time and money that you would normally use for something else. The effects of such trips are usually very evident in what happens to students on these events. The usual outcome is a re-centering on Jesus, a renewed passion for one's faith, and a revitalized sense of hope for one's future walk with God. If we can develop good spiritual formation habits early on in their lives, we hope our students will continue to strive for a healthy balance in the future.

2. Intense spiritual formation events (especially road trips) also create strong relational bonds between students and between leaders and students. What an intense event over a weekend can accomplish, would take months of regular meetings to replicate.

B. The reason Ignite is the main focus of our ministry (regular spiritual formation)

1. We believe that the preaching and teaching of the word is essential for making disciples. Paul says that this is where faith actually comes from (Romans 10:17)! We also believe that God always initiates, and therefore, will draw teens to the Gospel that we preach weekly. We believe that preaching to students (not just devos or spiritual chats) is essential for 2 main reasons:

- a. The word preached is powerful and can transform hearts. We have seen students changed and their faith strengthened by good biblical preaching.
- b. Teens need to develop a hunger for good biblical teaching so that it is a strong motivator when they go to college and try to find a church to belong to. Remember, our role is to prepare them for full integration into the body.

2. Community is a significant aspect of maturing in one's faith. This is why we break into small groups (Fusion) after the message.

3. Since our youth ministry is under the same mission as the church (go make disciples), our desire is to focus our energy on what God has commanded us to do rather than come up with our own mission. Truly, our primary goal as a youth minister is to be faithful to what Jesus has asked of us and go make disciples!!!

Our Leadership & Ministry

Our Mission as leaders.. our mission to make disciples is a relational one, and we always need to keep this in mind as we make 3D disciples of Jesus! This is how we keep it relational...

1.To push students toward Jesus... in whatever situation or circumstance our first action is to point students towards Jesus. He is the ultimate answer for us all, and we need His word and the Holy Spirit to guide us and be present with us. Remember, Jesus always needs to be part of all our relationships!

2.To pray with them and for them... students need prayer. It is amazing what barriers can come down in a student's life when we pray with them and for them. We are also teaching them to pray when we pray with them.

3.To walk with them... we don't want to simply listen to them and pray for them and then forget about them. Discipleship can only happen when we do life together, so we want to walk with our students through the good times and the bad.

What we need to accomplish our mission... in order to accomplish our mission, our own connection with God needs to stay healthy and needs to keep growing. How?

1. **Hunger for God** – we need to have a desire to know God better and to walk as Jesus walked
2. **Passion for Students** – we need to love students and desire them to become 3D disciples!
3. **Ready for Battle** – we are in a war, and therefore, need to be prepared for it!

What God expects of us... according to Paul the job of believers is to plant the seed of the Gospel and water the plants (1 Corinthians 3:5-9)—it's that simple! Let's not make it complicated!

What we are not (misconceptions of youth ministry)...

A babysitting service ... we are not here to provide child care for teenagers. We are not somewhere parents can drop off their teens so that they won't be out causing trouble.

In the “ fix my teen ” game... we are not here to “fix” students. We are here to build relationships with them, push them towards Jesus, pray for them and with them, and walk with them. It is our desire to show them God's love and model the type of life God desires us to live. In doing so, we hope to also gain trust as we speak truth into the lives of students.

An alternative to the world ... one of the things that has bothered me so much about Christians is our attempt to copy the world or to offer an alternative to whatever the world is offering. By this very act we have put ourselves in competition with the world. We are not trying to compete with the world. We are not offering something that is an alternative. Why would we want to be like the world? Jesus certainly did not take this approach; in fact He took the opposite approach. He offered something to the world that could not be matched or compared. He offered life in a world of death, light to a world of darkness, and the way to true fulfillment in life. That is what we want to offer too, not as an alternative, but rather as life-giving water to a thirsty generation.

A social club ... we do not want to run events so students can have better social lives. That is just about the most unattractive picture of a youth ministry that I can think of. Students already have plenty of opportunities to grow socially. They are at school 35 hours a week, they hang out after school, they go to movies, and to church. They do not need more events to help them socialize.

Here to entertain ... we cannot in a million years hope to compete with the entertainment business. Hollywood alone has about a \$70 million budget per movie, not to mention sports, music, TV, and other forms of entertainment. Besides, we believe that the greatest draw for students is Jesus not entertainment; therefore, Jesus is what we intend to give them!

Baptism Discussion Guide

What is baptism? (Matthew 28:19; Mark 16:15-16) It is a symbol of our union with Christ.

Discuss the following verses with the rest of the group. What do these verses tell us about baptism?:

Romans 6:3-5

Matthew 28:19; Acts 2:38; John 14:15,21

Luke 12:8-9

Colossians 2:12

What are the requirements for being baptized?:

Matthew 28:19

Acts 2:41

Acts 8:12

Acts 16:14-15

Acts 18:8

The reasons for being baptized:

Matthew 3:13-17

Luke 3:21-22

John 3:22

Matthew 28:18-20

Acts 2:38

APPENDIX 2

Pastoral Sabbatical Request

Eligibility:

Employment starting date: **February 1, 2008**

Minimum seven years completed: **February 1, 2015**

Sabbatical duration: **3 months**

Proposed sabbatical: **April 1 to July 1, 2018**

Purpose of sabbatical: **Personal renewal and ministry development**

Goals:

Personal Renewal

To recover from current spiritual, emotional, and physical fatigue: to find a time of rest and refreshing.

To Reset my Personal Schedule: develop renewing lifestyle habits and schedule.

To improve my spiritual, mental, and physical health: establish new personal habits for health

Professional Renewal & Ministry Development

To begin development of a reusable, editable 3-year Jr. High curriculum

- for use for Jr. High Sundays

- complete 3-year outline; specific lessons to be completed later

To reflect on student ministry goals and structure

Ministry Leadership

Student Ministry – Youth & Young Adults

Summer Student Grant Hire OR Volunteer

Have a paid summer position starting late April

- 2017 Canada Summer Jobs Application

Responsibilities

- Leader would wrap up ministry year
- Organize and facilitate the concluding ministry calendar
- Summer service opportunity for students

Leadership - Youth	Volunteers running small groups; substitute speaker to be arranged for Friday nights, work with student leaders or video-dependent on where we are at in the year/curriculum; May - 3 week relationship series
Leadership - YA	YA led ministry team to continue leading; team to continue to be developed this year; Summer Student Grant Hire to be involved in YA leadership
Leadership - Grant	Apply for Canada Student Employment Grant in January for University student Summer placement - ie Morgan Clark or other student

Benefits to the Church

Foundation for custom curriculum

- Outline prepared for Jr. High core curriculum
- Integrates into overall student ministry discipleship plan

Renewed energy and focus

Personal health and wellness

- Renewed energy for ministry
- Establishing new patterns for personal and family health

Preparation

Locate a spiritual director to meet with through the process

Canada Student Employment Grant Application submitted for January 2018

Fall 2018 Youth Friday nights small group curriculum in place by Easter

Schedule of volunteers covering youth events by November 30

Youth calendar/event coordination as follows

Fri Youth Nights

- Volunteers: _____ & _____ to oversee;
- _____ to support as available
- Student leaders _____, _____ to actively lead Friday nights
 - They currently run the night, while I equip & coach them along with a few younger student leaders
- Speakers: 7 Friday nights of teaching in April and May
 - _____, _____, possibly summer placement student
 - other: guest speaker & other pastoral staff as required

Jr. Camp-out – Friday June 15-17

- Campsite & water park booked March 1
 - Payment due at booking
- Would Ask
 - Volunteers (will ask _____ family or others) to facilitate meals
 - book a site for their camper
 - Parent (_____) to manage campsite equip (trailer, tents, campfire, etc)
 - Leader (_____) to facilitate overall camp management
 - Parent (_____) to oversee registration and transportation
 - Parent _____ to assist with driving again
 - Student leaders for worship and to assist leaders with students
 - Teaching: Leader and student leaders

Sr. Camp-out – Friday June 22-24

- Arranged with cottage host family by October 31
- Team:
 - Parent &/or volunteer to facilitate meals (_____)
 - Leader (_____) to oversee transportation (bus and watercraft)
 - in communication with host family
 - Leader (_____) to facilitate student leaders
 - 3-4 student leaders for worship and to assist with weekend
 - Teaching: leader and student leader

Sabbatical Calendar Schedule

Feb / Mar	tbd	Initial Spiritual Director meeting
April	2-14	Rest and Family
	15-30	Personal Retreat (7-12 days)
May	1-5	Spiritual Director Meeting
	6-12	Year 1 material overview (themes; theological points)
	13-20	
	21-31	Year 2 material overview (themes; theological points)
	23/30	
	25	Schomberg Fair & BBQ event
June	1-4	Year 3 material overview (themes; theological points)
	4-10	C&MA Assembly (Ontario)
	11-15	
	13	Grad BBQ
	15-17	Jr High Campout
	22-24	Sr High Campout
	15-30	Spiritual Director meeting
July	1-28	Family Vacation
	29	Back to the office

Sabbatical Expenses and Budget

- Substitute Staffing
 - apply for a Summer Student Employment Grant
 - accepted December 10 through January 31; approval confirmed in April
 - College or Seminary Student would start late April and lead until end of August
 - clear documents would outline expectations schedule and details
 - meeting ahead of time with prospective summer student to outline expectations
 - If Student Employment Grant is not approved, then volunteers will be asked to take on leadership rather than a summer student

- Salary
 - unchanged
- Study Expenses
 - Seeking out options for study grants
 - \$100 - \$200 for personal retreat

Sample Youth Ministry Budget

Outreach	Event	Est. Event Cost	Est. Pastor Cost	Actual Cost
Discover	Ignite	\$200.00		\$124.02
	Special Events	\$500.00		\$561.31
	YC Alberta	\$1,800.00	\$200.00	\$2,347.32
	Ignite @ the Park	\$300.00		\$193.53
Building/ Equipping				
Demonstrate	Fusion (curriculum needs)	\$100.00		\$0.00
	LYC (Legacy Youth Conference at Ambrose)	\$1,500.00	\$300.00	\$907.74
	Grad	\$450.00	\$350.00	\$696.35
	ReCharge	\$500.00	\$250.00	\$704.94
	Discipleship Resources			
Leadership Development				
Duplicate	Canadian Youth Worker Conference (CYWC)	\$1,500.00	\$700.00	\$2,216.55
	Adult Leadership Training/Tools/Res	\$300.00		\$352.73
	Accelerate Student Leadership	\$500.00		\$333.31
Grand Total:		\$7,650.00	\$1,800.00	\$8,437.80
Budget Total:				\$9,450.00

APPENDIX 3

Sample Youth Ministry Budget Detailed Breakdown

Ignite @ the Park		Adult Leadership Team		ReCharge	
21-May-14	\$62.66	8-Jan-14	\$0.00	Supplies	\$19.94
28-May-14	\$76.33	6-Jun-14	\$145.17	Speaker (Steve Mclean)	\$300.00
10-Sep-14	\$54.54	30-Jul-14	\$43.42	Camp Fee (24 x \$30)	\$720.00
		3-Sep-14	\$135.18	Food Costs	\$295.00
Running Total:	\$193.53	Prayer Journals for leaders	\$28.96	Mileage	\$150.00
		18-Nov-14	\$0.00		
Special Events:		5-Dec-14	\$0.00	Income (\$65/student)	\$780.00
Spreak Break games night	\$119.75			Running Total:	\$704.94
30 Hour Famine	\$74.04				
Summer Movie Night	\$38.12	Running Total:	\$352.73	Purely Canadian Youth Workers Conference	
Alpha Kickoff	\$329.40			Conference Fees (\$141.75x13)	\$1,842.75
		Accelerate		Fuel (2 vehicles)	\$312.64
		19-Jan-14	\$59.25	Meal Allowance	\$135.00
Running Total:	\$561.31	9-Feb-14	\$58.20	Hotel	\$218.00
		23-Mar-14	\$0.00	Car Rental	\$248.16
Ignite		13-Apr-14	\$71.50		
Kickoff (TimBits)	\$29.52	4-Jun-14	\$90.34	Income (\$40/person)	\$540.00
Alpha - Ice Cream Sundaes	\$25.67	9-Nov-14	\$54.02	Running Total:	\$2,216.55
Ignite Christmas Bash	\$68.83	7-Dec-14	\$0.00		
Running Total:	\$124.02	Running Total:	\$333.31		

Sample Youth Ministry Budget with Purposes

Included		
Christ-centred, Spirit-empowered, Mission-Focused		
Proposed expenses for Youth Ministries and how it lines up with our church's vision	2018 Estimated	2019 Proposed
Weekly youth event supplies (sports equipment, prizes, games, leader expenses, food, etc.) \$50 X 38 events Spending time with people builds community, creates shared experiences, and creates an open door for students and their friends	\$1,775	\$1,200
Relationship Building (personal contacts between youth leaders and students): Quality time with students in mentoring discipleship relationships at a coffee shop or restaurant.	\$50	\$50
Legacy Youth Conference: Share experience that points students to the Deeper Life, a Christ-centred and Spirit-empowered life	\$1,450	\$1,450
Christian Materials: Resources like Bibles and books that are Christ-centred	\$50	\$100
Leadership Training (books, resources, conventions): Leader development for disciple makers.	\$150	\$250
Leader Appreciation (\$25 per leader/year): Loving and caring for volunteers and leaders	\$100	\$100
Bible Study Curriculum: Christ-centred materials	\$50	\$100
Alliance Youth Retreat: shared experience that points students to the Deeper Life, a Christ-centred, Spirit-empowered, and Mission-focused life	\$510	\$600
Total	\$4,135	\$3,850

Student Ministries Mentor: Role & Responsibilities

Responsible To : Pastor of Student Ministries

Responsible For : Discipleship / Mentoring of Students

Purpose of Position :

Role: To love youth and see God's transformation in them during these crucial years of development and social pressure.

Primary Result : To see spiritual growth in students under their mentorship.

Sub-Results : To see leadership development in students under their mentorship.

General Summary : The Student Ministry Mentor is a believer passionate about the transformation of youth into new, growing, and fully devoted followers of Christ. They will commit the use of their personal gifting and passion for God to ignite and transform youth connected to Valley View Alliance Church, the Amplify Youth Student Ministry, and through personal relationships in the Newmarket Community.

Personal Responsibilities :

1. Maintain a vital personal spiritual life.
2. Responsible time management.
3. Maintain healthy, Christ honouring relationships with others.
4. Maintain discretion and confidentiality.
5. Participate in training, events and activities that develop leadership skills and understanding.
6. Responsible maintenance of their own and shared workspace.

Mentor Responsibilities :

1. Complete and uphold the Child & Youth Protection Policies
2. Be in regular attendance at Sunday services, Friday nights, and youth event programs.
3. Initiate and foster relationships with youth for the purpose of spiritual mentoring.
4. Mentoring youth with a co-leader, primarily, not exclusively, in a student small group.
 - a. Attention should be given to a primary mentoring role with 2-3 students.
5. Foster a Christ seeking culture and ethos in your small group that encourages spiritual growth in students.
 - a. Assist the small group in engaging in the regular Bible study curriculum.

- b. Encourage students to actively participate in the discipleship community through regular meetings and relationship building tasks like phone calls, emails, notes, etc. and using these to foster Christ-centred/Jesus seeking relationships.
 - c. Assist the small group in coordinating or participating in at least one event with your group per month.
6. Consistent participation at youth activities in order to connect with students in worship, prayer, and teaching.
- a. Our student service occurs every Friday night from 7:30-9:30.
 - b. Major weekend retreats and overnight events (occurring approximately twice per year)
 - c. Monthly events as scheduled and as available.
7. Meet with and discuss student mentoring progress weekly with the student ministries team and/or the pastor of student ministries. Duration and content will vary weekly.
- a. Active participation includes accountability and regular communication with the pastor of student ministries.
 - b. Participation at scheduled leadership team meetings (scheduled 1x/month).
8. Inform the pastor of student ministries of issues that require parental, pastoral, or legal intervention.

Student Ministries Internship Position Description

Position : Student Ministries Intern

Responsible To : Director of Student Ministries

Responsible For : Jr. & Sr. High & Young Adults Communities

Purpose of Position :

Primary Purpose: To refine/develop the skills and understanding necessary to lead a Student Ministry. Student Ministry

Primary Result: Our vision is to be a church body, passionate about the transformation of people into new, growing, and fully devoted followers of Christ.

Sub-Results: Joint responsibility for the spiritual health and growth of the Jr. & Sr. Highs and Young Adults sub-communities through planning, organizing, directing, and evaluating programming as a core member of the Student Ministries Leadership Team.

General Summary : The Student Ministries Intern is a believer passionate about the transformation of students into new, growing, and fully devoted followers of Christ. They will commit the use of their personal gifting and passion for God to ignite and transform students and adults connected to our local C&MA congregation, the student ministry, or through personal relationships with our congregation and in the local community.

Personal Responsibilities :

1. Maintain a vital personal spiritual life.
2. Responsible time management.
3. Maintain healthy relationships with others.
4. Maintain confidentiality.
5. Participate in training, events, and activities that develop leadership skills.
6. Responsible maintenance of own and shared workspace.
7. Read five or more books on related subjects, as discussed with the supervisor.

Position Responsibilities :

1. Complete and uphold the "Plan to Protect" policy training volunteer screening program.
2. Be in regular attendance at Sunday morning services, church events, and in Student Ministry programs.
3. Recruit the leaders and volunteers and assist in the coaching and training plan.

4. Assist in coordinating individual and team meetings
5. Plan, oversee, and evaluate the monthly Student Service Projects.
 - a. Oversee the development of a strategic plan for this area of the Student Ministry
6. Mentoring a student small group , primarily, but not exclusively.
 - a. Attention should be given primarily to mentoring role with 2-3 students for theyear
7. Assist in the teaching rotation for Friday Night Youth and Sunday Jr. High as scheduled
8. Scheduling Jr. High Sunday School
9. Leading Ministry Leadership team as scheduled.
10. Be involved in the development of the Student Ministry Vision and planning for summer.
11. Meet weekly with the Student Ministries Team and/or the supervisor to discuss ministry, mentoring, and project progress.
12. Assist in the ongoing administration and leadership of the Student Ministries as a core member of the Student Ministries Leadership Team.

APPENDIX 4

The Fourfold Gospel Bible Study

[Click here](#) for the Fourfold Gospel Bible Study.

Sample Teaching Plan

by Grande Centre Alliance Church - Chris Nichol

Date	Theme	Message Title	Scripture	The Point	Media	Fusion Texts
Jan. 11		Intro/Interview with DTS Girls				tim bits/ no questions
Jan. 18		Image			Eric Mason "Image" Right Now Media	Right Now Media Handout
Jan.25	Identity:	Labels	Luke 7:36-50; 1 Sam 16:6-7	your past mistakes do not define you	What's your identity? (RNM)	1 Cor 6:19-210; Eph 1:4-8; Rom 8:38-39
Feb. 1	The Ware for Your Soul	The Father's Embrace	Luke 15:11-32; Rom 8:31-39	you are not worthy but God chooses to call you "my child"		My Identity in Christ texts
Feb. 8		Body, Soul, & Spirit (Ian Chiu)				Questions during talk - no groups
Feb. 15		Fact-Faith-Feeling	Ps 19:7-14; Heb 11:1-3,6	Allowing feeling to direct your life will result in a wreck	Transfer-Fact-Faith-Feeling	Matt 4:1-11
Feb. 22	Why I follow Jesus	Shayden Anderson				
Mar. 1		Sex: Dirty, God or Gift	Gen 1:24-31; 2:8-9, 15-25	Sex is not dirty or a god. It's a gift		Rom 13:11-14; Gal 5:19-26
Mar. 8	Relationships	Jesus Completes Us	1 Cor 6:12-20	only Jesus can give you wholeness, not anything else	Jesus Maguire "You complete me"	Eph 5:1-10
Mar. 15	That Honour God	Beward the Bait!	Rom 1:18-25; John 8:42-47	Sin is a shortcut leaving you empty		James 1:12-18
Mar. 22		CANCELLED - BLIZZARD				
Mar. 29		Dating	Rom 6:12-18	Does this honour God?		Priorities and Preferences
Apr. 5	Text in your Question	Text in your Question Night				
Apr. 12	Spring Break	Movie Night		Spring Break	Movie Night	
Apr. 19	Not Your Average	The Word of God Stands Firm	1 King 13; Gal 1:6-9	God's word stands above his opponents		Matt 4:1-11; Gal 1:6-12

Date	Theme	Message Title	Scripture	The Point	Media	Fusion Texts
Apr. 26	Sunday School	Tonight Show with Ian Chiu	Interview 1 Mission students			
May. 3	Story	Don't be a Bystander	1 Sam 1-4	Living outside of God's design destroys us and those around us		Rom 10:8b-17; 1 Cor 5:9-13
May. 10		Judah and Tamar (Ian Chiu)				
May. 17	Give God a Year	Jon Parkin				
May. 24	Ignite @ the Park	What I'm taking with me (Grads)				
May. 31	Ignite @ the Park	Summer Discipleship Plan - Come to church!				
		Summer		Summer		
		Vacation		Vacation		
Sep. 13	Ignite @ the Park	Invitation to discipleship pt. 1				
Sep. 20	Kickoff	Invitation to discipleship pt. 2 (Ian Chiu)		What you can expect from Ignite		
Sep. 27		Jesus Loves Me, This I know	John 3:16; John 10:10	We know because we believe what He says		John 3:16-17; John 10:10
Oct. 4		I am Known	Psalms 139	You are fully known yet deeply loved		Psalms 139
Oct. 11		Q & A				Big group discussion
Oct. 18		I am His Child	Rom 8:15-39	God's heart is overflowing for love for His kids		Gal 4:407; Rom 8:35-39
Oct. 25	God So Loved...	I am Like Him	Gen 1:24-31; Num 23:19	You are like Him, but He is not like you		Rom 8:26-30

Date	Theme	Message Title	Scripture	The Point	Media	Fusion Texts
Nov. 1		If God Loves So Much, What about ___?	Eph 2:1-10			Rom 1:18-25
Nov. 8		He's Preparing a Place for Me (Graces)	John 14:1-4			John 14:1-4
Nov. 15		What to do God's BIG Love? Pt. 1 - Accept it	Psalm 51: Eph 3:12-19			Eph 3:12-19
Nov. 22.	Why I Follow Jesus Today					
Nov. 29	God So Loved...	What to do God's BIG Love? Pt. 2 - Love Him Back	John 14:15-31	Loving God starts with obeying Him		Jam 4:7-8; Heb 11:1-6; 2 Cor 3:17-18
Dec. 6		What to do God's BIG Love? Pt. 3- Love Others	John 3:16; 1 John 4:7-21	God's love is too big to keep for ourselves		2 Cor 5:14-21
Dec. 13	Text in your Question					
Dec. 20	Ignite Christmas Bash			Ignite Christmas Bash		Ignite Christmas Bash

Sample Calendar

September 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 Labour Day	3 First Day of School	4	5 Policy Party	6 Kickoff	7
8 KidZone Resumes	9 Andrew's Bday	10	11	12 William's Birthday	13 Youth Group	14
15	16	17	18	19	20 Youth Group	21 YS Leader Training
22	23 Bethany's Birthday	24	25	26	27 Youth Retreat	28 Youth Retreat Brock's Bd
29 Youth Retreat	30					

2019	Event & Game	Headlines	Passage	Topics to Address
Sept 6	Star Wars Rebels & Pizza Party	Adam and Eve: Rebellion Begins	Genesis 3:1-24	We're all rebels. God promised renewal: A New Identity in Jesus
Sept 13	Fast Food Frenzy	Noah: A Fresh Start For The Misfit	Genesis 6:5-22	Fitting In, God gives us a fresh start / place to belong
Sep 20	Baby Food Taste Test	Abram and Sarai: Hope For Hopeless	Genesis 12:1-4 Genesis 15:1-6	Hopelessness, Trusting God's promises & blessings
Sep 27	Alliance Youth Retreat	God's call on Your Life		

October 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 Rend Collective	5
6	7 Carys' bd	8	9	10	11 Youth Group	12
13	13 Thanksgiving	15	16	17	18 Youth Group	19
20	21	22	23	24	25 Missions Weekend	26
27	28	29	30	31		

2019	Event & Game	Headlines	Passage	Topics to Address
Oct 4	Rend Collective Concert			
Oct 11	Gargoyles / Gorgon / Sardine	Jacob and Esau: Forgiveness for the unforgivable	Genesis 27:1-41	Poor choices, Lying / Cheating, Forgiveness, Reconciliation DDB - "You didn't hit me!"
Oct 18	World Records Night "Bad stuff - get set back, hurt, even fail... God can bring good"	Joseph: Acceptance for the Rejected	Genesis 37:15-36	Hated, Rejected, Hurt, Broken God can do good things even in our brokenness and pain
Oct 25	Youth Missions Rally			

November 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Youth Group	2 Tyler's Birthday
3	4	5	6	7	8 No School	9
10	11 Rem. Day	12	13	14	15 OCC	16
17 Simone's Birthday	18	19	20	21	22	23
24	25	26	27	28	29	30 Shawn's Birthday

2019	Event & Game	Headlines	Passage	Topics to Address
Nov 1	What's on my head? 20 Q's)	Moses: Confidence for the Doubter	Exodus 3:1-15	Scared / Insecure / Doubting God or yourself. Trust / Believe / Confidence in His plan / purpose
Nov 8	Games in the Dark	Rahab: Salvation for the Sinner	Joshua 2:1-16	Hope for the worst sinners / Accepted into God's family
Nov 15	Operation Christmas Child Packing Party	OCC video / devo		
Nov 22	Nerf Night	Joshua: Not Defined by Circumstances	Numbers 14:26-35	Consequences / circumstances Not your identity -> Child of God.
Nov 29	Tacky Christmas Cookie Party (freeze extra cookies for YFC)	Mary & Joseph: Fearful Yet Faithful	Luke 1:26-38 Matthew 1:18-25	Scared to do what God asks Faith + trust + obey = blessing

December 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Church Banquet	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22 Kiersten's Bday	23	24	25 Christmas Day	26	27	28
29	30	31 New Year's Eve				

2019	Event & Game	Headlines	Passage	Topics to Address
Dec 1	Church Christmas Banquet			
Dec 6	Serving dinner at City Centre Church			

January 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 New years	2	3 Aaron's Birthday	4
5	6	7	8	9	10 Youth Group	11
12	13	14	15	16	17 Youth Group	18
19 Winterfest	20	21	22	23	24 Youth Group CYWC	25 CYWC
26 Chili Cookoff	27	28	29	30	31 Youth Group	

2020	Event & Game	Headlines	Passage	Big Idea
Jan 10	Stories of Hope Dr. Dodgeball & Nachos or Pizza	Sinful Woman	Luke 7:36-50	Rejected, Grateful, Forgiveness
Jan 17	Childhood Relay & Trivia	Pharisee & Tax Coll.	Luke 18:9-17	Non-religious Trusting in yourself, humility, like a child
Jan 24		Zacchaeus	Luke 19:1-10	Changes Thins
Jan 31	Sledding			

February 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3 Alliance	4 Worker's	5 Retreat	6	7 Youth Group	8 All Nighter
9	10	11	12	13	14 Youth Group & VDay	15
16	17 Family Day	18	19	20	21 No Youth Group	22
23	24	25	26	27	28 Youth Group	29

2019	Event & Game	Headlines	Passage	Topics to Address
Feb. 7	"FaceDown" worship team & games All Night-er - Bowling		Josh devo	
Feb. 14 VDay	Max Birthday	Unforgiving Servant	Matt. 18:21-35	Forgiveness
Feb. 21	No Youth Group - Feb. Break			
Feb. 28		Thieves on the Cross	Luke 22:66-23:25	Through Death

March 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6 InspireYXE	7 InspireYXE
8	9	10	11	12 Anthony's Birthday	13 Legacy Youth Conf.	14 LYC
15 LYC	16	17 Tavin's Birthday	18	19	20 Youth Group	21
22	23	24	25	26	27 Youth Group	28
29	30	31				

2020	Event & Game	Headlines	Passage	Topics to Address
Mar. 6	Inspire YXE for Everyone			
Mar. 13	Legacy Youth Conference at Ambrose University			
Mar. 20		Resurrection	Luke 24:1-20	Rose from the Dead
Mar. 27		Prodigal Son	Luke 15:11-32	Waiting for You

April 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3 Youth Group	4
5	6	7	8	9	10 Good Friday	11
12 Easter Sunday	13	14	15	16	17 Youth Group	18
19	20	21	22	23	24 Youth Group	25
26	27	28	29	30		

2020	Event & Game	Headlines	Passage	Topics to Address
April 3			Matthew 3:1-16, 13-17	New Beginning
April 10	<i>Good Friday - No Youth Group?</i>			
April 17	<i>Easter Break</i>	Betrayal & Communion	Luke 22:14-23	We are invited into the new covenant
April 24	Drake's Birthday	Temptation	Matthew 4:1-11	Battle with God's Word and Prayer

[Download the complete 2019-2020 Calendar](#)

APPENDIX 5

Youth Ministry Vision, Mission, and Expectation Builder

[How to Edit: read through the entire document carefully and use this to help you build a document that fits your context, process, values, and vision. Although you may want to change certain formatting and text, pay special attention to blue text as this will definitely need to be changed for your ministry setting. This document is meant to be a personalized for your ministry, not just something to print and use.]

The Heart of [Your Youth Ministry Name]

[YM Name] Theme Verse

“...we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well.” 1 Thessalonians 2:8

A Message From Pastor Geoff

Youth ministry is extremely exciting, dynamic, complex, and challenging. The reward of seeing young people transformed by the Gospel is what makes every late night, every tough conversation, and every one of our best efforts worth giving. It has been said “Adolescence is just a phase, don’t miss it” and that is what we are going to do: we are going to lean in, love big, and work to navigate one of the most challenging seasons of life with our students. The relationships that begin at youth group can last a lifetime and the impact of one leader who faithfully loves and gracefully challenges a young person to greater things by living out the Gospel can change the trajectory of a life and someone’s eternity. Youth ministry matters and you have a part to play in the story that God is weaving in the lives of our students.

History of [YM Name]

Peace Portal has had youth ministry for nearly the past 40 years. Over that time youth ministry at Peace Portal has had many different names (most recently ‘Zion’) and dozens of youth pastors. While the clothes and characters have changed over the years, the heart to reach young people with the Gospel has not changed. We exist to see young people meet

Jesus and be transformed by Him, and we join the hundreds of people who have served this city at Peace Portal over the years. We are living in the midst of a pivotal time in our city and believe [YM Name] is called to engage the culture around us. We are strategically placed to engage young people within our reach.

Core Values - Our D.N.A.

Jesus is Why

Developing a relationship with Jesus is the heartbeat of [YM Name]. Through His sacrifice on the cross, Jesus has freed us from the power of sin. We live in the wake of His grace and celebrate the power of His resurrection; we are free. Jesus brought you out of death and into life -- your calling is to share the Gospel with every student within reach. We gather each week in order that young people can hear and experience the Gospel and the hope we have in Christ.

It's Your Ministry

'It's Your Ministry' is how you lead, how you shape culture, and how you care for students within your reach. You have a unique voice to empower, pastor, and nurture the students in your small group. It's yours to own, run with, and grow. Whatever role you have in God's story, you're the only one who can be you. Own your ministry, take responsibility for what you have been called to, and lead with excellence.

Acceptance ≠ Attendance

Students matter. This simple fact doesn't change whether a student can make it to [YM Name] each week. We recognize that there are seasons when sports, school, and many other factors will keep them from coming but it does not change the fact they are part of the [YM Name] family. Life is messy for all people, especially young people. Jesus met with people at all stages of messiness on their own turf and we will go out of our way to meet students wherever they are in their journey with Christ. [YM Name] is a place and a group of people that live this out.

Every Student Known

'Every Student Known' runs deeper than knowing the name of every student in our ministry. Our goal is to make Jesus known, not ourselves. We can't transform someone's heart, only

God can. We want every student to have the opportunity to be known by a leader, known by their peers in their community, and experience the opportunity to know God. We will ask questions and listen compassionately. Each student's story is unique and we will strive to know them.

The Eight: [YM Name] Distinctives

Engaging With Students

We aren't just running a weekly youth service, we are on the front lines of the collision of students and the Gospel. As a leader you take the first step in engaging students—we are awkward so they don't have to be. Youth group can be intimidating, but walking in to meet a leader that is genuinely excited to see them each week helps break the intimidation factor down.

Continually Connecting

Being consistently present in a young person's life is one way to build trust and confidence and it's your way of ensuring a safe place for your students to be heard and cared for. When students don't attend youth group for three weeks in a row, the likelihood they will ever come back is low. As a leader you have to consistently be connecting with your students to ensure they know that they are welcome but also know that they are missed when they are not there. Your voice in their life makes a huge difference.

Identify & Empower

Where do leaders come from? Leaders are fostered and cultivated by the community around them. At [YM Name] we are committed to finding and training the next generation of leaders. Not every student will lead, and that's okay. But that won't stop us from creating safe places for students to take risks in leadership. As a ministry leader, identify those students who you believe have the potential to lead. Empower them in your small group, worship set, or other ministry team you lead. It is your role to see and call out the gifts that God has placed in each student's life.

For The City

Our ministry is not confined to an evening service or a small group meeting. We exist for our city, to serve our schools and our community, and to be a voice of encouragement and hope. Involvement with our city, our schools, and other out-of-church programs is closely related

to the heart of [YM Name] . We want students to know that [YM Name] is a place that is for them long before they step through our door.

A Little Goes a Long Way

We believe the smallest actions can have the greatest impact and that no opportunity is too small to serve. When we join together, the details communicate the heart behind what we do. When we greet a student at the door or wait with them until their ride comes to pick them up we are communicating that we value them and that they're worth our time. A simple text or call after the big game will go a long way in the eyes of our students. It all matters.

Radically Inclusive

Every student at [YM Name] is welcomed at the door, connected with students their age, and introduced to a small group leader. The Gospel conveys the message of love and hope to everyone. Jesus spent a lot of His time with the outcast and the unknown. We have the opportunity to be inclusive, an opportunity to be like Jesus. We will strive to continually bring those on the fringes back to the middle and will go out of our way to do it.

Walk The Walk

Self-leadership is vital when leading others. Students will learn more about Jesus from the way you live than from what you say. They are watching your social media and watching the way you interact with those around you. A healthy Christian life is caught, not taught. As role models, leading others means we lead ourselves; taking time to grow personally with God validates and energizes us for ministry.

In It Together

At [YM Name] , just 'like birds of a feather, we fly together', together we can soar to new heights in life and ministry—but alone we fall. God has designed us for community; in isolation we become susceptible to temptation, resentment, apathy, and discontent. We are committed to doing life and ministry together, to rejuvenating, restoring, and spurring one another on.

F.I.T. Leadership

F.I.T. stands for Faithful, Intentional, Teachable. When we're looking to develop ministry partners we look for people with these characteristics. We're committed to the truth found

in Jesus, intentional in connecting with students, and willing to consistently grow in our effectiveness and the quality of our leadership.

The Three F ' s: Faith, Fun, Family

Who are we? We are a community that's all about faith, fun, and family. This is our culture; this is who we are. Our faith is what distinguishes us: we love the Lord and people and want them to experience the abundant life that comes with following Jesus. We're fun: we're all about having fun and believe that we are to be people who exude genuine joy. [YM Name] is like a family because a family is a place where you are known, loved, accepted, challenged, and celebrated. These are all attributes that define the culture we want to create.

Define The Win:

Follow Up

Do you know that feeling of showing up to a party not knowing anyone? Awkward, right? The same can be true for a student. Our goal is to capture the contact information of every student and have their new small group leader and a staff member follow up with them within the first week. Knowing that people were thrilled to meet you and want to have you come back is how a student will feel that they belong.

Small Groups

Small groups are a core part of what we do because they are the safe place where things get real. We want to keep them a safe place by limiting the size so the maximum amount of students is limited to 10. When your small group is consistently over 10 students (3 weeks in a row), it's time to split the group to create new spaces for students to join while maintaining the intimacy and safety of the small group environment.

Worship

Our goal is to develop as a worshipping community. Worship is about putting God in the rightful place in our lives and a reminder and admiration of who He is. We sing as a response to what He has done in our lives and as a declaration of His goodness. As leaders we exemplify a healthy and vibrant relationship with God and worship is one way of doing that. When you worship, be true to who you are and let how you worship be an example to others. Worship at [YM Name] exists so that students can learn what it means to lift high

the name of Jesus through music. We strive to create a healthy and fun environment where together we can craft our skills as musicians while serving our peers in the process. Our vision is to be a growing and vibrant ministry. This year we have a goal to grow from 10-15 members to 25-30 and that growth would not only impact [YM Name] but the greater church community as well. We will do this while continuing to pursue and seek after what God wants to teach us through worship.

Growth (Spiritual Maturity)

We want to grow both deep and wide; deep in our relationship with God and wide in our reach. Knowing God looks different to every person, and for that we will give different avenues to connect with and mature in relationship with God. Discipleship takes time and intentionality, but this isn't just a social club—this is a ministry focused on Jesus, the one who wants to have a relationship with our students.

Growth (Numbers)

We want to grow numbers. Why? Because we believe in the Gospel and as such we believe that Jesus came for the salvation of all. [Right now we consistently reach 50 J68 students and 75 J912 students on a weekly basis. Our goal is to reach 75 J68 and 120 J912 students weekly by the end of this year. We want to see 50 students give their lives to Jesus this next year, and 20 take the step of baptism.](#) This will happen when we challenge and pray for for our students to invite one person. We will grow one person and one story at a time.

Leaders

As we continue to grow, we need more F.I.T. leaders. The best leaders are ones who are already connected to leaders in this ministry. When you share stories of what God is doing, that is often the thing that draws people in to serve. If you know someone that might be a great fit, invite them to [\[YM Name\]](#) one night and have them connect with [Geoff or Ryan](#) .

What You Bring

You bring leadership, lifestyle, and love. In your leadership you bring wisdom, counsel, grace, and truth. Students aren't perfect, and neither are you. Continue to be a solution-focused individual. Leaders who have a healthy mentorship relationship with students set [\[YM Name\]](#) apart. Growing disciples happens when biblical principles are caught, not taught, and

that's where you as a role model come in. Show students how you live your life with God. Show students how you use your gifts to serve Him. Students will be watching your every move, and you bring a demonstration of the Gospel lived out. For many of the students at [YM Name] you are the primary Christian influence in their lives; show them who Jesus is by how you live and be consistent.

The Future:

Developing You As A Leader

If you serve for a year or a decade, we want you to leave as a better leader in life, not just ministry. We will provide leadership training, mentorship through coaching, and the opportunity for you to develop your gifts and empower you to use them.

Growing As A Ministry

There are more than 5500 Students on the peninsula of South Surrey/White Rock.

At the heart of [YM Name] is the desire to reach as many of them as possible. We will unapologetically promote invitation and growth. We will strive to increase our capacity to reach more students to tell them about Jesus.

The Fruit Of Ministry

We believe growth in numbers must be predicated by growth in the spiritual depth of our students' faith. Small groups, retreats, weekly encouragement, Bible study, and a vibrant prayer life are rhythms and habits that help cultivate healthy disciples. Making disciples is what [YM Name] is about. Equipping disciples to make disciples is the fruit of your ministry.

Seeing Our Community Transformed

The vision of serving our city goes well beyond our building. [YM Name] is a place where students are empowered with the Gospel to serve their city, reach their school, and invite their friends into a life-giving relationship with Jesus. We will be actively involved in serving our schools in whatever capacity they need. We love young people and desire to serve them regardless of whether they walk through our doors or not.

What To Expect:

Introduction

Welcome to the [YM Name] Team! Our goal is to continually communicate the Gospel, serve our community, and empower young people within our reach. Jesus is why we do what we do and having every student known is one of our key objectives. These goals and objectives cannot be accomplished by the efforts of few but takes the commitment of many working together. Thank you for joining in the mission! The following document will provide you with information that will be helpful for knowing your expectations as a leader.

Protecting You, the [YM Name] Team

As a Ministry Partner, you carry our D.N.A and are a representative of [YM Name] . As you commit to lead, we in turn offer our commitment to support you. We will focus on developing and training you to grow. Our desire is for you to grow in your relationship with God, to develop as a leader, and to succeed in life. We commit to care for and provide biblical and spiritual guidance to you when requested. In addition, we are committed to keeping sensitive issues confidential. Our goal with discipline will be to always provide solution-focused steps to healthiness and wholeness. This is our commitment to you as a member of the [YM Name] Team.

Ministry Partner Rights

- Treated fairly and with respect.
- The right to resources and leadership training.
- Safe environment that is supportive and free of unnecessary stress.
- The right to speak about concerns on method or message of [YM Name] leadership without fear of harsh reprimand or being dismissed by leadership team.

Accountability

As a ministry partner, you understand that we belong to something much bigger than ourselves: we belong to Peace Portal Alliance Church. At PPAC we desire to lead with integrity and consistency. Coaches are a large part of creating accountability for both staff and Ministry Partners. You will be assigned to a coach and they will be in contact with you. In the event of conflict or concern please communicate with Geoff, John, or Ryan to work towards a resolution. If you are uncomfortable communicating with one of them, please contact your youth coach.

Coaches will follow up with Peace Portal Staff and Leadership when necessary.

Church staff are accountable to church elders who are in turn accountable to the congregation. You fit into a healthy accountability structure that Peace Portal Alliance Church has implemented. Ultimately, Peace Portal Alliance Church is accountable to the The Christian and Missionary Alliance of Canada. We believe in authenticity in leadership and transparency with those who lead us. As a [YM Name] leader you fit into this Church structure of accountability.

[YM Name] Lead Team

- Geoff Stewart
- John Canby
- Ryan McCurdy

Head Coach

- Doug Klassen

25 Leadership Essentials

1. Service Hours

[YM Name] Service hours are once a week on Thursday nights. Jr. High students (Grades 6-8) gather from 6:30 - 8:30 and high school students (Grades 9-12) gather from 7:20 - 9:30.

2. Start Time For Leaders

Leaders are expected to arrive at the church 30 minutes before their corresponding service start time. The time we have together before each service will be a time of prayer, information updates, and encouragement. Jr. High Team Meeting (6:10) / High School Team Meeting (7:00)

3. Calling In Sick/Unable To Lead

You need to care for yourself and burnout is neither heroic nor admirable. We recognize that there may be days that you are either physically sick, or are in desperate need of a day off to administer self-care for emotional or personal reasons. In the case of sickness, travel, or any other reason you are unable to lead you are responsible to call in the morning to let the [YM Name] Staff, as well as your co-leader, know of your inability to attend.

4. Your Social Media

Social media is the representation of yourself to the world. As a leader at [YM Name] you will be seen as one who communicates the core values of the ministry. We are asking that you use your discretion when uploading content and that your personal media is congruent with [YM Name] core values and Leadership Essentials.

5. Change in Availability

In the event that your availability permanently changes there will be a re-evaluation with you and the Leadership Team about what your involvement will look like. Although Attendance≠ Acceptance, we ask that you be a consistent and present leader. Regardless of your changes in commitment, we will do everything we can to find a fit for you on our team.

6. Smoking, Drug , and Alcohol Use

Leadership is not something that can be compartmentalized. Leaders are to walk the walk and lead by example. In joining the [YM Name] team, you recognize that your life is an example and that your lifestyle communicates more loudly than your words. Therefore, it is important that we as leaders do not glorify or abuse any substance, including alcohol, or participate in any illegal drug use.

7. Leaders Nights

Leaders Nights will be times focused on you being ministered to rather than to be the ones ministering to others. Being a ministry partner involves emotional, spiritual, and physical output, and we don't want any leader to burn out. Leaders nights are to remind you that you are not alone and that we are in it together. [The year will include four scheduled leaders events throughout the year.](#) Being a leader at [YM Name] includes attending these services and growing in community.

8. 7 Nights

[7 Nights are a highlight for students every year. They happen every 7 weeks, start at 7pm, and cost \\$7. 7 Nights are critical events for students to invite their friends and are often our highest attended events of the year. Your anticipation and excitement for these events is the basis for creating a radically inclusive environment focusing on faith, fun and family.](#)

9. Conflict Resolution With A Leader

We believe in the biblical method of conflict resolution: If you are having a conflict with another leader, talk to them about it one on one. If that doesn't work, please ask a member of the [YM Name] Lead Team to sit with you and have the conversation. Don't let it wait; take care of conflict and keep short accounts with your teammates. Conflict is often a lack of understanding, so be quick to listen and slow to speak when resolving conflict.

10. Conflict Resolution With A Student

Conflict among peers is one of the biggest reasons students stop coming to [YM Name]. If we see conflict, it's our job to identify the source of the conflict, identify who is involved, and help them resolve the conflict in a healthy and biblical way. When you see or hear about an issue, begin the process of resolution as soon as possible because hurt builds quickly and news travels fast. If you need assistance with administering conflict resolution look to your [YM Name] Lead Team to help coach you through it.

11. Student Drug & Alcohol Use

If you notice a student that appears intoxicated at a [YM Name] event you have the authority to speak to them about it. We can't have students under the influence at a [YM Name] event but will never simply send them home. Any instance deserves a conversation to help understand what is happening in a student's life that would lead them to make that choice. As disappointing and frustrating as these choices are, they present ministry opportunities. God's mercies for us are new every day and our mercies will be the same. No matter what happened last week, we are always excited to see a student come back the next week with our arms wide open. In the event that you are unsure of how to handle a situation, please contact your [YM Name] Lead Team to help coach you through it.

12. Theft

From time to time, there are items that are mistakenly taken or purposefully stolen. We ask that you be an extension of eyes and ears regarding who is coming and going from the church building. If you see something, say something. As a precautionary step, we will gladly put leaders' and students' bags/purses in the office each week. If anything of yours or your students is stolen please report it to the [YM Name] Lead Team.

13. Safety & Security

We have a lot of people coming and going each week but if you see someone that looks out of place, go talk to them. Leaders will be wearing lanyards, so other adults should be obvious. [We are the only users of the building on Thursday nights and will be quick to identify those that might come in that are not a part of \[YM Name\]](#).

14. Dress Code

As leaders we lead in what we say, what we do, and what we wear. We ask that you dress in clothing that is appropriate. Use your discretion when identifying what appropriate clothing is for you. Keep in mind that some of our students are as young as 11 years old—let's respect all of our students by being an example of modesty.

15. Special Needs Students

Some students who belong to [\[YM Name\]](#) require different or more acute attention and care. We will strive to create a place where they never feel left out or different. Student success will always be our focus and for some students, there may be elements of the night that simply do not work for them. We will work with them and their parents to craft an experience of [\[YM Name\]](#) that is a win for the student, their peers, and their leaders.

16. Bullying & Harassment (Discrimination)

Keeping close watch is crucial in combating bullying. If you see any sort of bullying or harassment, it is essential that you address it quickly, clearly, and decisively. [\[YM Name\]](#) is a safe place for students and we will work tirelessly to maintain that. If you see anything, let a member of the [\[YM Name\]](#) Lead Team know and we will work with you to resolve the issue.

17. Driving with Students

Connecting with students and helping them get to where they need to be is something we value. If you find yourself in a scenario where a student needs a ride somewhere we have some guidelines for you. First, the student must be the same gender. Second, the student's parent must know that you are driving the student. Third, you must text a co-leader or friend both when you pick up and drop off the student, for the sake of accountability. If you find yourself in a scenario where you are uncomfortable, or in a situation where you are concerned about the student, please call or FaceTime another leader as you drive.

18. Criminal Record Check

All leaders must have an up-to-date criminal record check. Your criminal record checks can be done electronically. Once completed the [YM Name] Lead Team will keep your file for the duration of your leadership at [YM Name] .

19. Release From Leadership

If a scenario were to arise where the leader covenant was broken, or it was deemed that you were no longer fit for leadership, your [YM Name] Lead Team will go through the process of your release from leadership with you. Dismissal from leadership is a rare occurrence, but at [YM Name] we take leadership very seriously.

20. Discipline

As leaders we are all held to a high standard and if you fall short, we will connect with you. We want to spur one another on, so when someone falls we will be the first to pick them up. Discipline will be defined as a temporary removal from leadership under pastoral care and direction or as a continuation of leadership under pastoral care. Discipline will be necessary in the event of continual unrepentant sin or severe character deficiency. The goal for any form of discipline is to walk through a process of restoration from hurt and unhealthiness.

21. Accountability

First and foremost, you are accountable to God. At [YM Name] you will never be asked to do anything that betrays or conflicts with the health of your relationship with Jesus. As a leader of people we ask that you maintain relationships that keep you accountable to the calling of a Christian leader. Sin in our lives loves to hide under the surface and hinder us as leaders. Being in accountable relationships inside and outside of the church community is a strategy for success.

22. Coaches

Mentorship is integral toward growing as a leader. Mentorship from your coach provides wise perspective as well as someone to walk with you through the varying seasons of life. The role of [YM Name] coaches is to provide mentorship to each of the leaders. Coaching relationships are life-giving and we will do our best to find you a coach that you connect well with.

23. Relationships

Often leaders date one another, which is awesome! It is expected that if you date, you set

a great example of healthy dating. Healthy dating looks like healthy physical boundaries in public. Outside your leadership in [YM Name] events we trust that you model biblical relationships. As a leader you are expected to continue in your responsibilities even through a relational breakup. The [YM Name] Team will support you, choose not to gossip or take sides, and comfort and encourage you.

24. Recognizing and Reporting Suspected Child Abuse

Child abuse is not limited to physical abuse. The four main types of child abuse are: emotional abuse, physical abuse, sexual abuse, and neglect. The possibility of child abuse should be investigated in the following cases where:

The Child:

- has unexplained or non-accidental marks such as bruises, welts, cuts or burns;
- has inappropriate clothing or is inadequately protected from the weather;
- consistently is not clean, is unkempt, or “fails to thrive”;
- shows sudden changes in behavior such as frequent absences from school;
- tells someone information that indicates abuse;
- has sexual knowledge/experience that goes beyond his or her age or stage of development;
- has not received help for physical or medical problems that have been brought to the parents' attention;
- is always watchful, extremely compliant, passive or withdrawn; or
- comes to places early, stays late, does not want to go home or has a consistent lack of supervision.

The Caregiver:

- shows a lack of concern for the child or takes a dismissive approach to the child's problems;
- uses, or asks caretakers to use, harsh punishment if the child misbehaves;
- sees the child as worthless, entirely bad, or burdensome;
- has inappropriate expectations in relation to the developmental stage of the child; or
- looks primarily to the child for care, attention, and satisfaction of emotional needs.

We care deeply for every student and want to do our part to ensure that students are not marginalized or abused. You are obliged to report child maltreatment if you know or suspect it is occurring. This is called the 'duty to report'. Every person has the duty to report known or suspected child maltreatment by law. As you lead, do not treat child abuse lightly. In

all cases where you suspect child abuse to any degree please advise a member of the [YM Name] Lead Team to walk through the process of reporting with you.

To report child mistreatment call the Helpline for Children at 310-1234 (no area code required). For further information, and to better inform yourself, please refer to <http://cwrp.ca/>.

25. Threats of Suicide (S.L.A.P.P)

Student suicide is something we hope none of you ever have to deal with. Regardless, when working with youth we carry the responsibility to care for and look for the signals of suicidal ideation. If you think a student could be suicidal, you must act immediately. **By law, you have 24 hours to report the threat.** Many trained professionals use the S.L.A.P.P. acronym to assess the severity of suicide.

- (S) How specific is the plan? “Yeah, my dad’s guns and ammo are in the cabinet, and I’m doing it Friday night out by the ravine” is more urgent than “I dunno—there are lots of ways it could be done.”
- (L) How lethal is the method? A gun represents even greater urgency than a drug overdose. Although both are potentially lethal, there is a small window of opportunity to intervene with the latter.
- (A) How available is the method? “I’m jumping off the bridge this Friday” is less urgent than “I’m holding the gun as we speak.” Both clearly are cause for action.
- (P) What is the proximity of help? “I’m in my room, and my parents are downstairs watching TV” is more hopeful than “I’m at our summer cottage, and there’s no one around for miles.”
- (P) Have you had previous attempts? “This is my fourth time trying to kill myself” is different than “this is my first time.” While both must be taken with extreme seriousness, it is more likely the parent/guardian is aware if previous attempts were made.

The focus of your assessment is to discover what stage the youth is at in their planning of suicide. Try and make plans with the student within the week to discover their willingness to commit to making plans.

Regardless of your initial assessment and understanding of the severity of the plan, you are legally obliged to report any suicidal disclosures to your supervisor or team leader, you must also bring awareness to parents.

Your Responsibility

Am I my brother's keeper? This is an age old question on social responsibility and authority. Outlined in 'The Heart of [YM Name]' and 'What to Expect' are guidelines to live and lead as a part of the [YM Name] community. You are responsible to your rights and defending the rights of those within your reach. Stand against bullying, defend those who cannot defend themselves, and always be a solution-focused individual. Look for the good in others and recognize that everyone make mistakes, even you. 'It's Your Ministry' so take ownership and responsibility to be a 'F.I.T.' leader, a leader who makes things better.

"...we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well ." 1 Thessalonians 2:8

Peace Portal Alliance

[YM Name] Student Ministries - Leader Covenant

Purpose:

To provide leadership to the students within our community through the context of [YM Name] youth ministry as outlined by 'The Heart of [YM Name]'.

Commitment:

- As a leader I recognize the importance of setting an example in life by living out the principles and commitments outlined in the 'The Heart of [YM Name]'.
- I commit to following the '25 Leadership Essentials' of [YM Name] and to being a F.I.T leader. I will be faithful to my commitments and my relationship with Christ.
- I will be intentional in my leadership, my integrity, and my accountability with others.
- I will remain teachable in the context of the [YM Name] community as we strive to fulfill our mission.
- I commit to bringing my best to [YM Name] and being open to receive support.
- I commit to working as a team and I recognize [YM Name] exists to make Jesus known, not myself.
- I am aware of my legal responsibilities regarding suspected child abuse and threats of suicide.

- I am in agreement with the 'Heart of [YM Name]' and the mission and values therein. I commit myself to these disciplines and dependent on the Holy Spirit to guide and empower me.

Having received Jesus as my Lord and Savior and in recognition of His call on my life as a leader and disciple I understand and agree to this Ministry Covenant. If, for whatever reason, I cannot agree to this covenant, I will step down from the leadership position and make myself accountable to the leadership of the church.

Print Name: _____

Signature: _____ Date: _____

"...we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well." 1 Thessalonians 2:8

APPENDIX 6

Ambrose Church Servant Leadership Scholarship

The Church Servant Leadership Scholarship by Ambrose can be [downloaded here](#). This scholarship is based off of church nomination. Make sure to note the eligibility, criteria, and conditions before filling out the form.

Vocational Ministry Track Scholarship Application

SCHOLARSHIP REQUIREMENTS (please check (√) all that are applicable)

- Graduated from High School (or will be graduating at the end of this semester)
- Regularly attend Grand Centre Alliance Church (2 or more times/month)
o Exemption: college students who consider this their home church
- Registered and accepted to a Bible School
- Plan to graduate from Bible School with a ministry degree
- Plan to enter vocational ministry upon graduation from college
- Willingness to share about your experience with our church

- Willingness to serve and use your gifts in the church during the summer break from school (preaching, music, tech, etc.)

We believe in creating an environment where Christian leaders can be developed and flourish within the local Body of Christ. One way we can help this happen is to encourage our young people, who sense God's call on their lives to enter full-time ministry, with a scholarship from our church. The Vocational Ministry Track Scholarship is available to students who are planning to enter full-time ministry work and are actively pursuing an undergraduate or graduate ministry degree from a Bible College, University or Seminary. This scholarship can be applied for each year that the student is enrolled in their ministry degree.

Scholarship Details

- Grant fund approval and disbursement is based on availability of funds
- Final approval is at the discretion of the GCAC Board, and notification of approval or decline will be communicated to each applicant at the earliest opportunity
- This scholarship can be applied for on a yearly basis as long as the student is enrolled and engaged in a ministry degree with the intention of pursuing vocational ministry after graduation
- Scholarships will be awarded to a maximum of \$500/year

APPLICANT INFORMATION

Name: _____

Address: _____

City, Province: _____ Postal Code: _____

Home Phone: _____ Personal Cell: _____

Email Address: _____

ORGANIZATION/SCHOOL APPLICANT WILL ATTEND

Organization's Name: _____

Address: _____

Organization's Website: _____

Degree Being Pursued: _____

Years to Complete Degree : _____ Current Year of Study: _____

PERSONAL QUESTIONS

Part A (for 1 st Time Applicants only. If you have already filled out this form in a previous school year, please proceed to Part B)

Do you have a personal Relationship with Jesus Christ? _____

Please give a short explanation of your testimony. _____

Have you been baptized? When? _____

If not, would you be willing to be baptized? Please briefly explain. _____

Why are you pursuing a ministry degree? _____

Part B

Have you sensed a call to full-time ministry? Explain. _____

What are you planning to do with your ministry degree once you graduate? _____

What are your expectations for spiritual and personal growth through engaging in this ministry degree? _____

Are your parents supportive of this venture? Explain briefly. _____

REFERENCE (For 1 st time applicants only) (Please provide the contact info for one reference who has had significant influence in your life)

Name: _____ Relationship: _____

Home Phone: _____ Personal Cell: _____

Email Address: _____

Signature: _____ Date: _____

APPENDIX 7

Leading a Small Group – Boot Camp

What do we want to see happen in our small groups?

- √ We want see teens discover faith for themselves... our job is to lead them in this direction. We do this by facilitating discussion on the spiritual theme or passage for that night and by asking probing questions.
- √ Small groups are not another teaching time – that’s what Ignite is for
- √ Small groups are not play time for hyper teens (you can ask them to leave if they don’t want to participate)
- √ If you are having troubles with facilitating discussion or asking probing questions, please let me know – we are a team and we need to be there for each other

Why do we do small groups?

- √ Teens learning to trust their leaders and be more open
- √ Healthy relationship developing between leaders and teens and between the teens
- √ The small group setting is the best way for teens to start asking tough questions about their own faith and wrestling with it (part of the process of discovery where it becomes their own)
- √ Small groups are a tool by which we can spur on our teenagers to demonstrate the life of Jesus and mature in their faith with other believers

How does facilitating discussion work? What about making sure teens believe the truth?

- √ Listen to what is being said rather than formulating a rebuttal. We want to encourage teens to be honest and to talk
- √ On the flip side, we want kids to understand and embrace the truth. These things can at times conflict when kids talk about some arrant belief. This is where probing questions come in. It is our desire to lead the teens into discovery and asking probing questions about their beliefs (whether they are right or wrong) will help them process and discover the truth for themselves
- √ We don’t just want a teen to believe truth because we tell them to, but rather to help them to think for themselves and create for them a biblical world-view

What if my teens won't talk/engage in small group time?

- Not all teens feel comfortable sharing or expressing their ideas/beliefs. Hopefully, after trust is built this will change.
- Many teens (especially ones who are new and have never been to church) have no idea how to behave or even participate in a small group. Give them time to adjust and listen and then intentionally engage them in the conversation.
- Teens will also not talk if they don't trust each other.
- Every once in a while we get a small group that doesn't like to talk about spiritual issues (many are uncomfortable). Finding out what does work is something you can bring to the team and/or Chris and brainstorm together how we can help the teens discover faith for themselves in alternative ways/settings.

What if one student dominates the discussion?

- Some of the church teens "know" all the answers. It helps if you take the teen aside and ask them to help you by being intentional about letting others have a chance to talk.
- Sometimes the same type of teen will also continually correct the other students – this is not good for the group as the other teens will stop talking or at least, stop being honest. Again, talking with the teen almost always works

What if a teen asks me to talk privately and requests confidentiality?

- Never under any circumstances offer a teen complete confidentiality. We are required by law to report anything illegal, abuse of any kind, and suicide risks. Besides, the reason a teen comes to you in the first place is that they believe you can help them – keeping secrets about hurting teens is definitely not helping a teen in any way, shape or form.
- Sometimes not promising confidentiality will cause the teen not to confide in you, but this is very rare. If they have approached you, there is already a high level of trust and hope that they see in you.
- If a teen confides in you and it is serious in nature (abuse, self-harm, suicidal thoughts, etc) come see Pastor Chris immediately following the conversation. He will deal with it. If it does not fall into these categories but it is very heavy info or you are unsure, please do not carry that burden alone – we cannot try and carry the burdens of these teens by ourselves. Come talk to Pastor Chris and together we can lay these issues and burdens at the feet of Jesus!

The Seven Stories of Hope by Jeff Sundell

A Discovery Bible study to lead for people who are from God | Sword Bible Study Method

- 1) Hope for the Rejected: The Sinful Woman - Luke 7:36-50
- 2) Hope for the Non-Religious: (Pharisee & Tax Collector) - Luke 18:9-17
- 3) Hope Changes things: (Zacchaeus) - Luke 19:1-10
- 4) Hope Forgives: (Unforgiving Servant) - Matthew 18:21-35
- 5) Hope Through Death: (Thieves on the Cross) - Luke 23:32-43
- 6) Hope Rose from the Dead: (Resurrection) - Luke 24:1-12; 36-53
- 7) Hope is Waiting for You: (Prodigal Son) - Luke 15:11-32

Discovering the Bible Together:

A. Looking Back:

1. Care: Give them a chance to briefly share how they are doing & listen.
2. Accountability:
 - Grow: Ask how they obeyed Jesus last week
 - Go: Ask who they shared the story with last week

B. Looking Up:

3. Discover the Bible Together

Use one of the stories listed above to...

- Tell the story from memory.
- Retell the passage together.
- Read the passage together from the Bible.
- Discuss the passage using these Bible Study questions:
 - a. What do we learn about God/Jesus ?
 - b. What do we learn from the people in this story?
 - c. Use "S.P.E.C." to discuss from the passage if there is a...
 - S in to avoid?
 - P romise to claim?
 - E xample to follow?

- Command to obey?

d. Who do you most identify with in the story and why?

e. What keeps you from following Jesus today?

4. Practice: pair up and practice telling the story together

C. Looking Ahead:

5. Set Grow & Go Goals:

-Grow: What from the story is Jesus asking you to obey this week?

-Go: Who is someone in your life that you think needs to hear this story?

6. Pray

[Download a Discovery Bible Method Bookmark and use this at home every day](#)

A P P E N D I X 8

Envision Canada

"As a resource of the C&MA, Envision helps to identify and develop future missional leaders who innovate, establish, and strengthen communities of faith in key urban environments. We do this through short-term trips, internships, go global careers, leadership development, and ministry resources." Learn more about [Envision Canada here](#).

Missions Trip Application

Personal Experience:

Are you affiliated with any church? yes ___ no ___

If yes, please give the name of your church: _____

1. List any Ministry Experience you have had (including camp, VBS, teaching Sunday School, youth staff, etc.):

2. List any work experience you have had (including any jobs you've had):

3. List any other volunteer experience you have had outside the church:

4. List any International Experience you have had and Describe the Purpose of the trips:

Personal Interests:

5. List any Hobbies or Special Interests you have (art, sports, drama, music, etc.):

6. List any Spiritual Gifts you want to use for God on our Missions Trip (teaching, encouragement, leadership, etc):

7. List 3 strengths you offer the team: List 3 weaknesses we can encourage you in:

1. _____	1. _____
2. _____	2. _____
3. _____	3. _____

Personal Questions: (please take your time here)

8. Give a brief testimony : Who is Jesus to you? Describe your relationship with Him.

9. Would you say the love of Jesus in your life is evident to those who know you? Explain.

10. a) Why does the church send out missionaries?

10 b) Describe *your* heart for, or interest in, world missions .

11. Why do you want to be on our Missions Team? Give specific reasons.

12. What would you most look forward to seeing God do *in* or *through* you if you were on this Missions Team?

13. If, in a team of four, there were a take-charge leader, a quiet encourager, a willing follower, and a creative artsy designer, which one would best describe your role on the team? Explain why this would be you and how you would act in a team situation like this.

14. On the trip, you and your team are serving the missionaries and the Haitian people they are reaching. As you are finishing up for the day, you wave a friend over to help you, and many locals begin laughing and pointing, while several others look disgusted with you. You have committed a cultural error by making, what is in their culture, a lewd gesture. You had no idea what it was. Explain what would you do & why.

15. How do you feel about working hard to raise the necessary funds to make this trip happen? What if it gets in the way of your job or other scheduled activities? How can the team be sure to count on your equal contribution to the time required for fundraising?

GROUP FUNDRAISERS

I acknowledge that being part of an International Team is a big undertaking. I know that prioritizing my time to make this trip a success will require more than the two weeks we are travelling. As such, I commit to attending the three or four Team meetings (1x monthly / dates TBD) and commit to helping some way with 75% of the following Team Fundraisers:

SLYNet 30 Hour Famine All-Nighter: Friday April 8
(including setup Thursday night and cleanup Friday night or Saturday morning)

Garage Sale: Saturday May 7
(including part of the Wednesday thru Friday evenings for collection and preparation)

Bike-a-Thon: Saturday May 21

Themed Dinner & Silent Auction: Friday June 3

Personal References:

List people who know you well and can vouch for your performance and character (at least one must be from outside the church and no family).

Job or School Reference (someone you have done work for):

Name: _____ Phone # _____ Email: _____

Ministry Reference (someone you have ministered with or under):

Name: _____ Phone # _____ Email: _____

Friend/Peer Reference (*please fill out Attached Reference Form for Hungry for Life):

Name: _____ Phone # _____ Email: _____

Spiritual Leader Reference (*please fill out Attached Reference Form for Hungry for Life):

Name: _____ Phone # _____ Email: _____

I declare by my signature below that

I certify that all of the above information is the truth to the best of my knowledge and I have prayed and will continue to pray about my involvement on the 2011 Youth Missions Team to Jacmel, Haiti.

Signed

Date

Please hand in the Application Form no later than **March 22, 2020**

1 hour interviews will be scheduled when your application has been received and reviewed

Give God A Year Scholarship Application

Scholarship Requirements

(please check (√) all that are applicable)

- Graduated from High School
- Regularly attend Grand Centre Alliance Church (2 or more times/month)
 - o Exemption: college students who consider this their home church*
- Registered and accepted to a Bible School, Discipleship Training School (Capenray, YWAM, etc.) or a mission's internship
- Willingness to share about your experience with our church

Grant Details

Priority will be given to first time applicants

Grant fund approval and disbursement is based on availability of funds

Final approval is at the discretion of the GCAC Board, and notification of approval or decline will be communicated to each applicant at the earliest opportunity.

The Give God a Year Scholarship is part of a strategy we are encouraging our students to adopt that would see them build healthy foundations for faith and life after they graduate from high school. We believe that the first few years after graduation are a time when many students have significant new experiences and make life altering decisions in regards to life and faith. These experiences and choices often have a major impact on the trajectory of their beliefs; consequently, giving God a year by enrolling in a DTS, Bible School or mission's internship is an opportunity for students to intentionally take steps to making their faith their own. Although we encourage them to begin this process of making their faith their own earlier, we realize that this process cannot fully be completed until the student leaves the safety and accountability of home and mom and dad. The importance of making this commitment becomes very evident when one looks at the statistics of how many Christian students drop their faith when they go to college. What we have seen here at Grand Centre Alliance Church is that students who take a year to pursue Jesus through biblical studies at a DTS or Bible College or through some sort of mission's internship are far more likely to stay true to their faith in the face of adversity. We are seeing most of these students returning to Canada with renewed passion for Christ and a firm foundation of faith. This is why we want to provide a scholarship – we want to show that we value this pursuit of Jesus and commitment to build a healthy foundation for faith.

CONTACT INFO

Name: _____

Address: _____

City, Province: _____ Postal Code: _____

Home Phone: _____ Personal Cell: _____

Email Address: _____

ORGANIZATION/SCHOOL APPLICANT WILL ATTEND

Organization's Name: _____

Address: _____

Contact Name: _____ Phone: _____

Email Address: _____

Organization's Website: _____

Course Dates: _____

Date of Departure: _____ Date of Return: _____

PERSONAL QUESTIONS

Do you have a personal Relationship with Jesus Christ? _____

Please give a short explanation of your testimony. _____

Have you been baptized? When? _____

If not, would you be willing to be baptized? Please briefly explain. _____

Have you ever attended a Bible School/DTS before? _____

If yes, please explain. _____

Please explain your purpose in seeking this experience _____

What are your expectations for spiritual and personal growth through engaging in this experience? _____

What do you expect God will do in you through this experience? _____

Are your parents supportive of this venture? Explain briefly. _____

REFERENCE (Please provide the contact info for one reference who has had significant influence in your life)

Name: _____ Relationship: _____

Home Phone: _____ Personal Cell: _____

Email Address: _____

Signature: _____ Date: _____

APPENDIX 9

3D Discipleship Ministry/Staff Evaluation

The following is a tool to help our ministry leaders, programs, and volunteers become more effective in their work as they labour for the cause of Christ and strive to become 3 Dimensional Disciples of Jesus. The ministries of Grand Centre Alliance Church do not belong to the pastors, elders or members of this congregation, but rather to Christ himself. The church, including all its people, activities, ministries and service, belongs to Jesus alone. Therefore, as we serve and pour ourselves out in ministry, we do it for the glory of Christ and his church as we seek to be faithful to our calling to be his beloved children and to be faithful to his mission for us to make disciples!

Ministry Leader/Paid Staff

1. Leadership Low to High

- a. Ability to motivate..... 1 2 3 4 5
- b. Delegates where appropriate..... 1 2 3 4 5
- c. Provides guidance, feedback and encouragement..... 1 2 3 4 5
- d. Encourages on-going training and development..... 1 2 3 4 5
- e. Supports volunteers in carrying out their responsibilities..... 1 2 3 4 5
- f. Leads by positive example..... 1 2 3 4 5
- g. Receptive to personal and professional feedback from ministry team..... 1 2 3 4 5
- h. Is a team player (ministry is shared with team)..... 1 2 3 4 5

Strengths of Leadership:

Things Leader needs to work on:

2. Planning & Organizing

- a. Able to cast vision, goals and objectives..... 1 2 3 4 5
- b. Organizes schedules, meetings, events well 1 2 3 4 5
- c. Recognizable forethought in planning..... 1 2 3 4 5
- d. Flexibility – ability to adjust due to circumstances or conditions..... 1 2 3 4 5
- e. Facilitates good process and scheduling..... 1 2 3 4 5

Strengths/weakness of planning and organizing you would like to comment on:

3. Handling of the Word

- a. Was the preaching/teaching well prepared (as far as the listener could tell) 1 2 3 4 5
- b. Was the preaching/teaching theologically sound..... 1 2 3 4 5
- c. Was the preaching/teaching biblically based..... 1 2 3 4 5
- d. Were the messages relevant to the primary audience..... 1 2 3 4 5
- e. Were the messages clear and easy to follow..... 1 2 3 4 5

Constructive criticism on Leader’s preaching/teaching:

4. Communication & Relationships

- a. Clearly communicates information orally..... 1 2 3 4 5
- b. Clearly communicates in written form..... 1 2 3 4 5
- c. Shows ability to listen and encourage 2-way communication..... 1 2 3 4 5
- d. Volunteers were well informed..... 1 2 3 4 5
- e. Effectively interacts with others..... 1 2 3 4 5
- f. Shows compassion and genuine love for team..... 1 2 3 4 5
- g. Approachable and available to care for the needs of team members..... 1 2 3 4 5

Comments on strengths/areas of growth:

Ministry Team/Program Evaluation

1. Effectiveness Low to High

- a. Was the Gospel clearly communicated..... 1 2 3 4 5
- b. Were ministry recipients encouraged in on-going discovery of Jesus..... 1 2 3 4 5
- c. Did our efforts help ministry recipients to demonstrate the life of Jesus..... 1 2 3 4 5
- d. Was there any evidence of heart change in ministry recipients (duplicate).....1 2 3 4 5

Where was our ministry team most effective?

What are some thought on how our program or team could be more effective in making 3D Disciples?

2. Team

- a. Were volunteers able to function as a team..... 1 2 3 4 5
- b. Were volunteer roles well defined..... 1 2 3 4 5
- c. Was our purpose for what we were doing well known to us..... 1 2 3 4 5
- d. Was there opportunity to grow as a team..... 1 2 3 4 5
- e. Was there adequate training provided for our team to serve well..... 1 2 3 4 5
- f. Was there opportunity to pray and worship together..... 1 2 3 4 5
- g. Was there good biblical instruction for our team..... 1 2 3 4 5

The following questions are for cross-cultural ministry teams...

- h. Was our team spiritually prepared for cross-cultural experience..... 1 2 3 4 5
- i. Did we achieve our team goals and objectives..... 1 2 3 4 5
- j. Was there adequate help to prepare testimonies and share the Gospel..... 1 2 3 4 5
- k. Rate your language training preparation..... 1 2 3 4 5
- l. Rate your awareness of the culture you went into..... 1 2 3 4 5

- m. Was our team adequately informed of issues regarding re-entry of our own culture 1 2 3 4 5
- n. Did we have adequate follow-up/debriefing..... 1 2 3 4 5

Comments (what worked, what didn't – how can we do better):

Volunteer Self Evaluation

1. Personal Questions

- a. Did I have adequate opportunity to grow spiritually while I served..... 1 2 3 4 5
- b. Did I pursue more training/info on my own..... 1 2 3 4 5
- c. Has serving in this ministry enhanced my relationship with Jesus..... 1 2 3 4 5
- d. Did I prepare myself before showing up to serve according to the ministry's need... 1 2 3 4 5
- e. Did my confidence for my role increase over the course of the ministry..... 1 2 3 4 5
- f. Did I feel like an effective part of the ministry team..... 1 2 3 4 5
- h. Do I feel like I fulfilled the expectations of my ministry role..... 1 2 3 4 5
- i. In facing challenges when serving, did I initiate discussion with team leader..... 1 2 3 4 5
- j. Rate my level of commitment and faithfulness to area of service..... 1 2 3 4 5

2. An Inward Glance

a. What has God been teaching you through the ministry you are volunteering in? Has your service enhanced your relationship with Jesus? How so?

b. Looking back over the year, what do you feel your motivation has been to serve in this ministry (Please be honest with yourself!)?

c. Do you feel like you have achieved your own expectations for yourself in regard to being a part of this ministry? Why or why not?

d. What do you feel you need most in order to be an effective part of this ministry?

e. For those of you in program ministries, are you planning to return to this ministry in the Fall?



EVERY STUDENT KNOWN

WE WANT TO GET TO KNOW YOU!

WHAT'S YOUR FULL NAME _____

WHAT SCHOOL DO YOU GO TO? _____

WHAT GRADE ARE YOU IN? _____

IS THIS YOUR FIRST TIME AT JOURNEY? _____

EMAIL _____

PHONE # _____

INSTAGRAM? @ _____

TWITTER? @ _____

WHAT DO YOU WANT TO KNOW MORE ABOUT ?	<input type="checkbox"/> GOD	<input type="checkbox"/> BAPTISM	<input type="checkbox"/> CHURCH
	<input type="checkbox"/> PRAYER	<input type="checkbox"/> THE BIBLE	<input type="checkbox"/> OTHER

Other: _____

REQUEST A TRIBE

BEAR

MOOSE

EAGLE

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