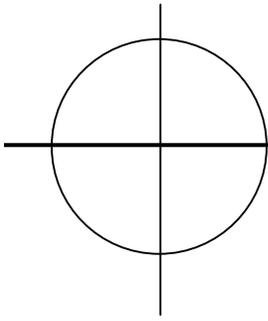


**Connecting the pieces of youth ministry.
A hands on practical guide
for youth leaders.**



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Introduction

Using This Book:

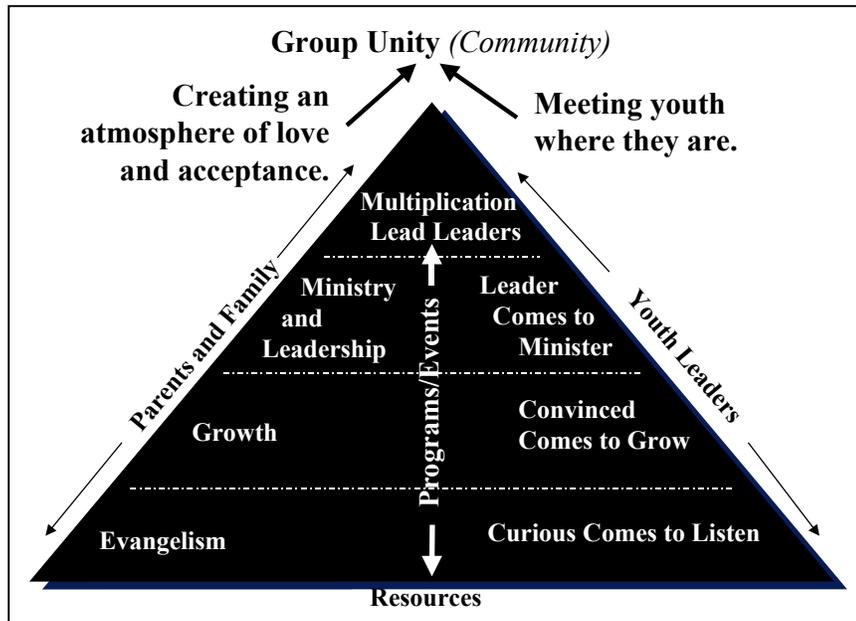
Global Youth Ministry Network is committed to equipping youth leaders internationally. This book is the result of that commitment and is a tool for youth pastors, youth leaders, parents, pastors and anyone else who has a desire to serve young people for the sake of Christ.

To fully utilize this book it should be used by your entire youth ministry team. I would suggest one of the two approaches:

- 1) Train your leaders through the book from the beginning to the end, covering each section and chapter in order.*
- 2) Use the topics that are the biggest need areas for your team by choosing the sections and chapters that you need at this time. But make a plan to cover every session.*

Do not cut short the study of the lessons. Allow each leader to read the section on their own and then as a team deliberately go through the ACTION STEPS portion at the end of each section. This will allow your team to apply the scriptures and the principles you learned to their personal ministry within the youth ministry.

Using the Pyramid as a Foundation:



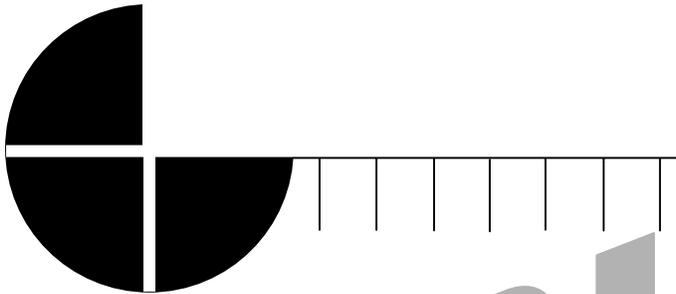


Introduction

If you have attended our training you will recall that we used a visual illustration of a pyramid to see how the life of Christ is our example. Let's quickly review the principles within the pyramid.

- ❑ **Meeting Youth Where They Are** is the basic foundation of all we do in ministry. Just as Christ became flesh and lived among us, He calls us to do the exact same thing. It is important to realize that we are talking about meeting **non-Christian** youth where they are. In their territory and places of activity in order to earn the right to be heard.
- ❑ **Community (Fellowship)** deals with relationships with other Christians. This is the area of fellowship, or creating an atmosphere of love and acceptance. Being sure that the environment in our youth group is a spiritual and socially healthy place of love and care among Christians.
- ❑ **Evangelism** is reaching out or inviting in non-Christian youth through creative methods in order for them to accept Jesus Christ as their Savior. This area works best when we have first developed the trust in young people through the relationships of meeting them where they are and building good fellowship within the group that the new believers will be mixing with.
- ❑ **Growth Level Discipleship** is the level where the Christians come to grow. At this point they are receiving instruction and putting it into practice. Knowing that true discipleship = knowledge + experience, the youth learn God's Word, but also put into practice in real ways through applicational teaching and accountability.
- ❑ **Ministry and Leadership Level of Discipleship** challenges the young people to find their very own spiritual gifts, talents and passions in order to serve God and others. The role of the youth leader is to help young people see their purpose in life and to activate their gifts and talents to impact eternity.
- ❑ **Multiplication Level** is the area of ministry where we as leaders begin to find our Timothy's in whom we can entrust ministry to. Jesus also set the example by multiplying himself in the apostles and giving them the mandate to pass on the leadership baton to others. This multiplication requires modeling and training by example, not merely giving others responsibility and hoping they succeed. This principle is for the leadership team and to be passed on to the entire youth group as a vision for their lives to multiply themselves spiritually.
- ❑ **Youth Leadership Teams** work together to make the above goals and steps become reality in the youth ministry. Care needs to be taken by the head youth leader to feel the responsibility to cast the vision, give purpose and set goals together with all the leaders to form a dynamic team for ministry. Time should be set aside for fellowship as well as ministry planning and goal setting among the leadership team.
- ❑ **Parents and Families** and the rest of the church are important ingredients in the development of young people. The people are the models that the young people see for most of the hours of their life. Parents and adults of the church need to be involved in some level of the ministry, not necessarily at each meeting but time should be set aside to creatively encourage and involve the parents and adults in the lives of the youth.
- ❑ **Programs and Events** are critical to make sure you take this information from the idea of theories to make it come alive in practical activities (goals) in your group. These goals should reflect the desire of what you believe His Word challenges our youth groups to be. All of these goals should point back to our foundational **purpose statement** for ministry we created from the life of Christ.

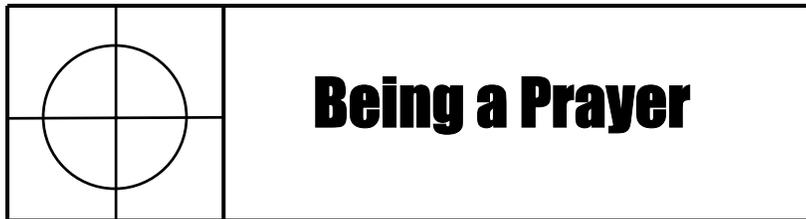
Section 1



SAMPLE



Chapter 1



*Prayer is easy to talk about but at times difficult for us to do on a regular basis. It is easy to learn about prayer, but many times hard to be disciplined to really pray. Dick Eastman in his book, "The Hour That Changes the World" puts it well, "What we do for the Lord is **entirely** dependent upon what we are in the Lord. Only as we apply our knowledge of prayer to the actual practice of prayer will we discover the practical power of prayer". I have two objectives for this chapter, first, to encourage you as a leader of youth to be a person of prayer. Secondly, for you to consider how to implement prayer more fully into your ministry with youth.*

You and I are alike because we want to impact our world for Christ to the fullest extent that we can. I confess that I spend most of my time focused on that purpose. I ask questions like, what can GYMN do to make the biggest impact in our ministry locations around the world? Where does God want us to start new ministries? How do we encourage you, the trainers and the staff of GYMN to accomplish God's purposes? These are important questions. I am sure you have your own questions about your location and your ministry. However, the greatest questions we need to ask are not How? Where? Or When? We need to begin by asking, Am I in touch with God? Do I have His heart? Am I in intimate communion with Him?

Does this mean we should not ask the first set of questions? No. We have to ask about God's direction, but we must be able to be close enough to hear His answers. This process of intimacy begins with our most important ministry – our ministry of being a person of prayer.

*Do we ignore planning, goal setting and time management? No! "These things often become subjects of great interest after spending a life in prayer. Because time in conversation with God produces ideas that seem reachable and exciting," says Becky Tirabassi in her book, "Let Prayer Change Your Life". In a second quote Tirabassi states, "...time in prayer leads to action steps that need to be carried out in a disciplined fashion..." I am a task-based person. I enjoy using my visionary mind, developing ideas and then goals to carry these out. Looking at prayer from a task view, let us imagine we had an important meeting with a key leader, maybe a denominational leader at the highest level, or maybe even the president of your country. I can guarantee you that you and I would do whatever necessary to keep that appointment. We would cancel other appointments, we would invest in travel, we would give up our time, and in fact **we would do whatever it takes to make that appointment**. Now, let us contrast that effort with our effort to keep an appointment with God. Does the president have more to offer than God? No way! Is the president all-powerful, all knowing or has he died for you? Absolutely not! Yet, honestly, we would invest far more effort in an appointment with a president than with Christ, The King of Kings. Why is that? Maybe we think God is always here I can talk to Him anytime. Or maybe we think we are not worthy. Honestly, we are lazy at times. There are times we forget about the power we gain from being in His presence. We can become so busy with our own things to do, that we may be in God's presence but not have our attention on Him. Are you alone in feeling this way, probably not? We all struggle in this area at times. So what do we do? Let us look at a few steps to consider.*

*First, we need to **make a new commitment**. Consider making an appointment you refuse to break. You may need to let others know about this commitment, so they will understand why you cannot be with them or do something during this time. Put it down in a planner; etch it in your mind. I will meet with God daily from this time until this time. Promise to not sleep without talking to Him. A vow is necessary as an action step.*

*Secondly, **share this dedication with someone else**. Find someone you see on a regular basis that will ask you how you are doing. Maybe this could be someone who will make this same commitment with you so you can keep each other accountable.*

*Third, **have a plan**. We need a regular time, a place of solitude and quiet and a plan of how to pray. There are several options here that I have used at different times. As you look at these do not make them legalistic formulas. God is a relational God, not a God wanting us to be tied down to every step of a man made plan. However, some of us may need the discipline of a plan to follow and a way to add some fresh ideas to our stagnate prayer life.*

***A.C.T.S.** is one method many follow, where each first letter spells out a word (if you are reading this in a language besides English it may not spell something, but the ideas will still translate for you-maybe make up your own acronym). **A** = Adoration. This is a time to tell God about His greatness. Try not to tell Him about what He has done, but just use words that express His character, like: Holy, True, Pure, Life, etc... **C** = Confession. Take time to search your heart and allow God to look within then confess and repent from those things you find. Next is **T**, for Thanksgiving. Take time to thank God for all He has done in your life, ministry and the lives of those around you. Finish your time with a time of Supplication = **S** (or intercession). Pray for yourself and others' specific needs: physically, emotionally and spiritually. Now, let us continue by looking at another prayer method option and how it can make an impact in us and those youth around us.*

Another method for prayer is one I recently implemented from the book, "The Hour That Changes The World", by Dick Eastman. In this book Eastman gives a challenge to pray at least one hour a day by focusing on each area for a minimum of five minutes. Here are the areas and some verses that correspond to them, you may want to keep this list in your Bible or copy it down for yourself as a guide:

1. **Praise:** Recognize God's Nature –Psalm 63:3.
2. **Waiting:** Silent Soul Surrender – Psalm 46:10.
3. **Confession:** Cleansing Our Temple – Psalm 139:23.
4. **Scripture Praying:** Word-Enriched Prayer – Jeremiah 23:29.
5. **Watching:** Develop Holy Alertness – Colossians 4:2.
6. **Intercession:** Remember the World - 1 Timothy 2:1-2.
7. **Petition:** Share Personal Needs - Matthew 7:7.
8. **Thanksgiving:** Confess Me Blessings – 1 Thessalonians 5:18.
9. **Singing:** Worship in Song – Psalm 100:2.
10. **Meditation:** Ponder Spiritual Themes – Joshua 1:8.
11. **Listening:** Receive Spiritual Instruction – Ecclesiastes 5:2.
12. **Praise:** Recognize God's Nature – Psalm 52:9.

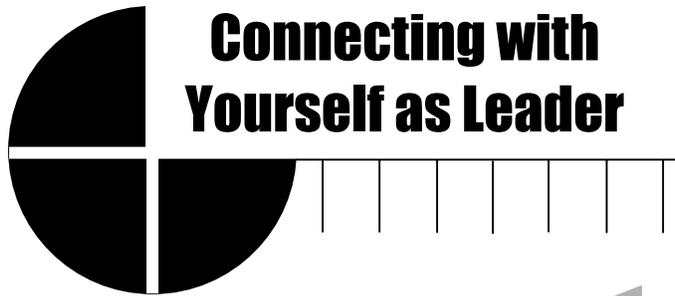
Action Steps



1. *As a leadership team, use one of the two methods mentioned (ACTS or the one-hour method) and put it into practice during your next few leadership meetings.*
2. *Study some of the verses from the one-hour program as a foundation for this adventure together.*
3. *Discuss as a leadership team each person's prayer life. Challenge each leader to honestly share how they are doing. The first step to improvement and spiritual growth is confessing your need. Share with each other the things that hinder your prayer times and give ideas of how to get over those hurdles.*
4. *Talk about what commitment each may want to make and how you can help each other through accountability in this area. Remember to make a plan with a good time, location and steps to take in prayer. Also plan on asking specific questions in the next meeting to check one another.*
5. *Discuss as a leadership team some creative ways to get your youth to pray. Consider some of the following:*
 - a. *Have your group split into small groups and pray for one another during a youth meeting. You may want to split up your leaders to guide these groups.*
 - b. *Consider having a concert of worship and prayer. Possibly use one of the two methods mentioned as a basic outline. Pick out songs focused on each type of prayer, and then lead the youth in these areas of prayer (you can also use small groups for this as well to involve each youth in the praying process). With good planning you can have testimonies or other creative worship ideas for each type of prayer.*
 - c. *Use one of these methods as an outline for a teaching series for your youth meetings. End the series with a Concert of Prayer and a celebration time with snacks and food, etc...*

SAMPLE

Section 2



SAMPLE



Chapter 7



Athletes, students and business people all work with a purpose in mind. In sports, the participants train day after day through pain and through rewards to gain a prize (their purpose). Students put in hours and hours of time, in fact, on average a student who completes 12 years of schooling will invest at least 19,440 hours in their education alone. Why? To gain a degree that will help them throughout their lifetime here on earth (their purpose). Business people work day after day, hour after hour some in hot sweaty conditions, others in difficult jobs working with difficult people. Why? To gain a paycheck that will provide for their families (their purpose). Let us take a closer look at purpose as it relates to you and I and our youth ministries.

Purpose is in an interesting word. In defining purpose the Webster's dictionary states that purpose is the reason that something is done or made. It also means to have determination or resolve, to work with intention and a design in mind.

Another key word in our pursuit of programming our youth ministry with a purpose is the word driven. Being driven means to transmit force or motion (movement), to cause to move, act, guide or push. Someone drives cattle to get somewhere—a place of purpose motivates them. For cattle, their purpose is food and they are driven (caused to move) by someone. Drive is a characteristic that is essential in our programming efforts; ideas alone without the motivation will not form an ambitious youth ministry.

You and I were made with a purpose. Psalm 139:12-17, states that God formed us before we were born, He knew our days ahead of time and thinks of us constantly as an individual. We are not here just to take up space, but to fulfill a role in God's plans. God individually designed you and me on purpose for a purpose. In fact, you and I were designed and placed into leadership.

Good leaders have a purpose, can explain their purpose and are driven with purpose. They are motivated to create a determined outcome. *As Christian leaders our purpose is quite simply seen in Colossians 3:23-24, "Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving." We are not driven for money, for a temporary trophy or for status before people. Our driving force is to be rewarded by God with an eternal reward, because everything else is simply temporary. **Step one for you and me is to have the Lord and His ways at the center of our purposes.** Then we need to take actions fulfill these purposes.*

*In step two, we look outward at our ministry to see how to create programs (activities) in our group that have a purpose. We begin with some questions. What drives us to have the activities we have? Why do we have youth camps? Why do we meet weekly? Why do we worship? **In fact, the best starting place for planning your ministry is to ask, what do we want to accomplish?** What will a healthy youth ministry look like? What were the priorities of ministry for Jesus? Was it traditional activities, doing things the way they had always been done, or was His action based on a purpose?*

*The issue for you and me as youth leaders is to be sure that everything we do has a specific purpose. In fact, the best way to do this is to ask the question, why? For example, your youth team is planning a youth camp. Before you pick the dates, speakers, activities, etc... first stop and ask why are we having this camp? **A great question to look at is what part in the pyramid (refer to Introduction) will this activity fulfill?** From the answer to this question you can see how to choose the speaker, activities, etc... If your camp's purpose is outreach for non-Christians, you will probably need more activity time and more supervision of activities to make sure nothing bad is going on. Most importantly the messages should be focused on issues for non-Christians. The same group of questions applies to any activity we pursue. Another idea is to **write out the purpose of the activity (camp, youth meeting, visitation, etc...)** and **distribute this to the leaders involved.** This guarantees that your leaders know why they are at this activity and the expected outcome.*

Another use for the pyramid (refer to Introduction) is when someone mentions an idea for any youth activity you need to ask, how will this help us meet the purpose of the pyramid sections?

This same process works in every ministry area in the pyramid. Whether you are working with families, developing leaders, or meeting youth where they are the process and questions do not change. Asking why do we do it this way and what is the best way to disciple, lead, reach, etc... is essential in every ministry area.

*Athletes train with a prize in mind. Business people work with a prize in mind. Students study with a prize in mind. God has a prize in mind for us as we strive toward Him and His purposes in a thoughtful way. We are motivated by the unwavering purpose of bringing youth to Christ and to an on-going relationship with God. We utilize other leaders, families and the local church to create a program and design our ministry activities with His purposes in mind. Developing a ministry with purpose requires that each event, activity and meeting have a purpose. Do not try to move your ministry forward without an aim, a target and a focused desired result (purpose). How do we do this in a practical way in our ministries? **Begin with reviewing your Level 1 notebook, especially the session on planning and evaluation.** Secondly, consider again the target of all you do in ministry, write it out and discuss this with your team. Next look at all of your activities and goals. Ask yourself, are these activities serving a purpose? You may find it best to go on a one-night retreat for this process. It is helpful to start with a fresh view sometimes, not looking at the ways you tried to accomplish a ministry area on the pyramid in the past. Ask your team (as an example), in the area of building community, what are some things that would make this happen the best? (If you decide on a past method that is ok, but leave room to discuss new ideas). **Go through each ministry area and plan with a purpose in mind.** Your purpose should be to have the best ministry possible for that given area of ministry. It is important to be willing to let go of old methods if they are not working any more. For example, if your songs are the same ones that the adult service uses and these songs are not helping the youth worship then it is a **requirement** for you as a leader of the youth to do something differently. Maybe you add motions to the song, or you use different songs that move the youth toward a purpose of real worship. Another idea that works well is to **always have a copy of the pyramid at each leaders meeting.** Review your pyramid with the group before you decide when, where and how to do your youth ministry activities. **Keep purpose in mind in all you do and be sure to take real action steps with your teams to keep them focused on the purposes of Christ.***

Action Steps



1. *Step one for you and me is to have the Lord and His ways at the center of our purposes. Resolve in your heart as a leader that you will minister, work and lead with purpose.*
2. *Review your Level 1 notebook session on programming and evaluation yourself and with your leaders.*
3. *Ask your team, what do we want to accomplish? What will a great youth group look like, numerically, spiritually, etc...?*
4. *Make sure that everything you do (each activity, meeting, outing, service, etc...) has a specific purpose that points to the pyramid.*
5. *Write out the purpose of the activity (camp, youth meeting, visitation, etc...) and distribute this to leaders involved. This is especially helpful right before a big event. Some leaders may come just thinking they are there because they are expected to be there. But if you give them a quick reminder that you need them to (for example) meet three new people tonight to help build community. This insures that your team is serving with a purpose in mind.*
6. *Read this chapter again and underline every question listed and discuss them together as a team as they apply to your ministry.*
7. *Make sure you have a balanced ministry in each area of the pyramid.*
8. *Always have a copy of the pyramid at each leaders meeting to keep you on track.*
9. *Good leaders have a purpose, can explain their purpose and are driven with purpose. Evaluate how you as leaders are doing in each of these three.*

Section 3



SAMPLE



Chapter 12



In many sports, teamwork is the key element for success. Consider football, (what we call soccer here in the US). This sport requires eleven active players whose purpose is to outscore the opponent. In the process of scoring it almost always requires more than one player. The kickoff cannot become a goal without another players help. A throw-in never becomes a goal without another players touch. In fact, most scoring occurs only when a series of well coordinated actions are taken by more than a few players. This teamwork allows the players to accomplish something that they could not do alone.

So it is with ministry. Sure, the actions are different than soccer, the players are different, but success will require a team effort. Scripture speaks of the necessity and successes of teamwork. Let's take a look and see what God wants our team to accomplish.

Ecclesiastes 4:7-12 provides some great insight for us to see the disadvantages of being alone as well as the advantages of working in a team. Working alone means that no help is available which could result in our being overpowered. Doing ministry alone many times results in frustration, loneliness, depression and eventually withdrawing from the work of the ministry. In contrast, the advantages to having one partner are that we have a better return for our labor, comfort, resistance and someone to encourage us and help us up when we are down. The ultimate situation is to have more than two other leaders with you, since a cord of three strands is not quickly broken. A team of two can be divided or if one leaves we are left alone, but a team of three or more is not easily broken. Now that we see the principle, let's look at the greatest team player in the history of life, Christ himself and how he made this work.

*Christ was and still is a team player. His purpose is to include us in His team and for us to include others. **Three things that Christ carried out in His ministry teams, that we should mimic, are—to call, to mobilize and to multiply.***

One of the first steps that Christ took after His baptism was to call together a ministry team. Matthew 4:18-22 tells of Jesus' first step in team development, calling. Jesus was not shy about looking for others to call. He went to the future disciples, and He said to them, "Follow Me, and I will make you fishers of men." Jesus called four leadership people to be on His team and He called them in pairs of two (possibly signifying the need for teamwork also).

After calling them, He began to mobilize them. He desired them to be active in the work. We see in Matthew 10:1, "He called his twelve disciples to him and gave them authority to drive out evil spirits and to heal every disease and sickness." To be part of Jesus' team, you have to be active. So, Jesus mobilized them and gave them responsibility along with authority. Today, I believe one way we give leaders authority is by training them. This occurs as you train the leaders personally and by sending them to one of our training seminars.

Jesus, did not stop with calling, training and mobilizing, He expanded His team through multiplication. Luke 10:1-2, shows the multiplication affect, as Jesus sends out seventy leaders. With the sending, He encourages the leaders to pray for even more laborers, because of the plentiful

harvest. So how many leaders have you called, mobilized and multiplied? What is slowing your process, a lack of prayer or a lack of action?

In case you were thinking that only Christ could do these things, the Bible gives us the example of the great leader and church multiplier, Paul. For ten years after Paul's conversion we hear very little about his ministry. But as soon as the scriptures began to talk about his work, we see that Paul is always partnering with others. First with Barnabas (Acts 13-14), then with Silas, (Acts 15:40-18:22), then with Timothy and Apollos and others. Paul, the great missionary for the church, **called others, mobilized others, multiplied leaders, and eventually started many new churches.** How? By knowing that leadership team development is important.

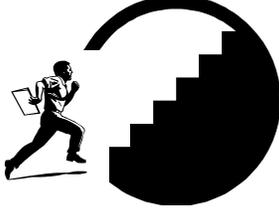
How about you and me? If we looked at our schedule, do we see leadership development as important and something we spend time doing? How many leaders have we developed personally? Make a decision here today to call, mobilize and multiply leaders. But, what do I do? Where do I start? The article on the back will help us with specific ideas on how to make this happen. The first way to put principles into practice is to **review your purpose statement.** You may ask, "Why?" The truth is that people want to follow and help others who know why they are doing what they are doing in the ministry. It is important to know why you need leaders and to know what your vision/purpose is for them. This review is necessary in order to **get others to help.** This may sound simple, but it takes action on your part. We need to do more than pray, you must go and actively share your purpose with others so they can catch your vision. Once you have others to help, you can begin **meeting together regularly.** Everyone needs encouragement, direction and training so it is essential that you provide these elements for your leaders. (Remember the three elements from the seminar? VHS—Vision, Huddle and Skill.)

The next step may sound too simple, but it is critical. **Lead.** The most frustrating thing a developing leader faces is to have a heart for the youth ministry, but having your mentor/leader not lead by example. Actions speak louder than words, so do what you teach them, lead them through example. **Training** is essential for new leaders. Those who volunteer to help you need to know you care enough to train them. By training them yourself or sending your team of leaders to one of our seminars, you will give them the tools they need to succeed.

The last step is more for you to **think about** and to work through, not something that you can do quickly. This step is to ask yourself, "**What are the qualities of a good team?** Start by thinking about a sports team. Ask yourself, "What makes some teams better than others?" After you have spent time thinking through this, list the qualities of any good team and decide how you will provide these characteristics to your team. Is trust important? How about a serving attitude? What about caring for one another? Dedication? Faithfulness? Teachability?

After you have developed your list and written down your ideas, **talk with your team about these leadership team development topics.** Following these steps will help you develop a strong leadership team.

Action Steps



1. *Review your purpose statement.*

2. *Get others to help. (Prayer and action)*

3. *Meet together regularly.*

4. *Lead the team by example.*

5. *Train them yourself and through our seminars. (Share with them and send them to **our training seminars.**)*

6. *Think about, "What are the qualities of a good team?"*

7. *List these qualities.*

8. *Talk with your team about these leadership team development topics.*