

CrossPoint Student Ministry

2010 Leadership Handbook



CROSSPOINT STUDENT MINISTRY LEADERSHIP

The CrossPoint Student Ministry exists for the purpose of reaching, teaching, and sending out Just 1 More student for the glory of God.

YOU HAVE THE POWER, PURPOSE, AND PRIVILEGE TO BE A LEADER.

Power – *“But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.”* – Acts 1:8, ESV

Purpose – *“To me, though I am the very least of all the saints, this grace was given, to preach to the Gentiles the unsearchable riches of Christ, and to bring to light for everyone what is the plan of the mystery hidden for ages in God who created all things, so that through the church the manifold wisdom of God might now be made known to the rulers and authorities in the heavenly places. This was according to the eternal purpose that he has realized in Christ Jesus our Lord, in whom we have boldness and access with confidence through our faith in him.”* – Ephesians 3:8-12, ESV

Privilege – *“Through Christ, God has given us the privilege and authority as apostles to tell Gentiles everywhere what God has done for them, so that they will believe and obey him, bringing glory to his name.”* – Romans 1:5, NLT.

“Every Christian is called to be a leader of sorts, at some level, because all of us are given a mandate to teach and influence others.” (John MacArthur, *The Book on Leadership*, xii).



IS THIS REALLY A NEED?

*“Three-fourths of graduating high-school seniors leave their church as soon as they are free from their parents making them go. That’s a high percentage, and that’s of those who stay in the area to go to college. Yet, they felt that the church’s senior leadership dismisses the trend; as long as they see some younger people, they think everything’s okay.” (Dan Kimball, *They Like Jesus, But Not The Church*, p.17).*

The paradigm for most student ministries in the typical church is the following:

- Sunday-only students come to Bible study and corporate worship with their families once a week.
- Sunday-only students aren’t connecting with the S-A-W students (Sunday-and-Wednesday).
- Student ministers know and connect better with the S-A-W students
- Student ministers aren’t training teachers, so Sunday-only students are getting adults who feel “obligated” to sit in a room for almost an hour and stare at curriculum
- Wednesday-only students aren’t coming on Sundays to join the church body.
- Wednesday-only student parents are dropping their students off and picking them up in order for the student minister to “fix them.”
- Events and programs are placed on the yearly calendar in order to keep church students and families busy.
- Events and programs are placed out of tradition and not spiritual transformation
- Students are lectured, not challenged.
- Parents want control, not content. (The average parent won’t consider theology as much as the temperament of the student ministry)
- Parents aren’t being included in the overall student ministry vision.
- Parents are ignored.
- The Popularity of the student minister will increase the numbers.

WHY IS IT THAT WE ARE LOSING STUDENTS AFTER THEY GRADUATE?

We have put our collective energies, time, and resources to produce an atmosphere that the student minister is the guy hired to lead without needing adult leaders...for the sake of “being friends” with students.

3 key principles for the importance of adult leaders in student ministry (taken from Allen Jackson's book *TEACH: the ordinary person's guide to teaching students the Bible*, p.28)

1. Youth ministry begins when a Christian adult finds a passage into the student's world.
2. Youth ministry happens when adults draw students into a maturing relationship with God through Jesus Christ.
3. On most occasions, the influence of the student's family will exceed the influence of the youth worker.

Based on Jackson's excellent book, we can see that areas of much needed attention in student ministry need to be around:

- connecting students to God's truth,
- connecting with them in genuine relationships, and
- partnering with families for the glory of God.

YOU ARE NEEDED!!

People crave relationships. Students are...people! Perhaps a reason most students drop out of church after they graduate high school is the realization that the entertainment of student ministry is over. No more lock-ins. No more camps. No more organized ski trips. The cotton-candy is gone. The substance of typical student ministry has left the student with empty hands. Something is being left out.

“To experience community is to know the joy of belonging, the delight at being known and loved, the opportunity for giving and growing, the safety of finding a true home.” (John Ortberg, *Everybody’s Normal Till You Get To Know Them*, p. 40)

“But encourage one another day after day, as long as it is still called ‘Today,’ so that none of you will be hardened by the deceitfulness of sin.” – Hebrews 3:13, NASB

“How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them? And how can they preach unless they are sent? As it is written, “How beautiful are the feet of those who bring good news!” Romans 10:14-15, NIV

What is left out?

- The truth of the Gospel
- Genuine relationships
- Practical opportunities for growth
- Committed leaders

At CrossPoint, we want students to know the truth of the Gospel, have genuine relationships, take opportunities for practical growth, and find trust in committed leaders who will help hold them accountable before, during, and after high school.

10 MYTHS OF STUDENT MINISTRY ADULT LEADERSHIP

MYTH #1 – THE YOUTH MINISTER IS THE HIRED “BUDDY” FOR STUDENTS.

- *“But on some points I have written to you very boldly by way of reminder, because of the grace given me by God to be a minister of Christ Jesus to the Gentiles in the priestly service of the gospel of God, so that the offering of the Gentiles may be acceptable, sanctified by the Holy Spirit”. – Romans 15:15-16, ESV*
- The decline of many student ministries is found when the student minister acts in the role of “buddy” while neglecting his/her role in ministry.
- Ministering to students goes far beyond being just a friend to students.
- Students have friends.
- Students who don’t have any friends will have friends if the student ministry is Christ-centered.
- Students need ministry. They need to be served the Gospel by leaders that maintain a Biblical understanding of ministry.
- *“Youth ministers must learn to treat youth not as peers but as individuals who need and deserve ministry and care.” (JB Collingsworth in Richard Ross’s book *The Work of the Minister of Youth*, p.55)*
- If you were sick, you’d visit a doctor. If your house was on fire, you’d call the fire department. If you’ve never skydived, you’d want a jump expert. Why would we lower our expectations for the greatest need of all?

MYTH #2 – ADULTS AREN'T NEEDED UNLESS IT'S TO MAKE PARENTS FEEL COMFORTABLE WITH THE RATIO OF CHAPERONES TO STUDENTS ON TRIPS.

- *“How much better it is to get wisdom than gold! And to get understanding is to be chosen above silver” – Proverbs 16:16, NASB*
- We have sacrificed wisdom at the altar of visible success. Numbers and the show outweigh wisdom in student ministry. This mentality must end.
- It is FOOLISH to do student ministry without the need or desire for adult help.
- Adults, especially parents, know teenagers. They know teenagers for 2 reasons
 - o They once were one!
 - o As parents, they are raising at least one.
- Adults are needed in order to establish such an atmosphere in which stability, consistency, and accountability are held.
- Adults...parents are needed!!!
- The problem rests in the tendency to find adults to fill spots for camp, ski trips, and other various trips.
- *“I don't have a problem with busy parents hiring a professional to show their kids how to get poop in a toilet as much as I have a problem with busy parents hiring a professional to teach their kids the basics of Christianity and life. And that's exactly what's happening in youth ministry today.” (Greg Stier, Ministry Mutiny, p.115)*
- Strong adults and parents bring strong wisdom to areas in which student ministers remain clueless.
- Adults are even more vital when students from broken homes walk into the youth room. When they are being ignored at home by mom and dad...who would be more effective in reaching them? Perhaps...an adult who has a teen of their own?

MYTH #3 – ADULTS CAN'T RELATE TO STUDENTS

- “*The glory of young men is their strength, And the honor of old men is their gray hair.*” – Proverbs 20:29, NASB
- The absence of honor is found in ministries that believe this myth.
- Adults offer wisdom that only comes from experience with this unusual thing called life.
- Meet Bruce. Bruce is one of my dearest friends. Bruce is in his mid 40's. He listens to up-to-date music, plays sports, teaches with passion, and invests in students. His leadership for 4 ½ years with me was one of the key elements for a healthy student ministry.
- We need more Bruces!
- Students have friends. Students need adults that can guide them, teach them, and show them the joy that the truths they learn can last.

MYTH #4 – THE YOUTH MINISTER CAN REACH EVERY STUDENT FOR CHRIST.

- *“Am I now trying to win the approval of men, or of God? Or am I trying to please men? If I were still trying to please men, I would not be a servant of Christ.”* Galatians 1:10, NIV.
- When student ministers keep this myth in their hearts, they fall into the trap of trying to please people more than being a servant of God.
- A true servant leader sees the need for help...adult help.
- Adult leadership is vital. My role cannot be to reach every student for Christ.
- *“Different types of leaders reach different types of students using their own styles, interests, ages, and experiences. The more varied your team members, the more varied the students you’ll be able to care for.”* (Doug Fields, *Your First Two Years in Youth Ministry*, p.177)
- 3 things happen when this myth is believed.
 - The youth minister develops favorites.
 - The youth minister crashes and burns
 - Students are neglected.
- *“Many ministry people are busy because they’re trying to become everything to everyone; instead, they become nothing to no one.”* (Doug Fields, *What Matters Most*, p.57)

MYTH #5 – ADULT LEADERSHIP WILL MAKE STUDENT MINISTRY BORING.

- “Where there is no guidance, a people falls, but in an abundance of counselors there is safety.” Proverbs 11:14, ESV
- “Leaders can make or break a ministry. A Youth ministry without adequate leadership can never be healthy, but one with an abundance of quality leaders will always have the potential for health.” (Doug Fields, *Purpose Driven Youth Ministry*, p.271)
- What makes student ministry boring is immature leadership.
- Immature leadership denies the importance of adult leadership for the goal of being popular.
- Adults that give up time, resources, and energy for the sake of serving students for the advancement of the Gospel make ministry EXCITING.
- Meet Canyon. Canyon is 29 years old and serves in the Air Force. He drives a motorcycle and volunteers as a leader in the student ministry. He is single and spends most of his time preparing to teach small groups, encouraging students weekly, and chaperoning on trips. He is a 3-year student ministry veteran that is in high demand.
- We need more Canyons!

MYTH #6 – SMALL GROUP BIBLE STUDY DOESN'T WORK.

- “*They devoted themselves to the apostles’ teaching and to the fellowship, to the breaking of bread and to prayer.*” – Acts 2:42, NIV
- We must destroy the myth that Bible Study doesn’t work.
- Where have we gone wrong with replacing quality small groups with a big show?
- Big show youth groups fail in these areas
 - Quality connection with students
 - Quality discussion and interaction
 - Genuine and specific times of prayer
 - Outreach
 - Community
 - Etc.
- “*Small groups are not the end of ministry; they are the beginning.*” (Laurie Polich and Charley Scandlyn, *Small Group Strategies: Ideas and Activities for Developing Spiritual Growth in Your Students*, p.7)
- We must pop the bubble of selfish religion and open the flood gates of community faith. This happens in small groups.
- “*Jesus consistently had negative things to say about two groups of people; those who were too legalistic to help others, and those who negatively affected the spiritual growth of a child.*” (Allen Jackson, *TEACH: the ordinary person’s guide to teaching students the Bible*, p.31)
- Meet Taylor. A few years ago, her house almost burned to the ground. Her life was changed in just one night. Her small group reached out to her during the entire time. If it wasn’t for her small group at church, who would reach out to her?

MYTH #7 – PROGRAMS DEFINE SUCCESSFUL STUDENT MINISTRY

- “For we are the aroma of Christ to God among those who are being saved and among those who are perishing.” – 2 Corinthians 2:15, ESV
- “Most of our student ministries are known for camps, retreats, programs, choir tours, ski-trips, fund-raisers, and all-nighters. And few are known for the sweet aroma of Christ in the lives of teenagers.” (Eric Geiger and Jeff Borton, *Simple Student Ministry: A Clear Process for Strategic Youth Discipleship*, p.9)
- Most youth ministries are consumed with the high demands of programming to meet the needs of students and parents.
- Programs aren’t of the devil; the busyness and spiritual decay that can result is.
- Ok...what defines successful student ministry?
 - o Providing avenues for students to hear and believe in the Gospel
 - o Providing an environment where students of all backgrounds are welcomed in for encouragement
 - o Providing resources for students to grow in their knowledge of the Word.
 - o Providing opportunities for spiritual growth.
 - o Providing examples to show the importance of the Gospel in the church.
 - o Providing ways in which the church can be better unified with the help of the student ministry.
 - o If programs can meet these elements, they are important.
 - o If not, they must be eliminated.
- Biblical student ministry will decrease the curiosity of the next event and will increase the excitement for kingdom expansion!

MYTH #8 – TEACHING IS THE ONLY FORM OF GOOD LEADERSHIP.

- “*Not lording it over those entrusted to you, but being examples to the flock.*” 1 Peter 5:3, NIV
- “*Too many of our student ministries recruit teachers to pour information into students instead of recruiting and training leaders to invest their lives in teenagers.*” (Eric Geiger and Jeff Borton, *Simple Student Ministry; a clear process of strategic youth discipleship*, p.21)
- Teaching a Bible Study for an hour a week is not the only form of leadership. Planning and leading a lesson plan doesn’t define leadership.
- Leadership is teaching, living, showing, and helping students follow closer in the steps of the ONE that redeemed them.
- Meet Steve. Steve is an adult leader who is close to 50. He serves on the leadership team by helping with team sports, chaperoning trips, and setting up/breaking down events. Steve doesn’t enjoy teaching. Steve enjoys serving and leading in his giftedness: sports. Students love Steve because they see the heart of Christ in him: both on the field and behind the scenes.
- We need more Steves.
- You are needed in several areas...not just teaching!!!

MYTH #9 – LEADERS NEED TO KNOW ALL THE ANSWERS.

- *“But in your hearts honor Christ the Lord as holy, always being prepared to make a defense to anyone who asks you for a reason for the hope that is in you; yet do it with gentleness and respect.”* 1 Peter 3:15, ESV
- Knowing the answers to questions comes when leaders honor Christ the Lord as holy!
- Being prepared to answer questions involves knowing the subject and living the subject daily.
- *“But while the subject humbles the mind, it also expands it. He who often thinks of God, will have a larger mind than the man who simply plods around this narrow globe.... The most excellent study for expanding the soul, is the science of Christ, and Him crucified, and the knowledge of the Godhead in the glorious Trinity. Nothing will so enlarge the intellect, nothing so magnify the whole soul of man, as a devout, earnest, continued investigation of the great subject of the Deity.”* – C.H. Spurgeon
- It’s OK to admit that you don’t know everything.
- Leaders in ministries, especially student ministry when students can see right through our disguises, must practice the discipline of humble dependency.
- *“Do not let it shock you to hear students question almost everything about their faith or the church. The goal is not to provide every answer in an attempt to convince them to see things your way. Rather, serve as a steady guide who helps them discover and possess the biblical truth for themselves.”* (Allen Jackson, *TEACH: the ordinary person’s guide to teaching students the Bible*, p.46.)
- Answers to questions will come to leaders when the leaders are truly living, studying, and enjoying the subject.

**MYTH #10 – ADULTS VOLUNTEER TO SERVE IN THE STUDENT MINISTRY
BECAUSE THEY WANT TO SUPPORT THE YOUTH MINISTER.**

- *“To this end we always pray for you, that our God may make you worthy of his calling and may fulfill every resolve for good and every work of faith by his power.” 2 Thessalonians 1:11, ESV*
- Your role in serving in the student ministry of your church goes far beyond wanting to make the youth minister happy!
- Your role is your calling. Your role is a privilege. Your role is an opportunity to show students the genuine importance of the Gospel in your life!
- *“I need leaders, but Christians need to serve, and youth ministry is a spot that stretches their faith.” (Doug Fields, *Your First Two Years in Youth Ministry*, p.175.)*
- If your aim in serving as an adult leader is to support the youth minister, you may want to reexamine your motives!
- Why do some adult leaders leave after a youth minister leaves? They leave, because they didn't see their role as a calling to show the Gospel.
- Our aim in the adult leadership team is to provide avenues for adults to serve in such a way that the joy of the Gospel radiates in their love for the bride.
- Meet Jerry. Jerry served faithfully as a Sunday School teacher for boys. He had the same class for 5 years. He watched them grow from 8th grade trouble makers to young adults that understood the Gospel. Jerry experienced 3 different youth ministers in his 5 years of service. His joy was in his call, not in supporting a youth minister. His ministry ended when his job relocated his family. Now...he continues to serve in a new church.
- We need more Jerrys.

SO...WHAT NOW?!!

1. Pray for the Spirit to reveal your giftedness.
2. Pray for the Spirit to open opportunities
3. Pray for the Spirit to give boldness in serving in the “jungle” called student ministry.



NOTES