Based on the bestselling book by Doug Fields

Facilitator's Guide

PURPOSE DRIVEN® YOUTH MINISTRY

Training Kit

5 Strategic Team-Building Sessions for Healthy Ministry

Youth Specialties



Training Kit

ZONDERVAN

Purpose Driven® Youth Ministry Training Kit Facilitator's Guide
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Welcome to

PURPOSE DRIVEN® YOUTH MINISTRY TRAINING

P*urpose driven*. Great concept, but is there a way to cast this vision to your team so they'll catch it? And if your student ministry leaders have already adopted the purpose driven philosophy, is there a way to make it fresh?

I'm convinced you can. With *Purpose Driven Youth Ministry Training Kit* your team can understand the purpose driven strategy and think creatively about the ministry they're called to serve. The result is reaching more students, impacting more lives, strengthening the church, and ultimately changing the world around you for God's kingdom.

Whether your ministry has been purpose driven for years or you're just getting started, this training kit was designed with you in mind. Based on the book *Purpose Driven Youth Ministry*, this resource explores some of the essential elements your leaders need in order to build a solid foundation for a healthy youth ministry. And it does this by giving you—

- Field-tested material
- Sessions designed to educate your team and bring them on board with purpose-driven concepts
- A tool that facilitates a balanced and healthy ministry, and that creates enthusiasm among your team members

So you can get going right now. Start by watching the three-minute introduction on the video just for you, the facilitator. There are a few ideas you should hear before you dig into the sessions with your leaders.

—Doug Fields

Introduction

MAKING THE MOST OF PURPOSE DRIVEN® YOUTH MINISTRY TRAINING

WHAT YOU NEED TO KNOW ABOUT HOW THE SESSIONS ARE ORGANIZED

The training is in five sessions, of about 90 minutes each—although the duration of each session depends on your personal style of facilitating, the team members' levels of interest, actual time available, etc.

All five sessions were designed to be led by a facilitator (that would be you), with minimal preparation time prior to leading each session. (Although if you choose to read the book *Purpose Driven Youth Ministry* as you prepare—which is recommended—allow extra time. Or read the book before you start preparing to teach this training.)

Within each session, you'll find a variety of teaching methods to help keep your adult and student leaders' attention and to communicate the material in the best way. For example, Session 1 begins with a brief introduction and teaching by the facilitator, followed by a group discussion, a video segment, personal reflection, another video clip, and a group discussion.

Each participant should have a copy of the Participant's Guide to this *Purpose Driven Youth Ministry Training Kit*. You can see all the Participant's Guide pages in reduced form on the pages of this Facilitator's Guide. (They even have the correct answers written into the blanks!)

BEFORE THE SESSION

Here's where you'll find the appropriate chapters or pages to read in *Purpose Driven Youth Ministry*, if you're reading that as you prepare to facilitate the sessions. You'll also find an overview of the main points and the objectives for the session. The session outline gives you a timeline to help you stay on track.

UNWRAP THE SESSION

Here's where you explain the objectives for the session and walk through any other material you feel is necessary to set up the session for your leaders. (And do it with enthusiasm, if you want your leaders to share your enthusiasm for this training.)

Discovery

You dive into the session here, equipped with key ideas and principles to explain to your leaders, as well as discussion questions. During your explanation your leaders will be listening for key words to write in the blanks in their Participant's Guides. Work through the statements and discuss any or all of the questions.

The main points are specific enough to offer direction but general enough so you can make applications to *your* ministry. So stress what's important to you and your youth ministry, and add whatever information or illustrations help your team understand the point. After all, you're the one who knows best what's appropriate for your team and its circumstances.

Video

View the video segments yourself *before* you show them to your leaders. Familiarity with the video segment makes a huge difference when you introduce the clip to your leaders. Each video segment's length is listed in the session.

Connection

Get your leaders talking with each other to help them process what they're learning, but also to create some new ideas for your ministry, too. Directions in this Facilitator's Guide will help you through each discussion.

> **And text with this kind of background means you can read it to your leaders verbatim, or simply use it as a guideline in your facilitating.**

If your group of leaders is on the large side—like ten or more—you'll occasionally want to break into smaller groups to talk and share. (Even two-person groups aren't too small for these discussions.) Instructions to participants are provided in their Participant's Guides, although you still need to introduce the discussions. If you do divide into smaller groups, wander around between groups to listen in, see how they're grasping the material, and adjust the rest of

your facilitating accordingly.

Reflection

Every session has at least one period for participants to individually, silently respond to questions, reflect on Scripture, or otherwise process the material by themselves.

OUT THE DOOR

Wrap up your time by summarizing key points and answering questions. Close the session by praying for some specific areas of your ministry (suggestions for directed prayer are included in each session).

Making It Personal

This section is designed for participants to read, ponder, chew on, and possibly journal during the days following the meeting (or during the hours following the meeting, if you teach the entirety of this course during a weekend or a week). It's best if your leaders work through this section before they gather again for the next session.

On the other hand…

These questions appear only in the Participant's Guides, not your Facilitator's Guide. Their purpose is not to get answered, but to provoke, to turn some of the issues inside-out for a different perspective. These questions are more likely to appeal to the right-brained among your leaders —those whose creativity takes more innovative forms, those who prefer out-of-the-box thinking to linear, fill-in-the-blank responses. Because these questions are not part of the training per se, participants can take 'em or leave 'em.

HOW TO PREPARE FOR EACH SESSION

You are, after all, the facilitator—so you'll have to do at least some preparation before leading the sessions. Your job is to direct the group through the material, clarify the concepts, segue between segments, answer questions, and redirect questions you can't answer back to your leaders to explore together. Your fundamental goals: 1) to help your team apply the principles of *Purpose Driven Youth Ministry* to *your own youth ministry and circumstances*, and 2) to nudge

your team into understanding their role as leaders.

So here's how to start:

1. Well before you start teaching this training course to your leaders, read the book behind the course, *Purpose Driven Youth Ministry.*
2. Read through the entire training session in this Facilitator's Guide. Watch the corresponding video segments (they're all pretty short), and make what notes you need to help you facilitate the lesson.
3. Also before each session, mark those questions and discussion items in this Guide that are the most appropriate and relevant to your team—and pencil out those that don't suit your team. Be selective, reword—do whatever it takes to convey the essential principles of *Purpose Driven Youth Ministry*.
4. Finally, before each session cue the video to the proper location, gather necessary materials (extra pens, participant guides, whiteboard, markers, VCR, TV, handouts, whatever).

Two sessions—3 and 4—benefit from some additional preparation that will make those sessions more effective. A phone call or two is all that's required for Session 3. For Session 4 you may find it helpful to spend some time evaluating your ministry's strengths and weaknesses before you go through the evaluation process with your team leaders. See Session 4 for more details.

TAKE ADVANTAGE OF THIS TRAINING'S VERSATILITY

You can bend *Purpose Driven Youth Ministry* training to just about any format and circumstance you want. The only nonnegotiable is to make the curriculum work for you.

Who should facilitate these sessions?

Probably you, the first time this course is taught (assuming you are the point person, key leader, or head staff member). It's assumed that you probably have the most experience, passion, and knowledge about being purpose driven. Once you've taught the curriculum all the way, it can be taught to student leaders as well as adult leaders by any veteran leader who is familiar with the material. (In

fact, that's probably an ideal situation.)

You'll find a few activities that may need to be handled by you, even if one of your leaders is facilitating the training.

Who should attend these sessions?

Everyone committed to helping in your youth ministry—both adult and student leaders—should go through this material at least once.

How can this curriculum be taught?

- A weekend retreat provides a compressed, usually more intense, time for your leaders to focus exclusively on the material. Here's a sample weekend schedule:

Friday Night

~ Session 1

~ Praise and worship (singing, prayer, sharing)

Saturday

~ Time alone (including *Making It Personal* in Session 1)

~ Session 2

~ Time alone (including *Making It Personal* in Session 2)

~ Lunch

~ Session 3

~ Time alone (including *Making It Personal* in Session 3)

~ Dinner

~ Session 4

~ Time alone (including *Making It Personal* in Session 4)

~ Praise and worship

Sunday Morning

~ Session 5

~ Time alone (including *Making It Personal* in Session 5

~ Extended praise and worship, communion

- Five straight nights can be strenuous, but if your leaders have relatively free nights, this can work well. Teach one session per night; leaders complete their *Making It Personal* segments before the next night's meeting.
- Once a week for five weeks is convenient for many groups of leaders.
- Once a month for five months spreads out the curriculum, but take advantage of it by making each meeting an event! Share a meal (potluck, bucket o' chicken, dine out as a group) immediately before or after the meeting), unwind with a game, or spend some time mingling and socializing.

How often should I teach this material?

Teaching the *Purpose Driven Youth Ministry* every year or two exposes any new leaders to your youth ministry and its underlying, Purpose Driven principles.

BY THE WAY…

- Encourage consistent attendance. Consecutive sessions build on each other. Leaders miss a lot when they miss even one of only five sessions.
- Encourage your leaders to work through the *Making It Personal* journals in their Participant's Guide before the next meeting.
- All the material presented in *Purpose Driven Youth Ministry Training Kit* is presented in the book *Purpose Driven Youth Ministry*. The book is helpful reading for answering your questions and supplying additional information. In fact, you may want to have the book on hand during the training sessions.
- Don't forget food! At least coffee, hot water for tea, some soft drinks. Splurge with bagels or donuts now and then. Participants are usually happy to take turns supplying the grub.
- Let your leaders know ahead of time how long the sessions will last—then end on time!
- Some of your leaders may be interested in more information or additional resources. Point them to the book *Purpose Driven Youth Ministry* and to www.dougfields.com for further PDYM resources. Your leaders may be

interested in an e-mail discussion list for youth workers around the world who are implementing the *Purpose Driven Youth Ministry* model in their church. It's free! Direct them to the Web site to sign up.

STARTING A DISCUSSION—AND KEEPING IT GOING

Consider these 10 tips for creating a comfortable small-group atmosphere with your youth ministry team—a necessary quality if you want all your leaders to enjoy participating.

1. **Encourage your leaders to verbalize their views and feelings, however unorthodox those thoughts may be.**
   Nothing stifles a discussion faster than when individuals don't feel safe saying what they feel. Discussion groups should be a place where its members can be honest about what they're thinking and feeling—no matter what's on their minds. What they discover for themselves remains with them far longer than anything you tell them. Be slow to correct them, but instead let them think through their own responses. This is usually a better way for them to make genuine and lasting discoveries about God, youth ministry, and themselves.
2. **Be grateful for every answer.**
   Yes, *every* answer. You can stifle discussion by inadvertently making your leaders feel silly or dumb about their responses and comments. Your job is to create a safe place for them to say whatever they want—and be appreciated for it. Sure, if your group includes any ADHD adults, you'll need to gently redirect the tangents that keep popping up every three minutes. But it's generally better to encourage freedom of speech. Your leaders will trust you (and themselves) more.
3. **Don't be satisfied with the first response to your question.**
   Avoid setting a question-answer-question-answer pattern. Here's a better way to start a discussion: ask for several responses to your question, then provoke the speakers to dialogue with each other. That is, move them from merely answering to discussing or conversing—with each other, not just with you. Start the ball rolling in this direction by asking, "Why do you think that?" and "What do the rest of you think?"

4. **Keep the discussion moving.**
   A discussion that does not move along at a good pace tends to get dull. Notice when members are starting to losing interest, then quickly move on to the next question.

   If you must choose your evils, choose frustrated participants who wanted to spend more time resolving an issue—not bored participants who have been gradually distancing themselves from the 30-minute discussion between you and one other leader. Jesus, you remember, often left questions unanswered. It helps people think for themselves.
5. **Be alert to the individuals in your group.**
   Be aware of what's going on with your leaders as they come to the sessions. In fact, you may want to reserve the first few minutes of each session for small talk and sharing. During each session in this curriculum, notice when one of your leaders begins speaking, but stops. Look beyond those who are monopolizing the discussion, and deliberately ask other, quieter leaders for their responses.

   You'll never stop some personalities from standing out in your group; others will insist on staying in the background. That's okay. Your goal is to make each of your leaders feel that he or she is an important member of your group—whether or not a group member contributes a lot to the discussion.
6. **Don't be afraid of silence.**
   If your question gets no immediate response from a leader, don't feel you have to jump in and answer it yourself. Let the question linger in the air for a while. And let participants know this too.

   In fact, silence is often an answer in itself—or can be a necessary prelude to a deeply felt response. Of course, if every question you ask is met with prolonged silence, you may need to take a hard look at the kinds of questions you're asking.
7. **Turn difficult questions back to the group.**
   If you're intimidated by an individual's tough question, join the crowd. Yet that very question, tough as it may be, can give you a chance to get a lively discussion going. Don't think you have to try to answer it—try turning the question back to the group instead: "Good question, Dan. What do the rest of you think?" You may get some wild answers, but you'll be encouraging your leaders to think for themselves rather than look to you for answers.

   If a question remains unresolved, now and then challenge your leaders to find the answer by your next meeting.
8. **Let your group self-correct its tangents.**

The technique of turning a question back to the group is also a remedy for wild tangents. Don't just tell participants that they're wrong—ask instead, "What do the rest of you think?" Chances are as participants give their input, the group will correct itself. This also encourages your leaders to dialogue with each other instead of directing their dialogue toward you.

9. **Stay flexible to the group's needs.**
   Sooner or later (usually sooner), a leader will come to the meeting with a specific, significant, and often immediate concern that needs to be addressed in the context of the group. It may be an unresolved conflict between group members, a recent death, an impending divorce. Now is the time to put aside your agenda and deal with the issue. This shouldn't happen every meeting, however. Leading a group requires the judgment to decide when an issue is sufficiently critical that you need to deal with it instead of leading your planned discussion.
10. **Be prepared to learn from your group.**
    This is sometimes the best part of leading a group. Your preparation as well as the participants' feedback can profoundly influence your own spiritual development. Ministry breeds maturity, and your ministry as a leader will nurture your spiritual life as well as the spiritual lives of your leaders.

THE IMPORTANCE OF CONFIDENTIALITY

If you want your leaders to feel safe enough to share themselves deeply with others in their discussion group, then it's up to you to establish trust and confidentiality. Some facilitators use a written or verbal agreement, committing signers to the principle that whatever is shared in the group stays in the group. They don't tell their spouses or best friends the particulars of what they hear in their small group—and you don't tell anyone, either.

If what you hear from a group member during a discussion makes you think that a one-to-one talk would be appreciated or helpful, it is no breach of confidence for you to have lunch with that leader later and talk personally.

There are critical exceptions to this rule, of course. If anyone confides information that even hints at physical or sexual abuse involving minors, you are *required* by some state laws to report that information to law-enforcement authorities. Know ahead of time what course of action is required of you by your supervisor, your church, and your state if you hear inklings of self-destructive or

addictive behavior from your leaders. At least you will probably talk to the individual privately, recommending professional help with specific names and numbers. Keep an up-to-date list of local referral agencies for this purpose.

If confidence is broken in your group, deal with it immediately so that trust can be reestablished. Meet privately with the group members who were involved, either individually or together, depending on circumstances. Your goal is to help your leaders learn when to share personal information with a third party, and when to keep such information to themselves.

WORKING WITH DIFFERENT PERSONALITIES

You know what it's like watching the individual personalities in a small group emerge—even if the small group is a family. Your challenge as a leader is to learn to work with the personalities in your small group and help all your leaders grow individually even as they learn to function as a group.

Here are six types of group member personalities, most of which you'll meet in a typical small group. The aim isn't to stereotype people, but to forewarn you of common traits and characteristics you'll encounter in your group—and then to help you find ways to minister more effectively to them.

The Talker

This is the person in your group who never stops talking, who always has a comment for everything. You're tempted to apply duct tape, but don't—there are more productive ways to handle the person. First, position the Talker next to you when you begin your group, which reduces eye contact with her when you ask a question—and, when she interrupts someone, lets you reach over and touch her arm (usually a silent but effective cue).

Chances are, the Talker has some natural leadership ability that you should encourage. So let her lead the group now and then. This can help her appreciate what you endure as a leader, and she just may become more supportive when you lead.

If the problem persists, get some time alone with her and talk with her about giving others a chance to answer the questions. Help her feel that she's on your team, and that the two of you need to work together to encourage the other participants to respond.

The Thinker

This person is quieter (and usually shier) than the others, with a tendency to get drowned out by the louder personalities in your group. So bring him out more by positioning him across from you, to increase the chances of eye contact with you. You can also use the tried-and-true method of occasionally directing questions to specific people, thereby eliciting responses from the Thinker.

If the Thinker is particularly shy, spend one-on-one time with him to discover what he's interested in—and so you can create the kinds of questions that will bring him into the discussion. Use the positive reinforcement of affirming him on those occasions when he actually does respond publicly. And when he lapses back into silence, don't interpret that silence as something that needs to be fixed. Some people learn best by listening and watching—and there's a good chance he's one of them.

The Church Person

This person has already spent more hours in this church than you probably have. She's progressed from the high school room to the young adult class and beyond in the course of her 14 or 15 years there. She consequently knows more about the Bible than any other leader in your group—and maybe more than you. Of course, her knowledge may or may not indicate spiritual depth.

Church Persons can be the hardest to train because they've heard it all, and therefore feel they have nothing to learn. One way to challenge them is by not being satisfied with pat answers. Always ask *why*. Or play devil's advocate by countering her squeaky-clean, correct answers with provocative arguments from the "wrong" side of the issue. Such strategies usually force a Church Person to think more deeply about her answers instead of just rattling them off.

Ask her to help you adapt or create questions for the group—or even let her lead parts of the group once in a while. In any case, avoid asking questions that invite a "right" answer. Opt instead for questions that leave room for a variety of valid responses.

The Distracter

This is the leader who can't sit still and ends up distracting everyone in your group—including you. Rather than constantly stifling him, direct his energy toward productive ends: ask him to help you pass out Bibles, set up chairs, serve refreshments

You may understand this leader better (and where his energy comes from) if you get together with him outside of your small group. Even a Distracter can be

good for your group, if only because he doesn't let you get by with boring discussions. (Remember that when you're tempted to quit.) Really—your leadership skills will be sharpened as you find ways to engage him as well as the tranquil leaders in your sessions.

The Debater

She irritates you by challenging every point you (or anyone else) tries to make. Sure, she brings a creative energy to the group sometimes—but she often stifles the others by making them feel too threatened to voice their opinions or feelings.

Deal with the Debater by establishing ground rules for your group, the first (and perhaps the only) being: It's okay to disagree with opinions, but it is inappropriate to attack or put down other members if their opinions differ from yours. A second ground rule may be that only one person may talk at a time. Ground rules like these help make a Debater's criticism less caustic and restrains her from interrupting others in order to make her point.

The good news: once Debaters understand and abide by such rules, their input can actually enliven your discussion. Just remember that your goal is to direct, not stifle, their participation.

The Crisis Producer

This person is in perpetual crisis—and lets your group know about it every meeting. He's often self-absorbed and therefore unable to participate in the discussion, except when it's focused on him. So get together with him before your group begins in order to talk through his problems with just you instead of bringing them to the group. (Lucky you.) Or you might begin the session with the assurance that everyone will have a chance to share problems, prayer requests, etc., at the end. This help members—and especially Crisis Producers—stay focused on the session.

Whatever your strategy with your Crisis Producer, your goal is to help him see past his crises to some solutions, and then to participate in your group without having to constantly bring the focus back to himself.

> What about someone who raises a legitimate crisis during the discussion? Be flexible enough to postpone the training session and deal with the issue at hand.

"Starting a Discussion—and Keeping it Going," "The Importance of Confidentiality," and "Working with Different Personalities" are adapted from

Help! I'm a Small-Group Leader! by Laurie Polich (Youth Specialties, 1998).

Session 1

THE YOUTH LEADER'S SPIRITUAL LIFE

How is your heart?

{ You may want to read Purpose-Driven Youth Ministry }

BEFORE THE SESSION

There's always plenty to do in youth ministry, and never enough time to get it all done—another student to call, another letter to write, another parent to meet with, another program to plan, event to attend, volunteer to encourage, Bible study to write. You get the picture—no, you *live* the picture!

Developing a strong and healthy youth ministry isn't easy—there are countless demands. Yet the most powerful tool youth workers have in the ministry toolbox isn't an advanced theological education or an astute understanding of youth culture…it isn't an outgoing personality, a 15-passenger van, or the ability to relate well to students. These all help, of course, but they only augment the greatest tool we have—a heart willing to look to God and depend on him.

The demands of youth ministry never diminish—which makes it easier for you to gradually lose your time alone with God and instead merely skim along the surface of spirituality. Besides, people affirm you for the things you do, not for time you spend with God. Skimming seems like the easy—or unavoidable—answer, but in a pursuit to carve out more time to *do* ministry, you miss out on God's ministry to *you*.

Your first priority, then, is keeping your heart focused on God and his will. This is the foundation of a healthy youth ministry.

SESSION OBJECTIVES

In this session you will—

- Analyze why dependence on God's power is the foundation for a healthy youth ministry.
- Compare and contrast being a person of God with doing the work of God.
- Evaluate the condition of your heart.

SESSION OUTLINE

Unwrap the Session (10 minutes)

Discovery Building a Healthy Youth Ministry (15 minutes)

Video How Is Your Heart? (7 minutes)

Reflection So What's Your Heart Like? (15 minutes)

Video First Things First: Getting Your Heart Right (4 minutes)

Connection Depending on God (24 minutes) Discovery Ways to Increase Your Dependence on God (10 minutes)

Out the Door (5 minutes)

UNWRAP THE SESSION

Welcome your participants to *Purpose-Driven Youth Ministry Training*—and this first of five sessions that will help lead your youth ministry team into becoming more deliberate, more thoughtful, and more strategic about whatever kind or flavor of youth ministry it is you all do. The goal? A healthy youth ministry that isn't dependent on one great youth leader and that won't be destroyed when the youth worker leaves the church.

Now tell your leaders—

- How you learned about the concept of having a purpose-driven youth ministry.

- Why you invited your leaders to work through these five sessions of

training.

Spend the next few minutes giving your team an overview of the current status of your youth ministry.

- Specific examples of positive, encouraging characteristics.

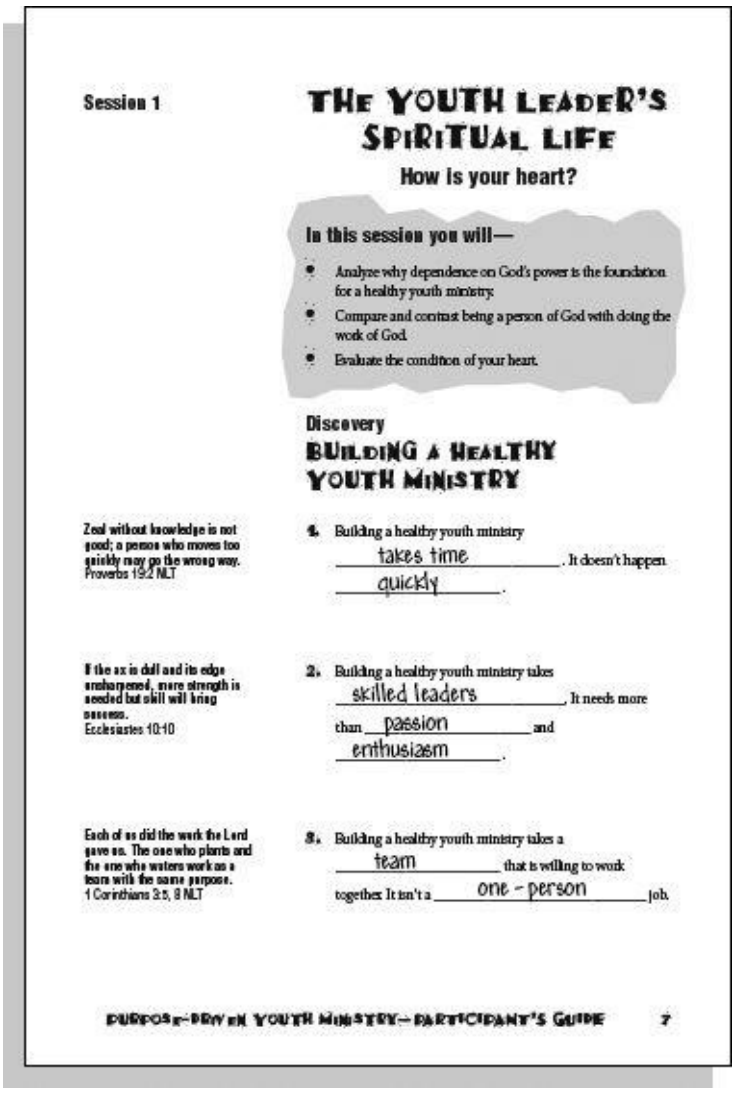
- Areas needing improvement.

Conclude this part with comments like these—

Purpose-Driven Youth Ministry Training **is designed to develop some of our youth ministry skills so we can strengthen areas that are good and improve what needs improving. So let's get to it!**

In this first session we'll first look at the core of purpose-driven youth ministry: the heart of the youth worker. The objectives for this session are in your Participant's Guide.

- **Analyze why dependence on God's power is the foundation for a healthy youth ministry.**
- **Compare and contrast being a person of God with doing the work of God.**
- **Evaluate the condition of your heart.**



Session 1

THE YOUTH LEADER'S SPIRITUAL LIFE

How is your heart?

In this session you will—

- Analyze why dependence on God's power is the foundation for a healthy youth ministry.
- Compare and contrast being a person of God with doing the work of God.
- Evaluate the condition of your heart.

Discovery

BUILDING A HEALTHY YOUTH MINISTRY

Zeal without knowledge is not good; a person who moves too quickly may go the wrong way. Proverbs 19:2 NLT

1. Building a healthy youth ministry takes time. It doesn't happen quickly.

If the ax is dull and its edge unsharpened, more strength is needed but skill will bring success. Ecclesiastes 10:10

2. Building a healthy youth ministry takes skilled leaders. It needs more than passion and enthusiasm.

Each of us did the work the Lord gave us. The one who plants and the one who waters work as a team with the same purpose. 1 Corinthians 3:5, 8 NLT

3. Building a healthy youth ministry takes a team that is willing to work together. It isn't a one-person job.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 7

Discovery

BUILDING A HEALTHY YOUTH MINISTRY

Building a Healthy Youth Ministry in the Participant's Guide are several factors in designing a healthy youth ministry. The concept to remember as you work through these sessions with your ministry team is *health*. You may create something students will attend by tossing a lot of money and time at your youth ministry, but the results will be flimsy and short-lived unless the ministry is a healthy one. To create a healthy youth ministry, it's important to know four essentials. (You may want to read the following principles verbatim, since your

leaders are listening for key words to write in their participant's guides.)

Zeal without knowledge is not good; a person who moves too quickly may go the wrong way.
Proverbs 19:2 NLT

If the ax is dull and its edge unsharpened, more strength is needed but skill will bring success.
Ecclesiastes 10:10

Each of us did the work the Lord gave us. The one who plants and the one who waters work as a team with the same purpose.
1 Corinthians 3:5, 8 NLT

The Lord is exalted, for he dwells on high; he will fill Zion with justice and righteousness. He will be the sure foundation for your times, a rich store of salvation and wisdom and knowledge; the fear of the Lord is the key to this treasure.
Isaiah 33:5-6

1. Building a healthy youth ministry takes time. It doesn't happen quickly.

2. Building a healthy youth ministry takes skilled leaders. It needs more than passion and enthusiasm.

3. Building a healthy youth ministry takes a team that is willing to work together. It isn't a one-person job.

4. Building a healthy youth ministry takes leaders who depend on God's power. It isn't just about programs and events.

If your leadership team is more than eight or so, divide into smaller groups and divide the questions among them. Allow time at the end for small groups to report to the entire group.

Discuss with your group those questions below that are most relevant to your situation.

- Why do we get so frustrated when we don't see immediate results in our youth ministry or a student's life or in our leadership?

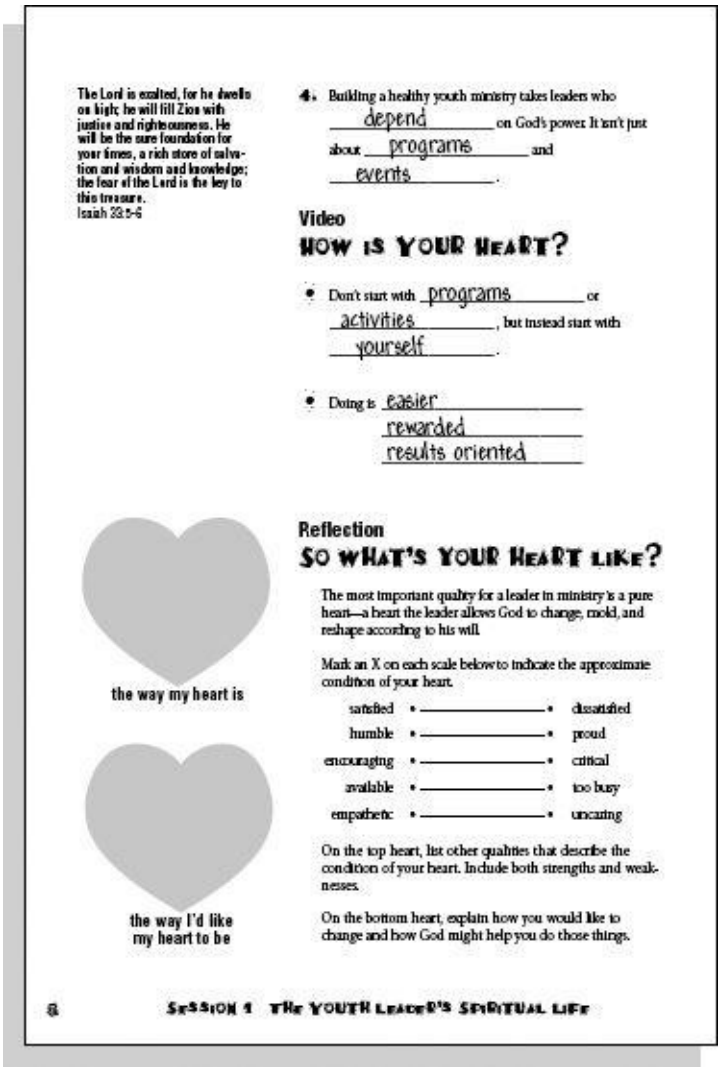
- What does God use to sharpen our ministry skills?

- How does a ministry team form? Where is God in the creation of a team?

- How do the benefits of striving for a healthy team outweigh the benefits of striving for large ministry numbers?

- Why does it seem so difficult to rely on God’s power sometime?

- Is it possible to depend on God and fail as a ministry team? Explain.



The Lord is exalted, for he dwells on high; he will fill Zion with justice and righteousness. He will be the sure foundation for your times, a rich store of salvation and wisdom and knowledge; the fear of the Lord is the key to this treasure.
Isaiah 33:5-6

4. Building a healthy youth ministry takes leaders who depend on God's power. It isn't just about programs and events.

Video

HOW IS YOUR HEART?

- Don't start with programs or activities, but instead start with yourself.
- Doing is easier
  rewarded
  results oriented

the way my heart is

the way I'd like my heart to be

Reflection

SO WHAT'S YOUR HEART LIKE?

The most important quality for a leader in ministry is a pure heart—a heart the leader allows God to change, mold, and reshape according to his will.

Mark an X on each scale below to indicate the approximate condition of your heart.

satisfied • ——— • dissatisfied
humble • ——— • proud
encouraging • ——— • critical
available • ——— • too busy
empathetic • ——— • uncaring

On the top heart, list other qualities that describe the condition of your heart. Include both strengths and weaknesses.

On the bottom heart, explain how you would like to change and how God might help you do those things.

6 SESSION 1 THE YOUTH LEADER'S SPIRITUAL LIFE

Video

HOW IS YOUR HEART?

Video length: 7 minutes

Introduce the video by saying something like this—

We looked at four principles that can help lead us toward a healthy youth ministry. In the video segment we're about to see, Doug focuses his words on

the fourth point: *building a healthy youth ministry takes leaders who depend on God's power.* Ministry gets just plain busy, and it rarely slows down. There's always something else to do. The problem is that when we stay busy *doing* ministry, we sacrifice the time we need to maintain a healthy relationship with God. The foundation of a healthy youth ministry is when leaders realize youth ministry is about God working *through* us.

How is Your Heart? in your Participant's Guide has the main points of the video and a place to take notes.

Now show the video segment *How Is Your Heart?*

Reflection

SO WHAT'S YOUR HEART LIKE?

Now turn to So What's Your Heart Like? in your Participant's Guide. Take 10 or 12 minutes to read the material and spend some time thinking, jotting, praying—or any combination of these that you feel you need to do.

Next, pull the group together to spend a few minutes in prayer (spoken or silent). Some of the following ideas may guide your prayer time.

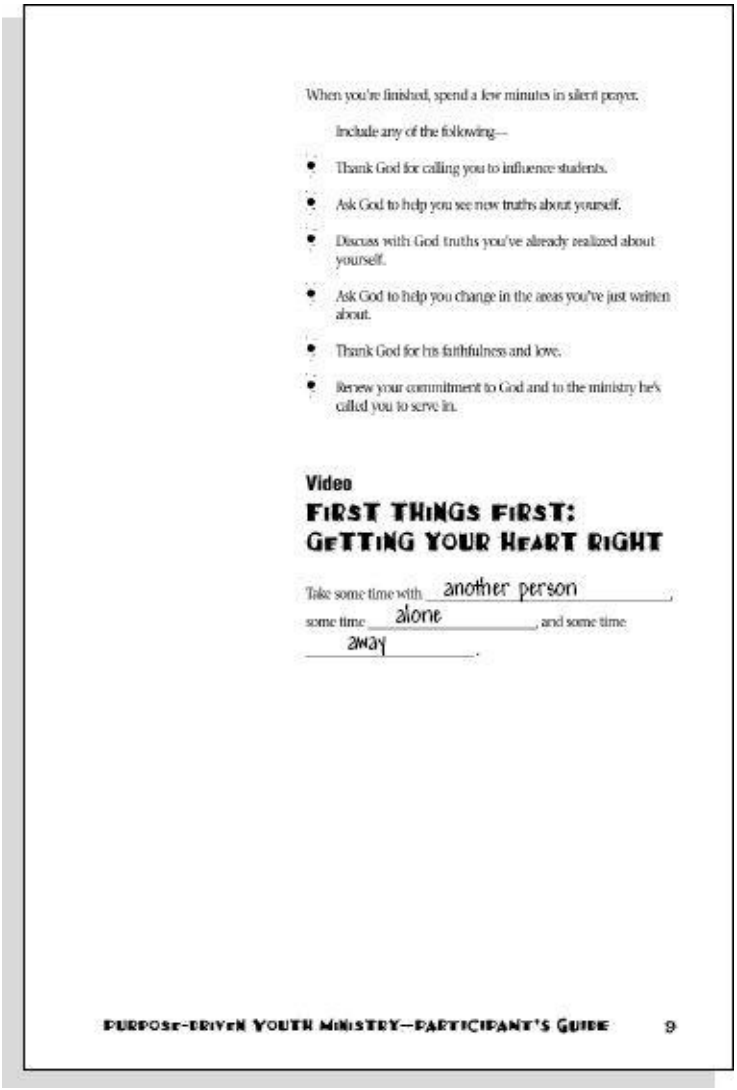
- Thank God for calling you to influence students.
- Ask God to help you see new truths about yourself.
- Discuss with God truths you've already realized about yourself.
- Ask God to help you change in the areas you've just written about.
- Thank God for his faithfulness and love.
- Thank God for how he made you.
- Renew your commitment to God and to the ministry he's called you to serve in.

Now you have a choice of directions for your team. You can—

- Open the floor for individuals to share from their personal evaluations.

OR

- Move on to the video.



When you're finished, spend a few minutes in silent prayer.

Include any of the following—

- Thank God for calling you to influence students.
- Ask God to help you see new truths about yourself.
- Discuss with God truths you've already realized about yourself.
- Ask God to help you change in the areas you've just written about.
- Thank God for his faithfulness and love.
- Renew your commitment to God and to the ministry he's called you to serve in.

Video

FIRST THINGS FIRST: GETTING YOUR HEART RIGHT

Take some time with another person, some time alone, and some time away.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 9

Video

FIRST THINGS FIRST: GETTING YOUR HEART RIGHT

Video length: 4 minutes

Introduce the video by saying something like this—

The next video segment is about what it takes for individuals to get their hearts right with God. So What's Your Heart Like? in your Participant's Guide has the key points.

Start the video segment *First Things First: Getting Your Heart Right.*

If your leadership team is more than eight or so, divide into smaller groups and divide the questions among them. Allow time at the end for small groups to report to the entire group.

Connection

DEPENDING ON GOD

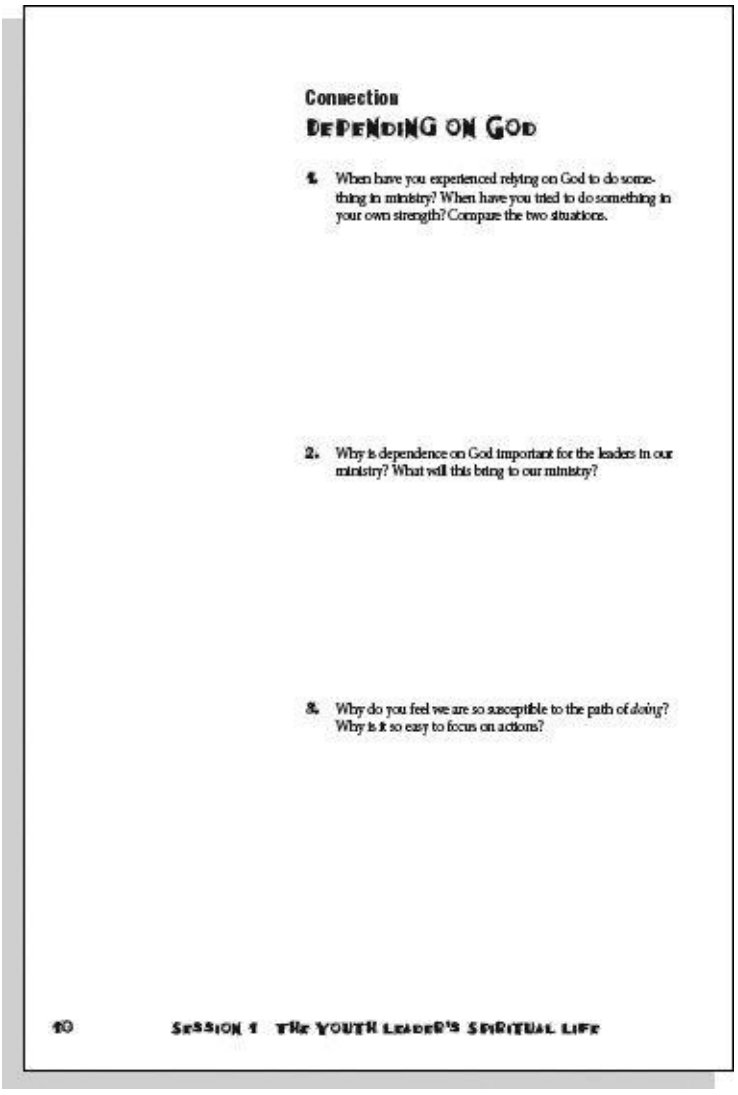
The point of this segment is to get your team members talking about their own experiences in ministry—specifically about getting too caught up in the activity of youth ministry. Choose questions that best suit your situation and your leaders.

Introduce this portion of the session with comments like these—

Our personal dependence on the Lord is key to the effectiveness of the ministry we have with students. The quality of our relationship with him determines whether this ministry is his—based on his priorities, his leading, and his power—or whether it's ours—a well-intentioned but merely human attempt to accomplish things for the Lord.

There are several questions Depending on God in your the question

numbers you've chosen for your group]. Then we'll spend a few minutes sharing.



Connection

DEPENDING ON GOD

1. When have you experienced relying on God to do something in ministry? When have you tried to do something in your own strength? Compare the two situations.

2. Why is dependence on God important for the leaders in our ministry? What will this bring to our ministry?

3. Why do you feel we are so susceptible to the path of *doing*? Why is it so easy to focus on actions?

40 SESSION 1 THE YOUTH LEADER'S SPIRITUAL LIFE

After allowing time for reflection, give your leaders the opportunity to share their thoughts.

1. When have you experienced relying on God to do something in ministry? When have you tried to do something in your own strength? Compare the two situations.

2. Why is dependence on God important for the leaders in our ministry? What will this bring to our ministry?

3. Why do you feel we are so susceptible to the path of *doing*? Why is it so easy to focus on actions?

4. Why is *being* so difficult to find? What roles do your church's values play? Do they help or hinder?

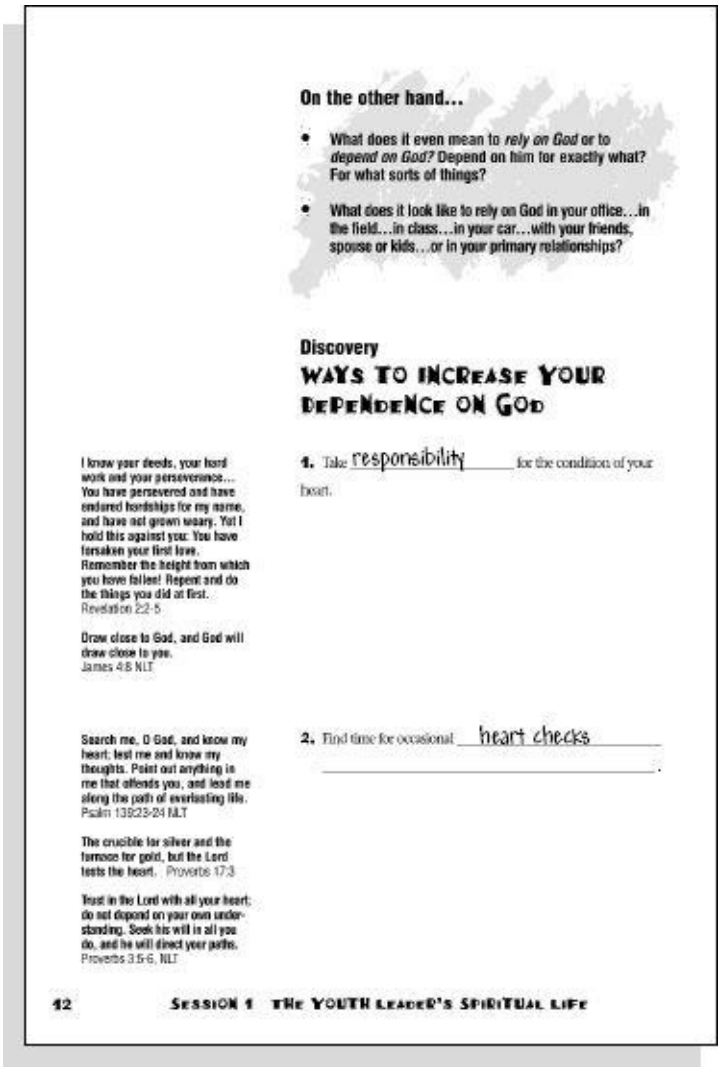
5. What do you feel is the greatest asset you bring to the ministry? Do you feel that this asset gets appreciated and affirmed? Give an example.

6. Would you consider your life busy? What three areas take up most of your time? How can a full schedule keep a person from focusing on being a person of God? What is the greatest barrier you face that keeps you from spending time with God?

4. Why is *being* so difficult to find? What roles do your church's values play? Do they help or hinder?

5. What do you feel is the greatest asset you bring to the ministry? Do you feel that this asset gets appreciated and affirmed? Give an example.

6. Would you consider your life busy? What three areas take up most of your time? How can a full schedule keep a person from focusing on being a person of God? What is the greatest barrier you face that keeps you from spending time with God?



On the other hand...

- What does it even mean to *rely on God* or to *depend on God?* Depend on him for exactly what? For what sorts of things?
- What does it look like to rely on God in your office...in the field...in class...in your car...with your friends, spouse or kids...or in your primary relationships?

Discovery

WAYS TO INCREASE YOUR DEPENDENCE ON GOD

I know your deeds, your hard work and your perseverance... You have persevered and have endured hardships for my name, and have not grown weary. Yet I hold this against you: You have forsaken your first love. Remember the height from which you have fallen! Repent and do the things you did at first. Revelation 2:2-5

Draw close to God, and God will draw close to you. James 4:8 NLT

1. Take responsibility for the condition of your heart.

Search me, O God, and know my heart; test me and know my thoughts. Point out anything in me that offends you, and lead me along the path of everlasting life. Psalm 139:23-24 NLT

The crucible for silver and the furnace for gold, but the Lord tests the heart. Proverbs 17:3

Trust in the Lord with all your heart; do not depend on your own understanding. Seek his will in all you do, and he will direct your paths. Proverbs 3:5-6, NLT

2. Find time for occasional heart checks.

42 SESSION 1 THE YOUTH LEADER'S SPIRITUAL LIFE

Discovery

WAYS TO INCREASE YOUR DEPENDENCE ON GOD

Use this final segment to move your leaders to some practical steps for increasing their dependence on God. The awesome truth is that God uses people —all of us—so communicate in a positive and empowering way.

You may want to start with this word picture.

Depending on God can feel like finding your way in the dark in a strange

house—a strange house that's big, with lots of rooms, nooks, and furniture. You might know a doorway when you feel it, and you might even know something of the floor plan—but until you turn on the light, you have little idea where you are. The same is true in your ministry. Even with all your knowledge of youth ministry and teenage culture, we're dependent on the light of God in our lives to reach students and help them grow in Christ.

In other words, dependence on God is necessary for a healthy youth ministry. Ways to Increase Your Dependence on God of the Participant's Guide are some ideas to help us in this area.

(You may want to read the following principles verbatim, since your leaders are listening for key words to write in their Participant's Guides.)

I know your deeds, your hard work and your perseverance… You have persevered and have endured hardships for my name, and have not grown weary. Yet I hold this against you: You have forsaken your first love. Remember the height from which you have fallen! Repent and do the things you did at first. Revelation 2:2-5

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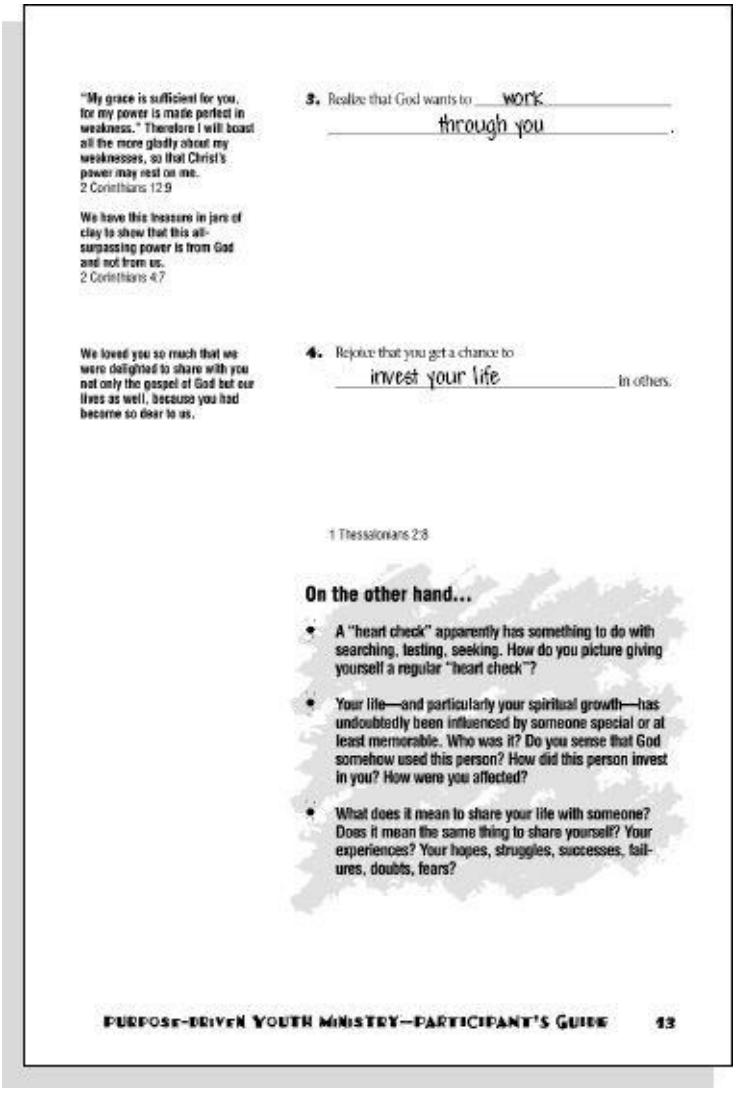
Draw close to God, and God will draw close to you.
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Search me, O God, and know my heart; test me and know my thoughts. Point out anything in me that offends you, and lead me along the path of everlasting life.
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The crucible for silver and the furnace for gold, but the Lord tests the heart.
Proverbs 17:3

Trust in the Lord with all your heart; do not depend on your own understanding. Seek his will in all you do; and he will direct your paths.
Proverbs 3:5-6 NLT



"My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me.
2 Corinthians 12:9

We have this treasure in jars of clay to show that this all-surpassing power is from God and not from us.
2 Corinthians 4:7

3. Realize that God wants to work through you.

We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us.
1 Thessalonians 2:8

4. Rejoice that you get a chance to invest your life in others.

On the other hand...

- A "heart check" apparently has something to do with searching, testing, seeking. How do you picture giving yourself a regular "heart check"?
- Your life—and particularly your spiritual growth—has undoubtedly been influenced by someone special or at least memorable. Who was it? Do you sense that God somehow used this person? How did this person invest in you? How were you affected?
- What does it mean to share your life with someone? Does it mean the same thing to share yourself? Your experiences? Your hopes, struggles, successes, failures, doubts, fears?

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 13

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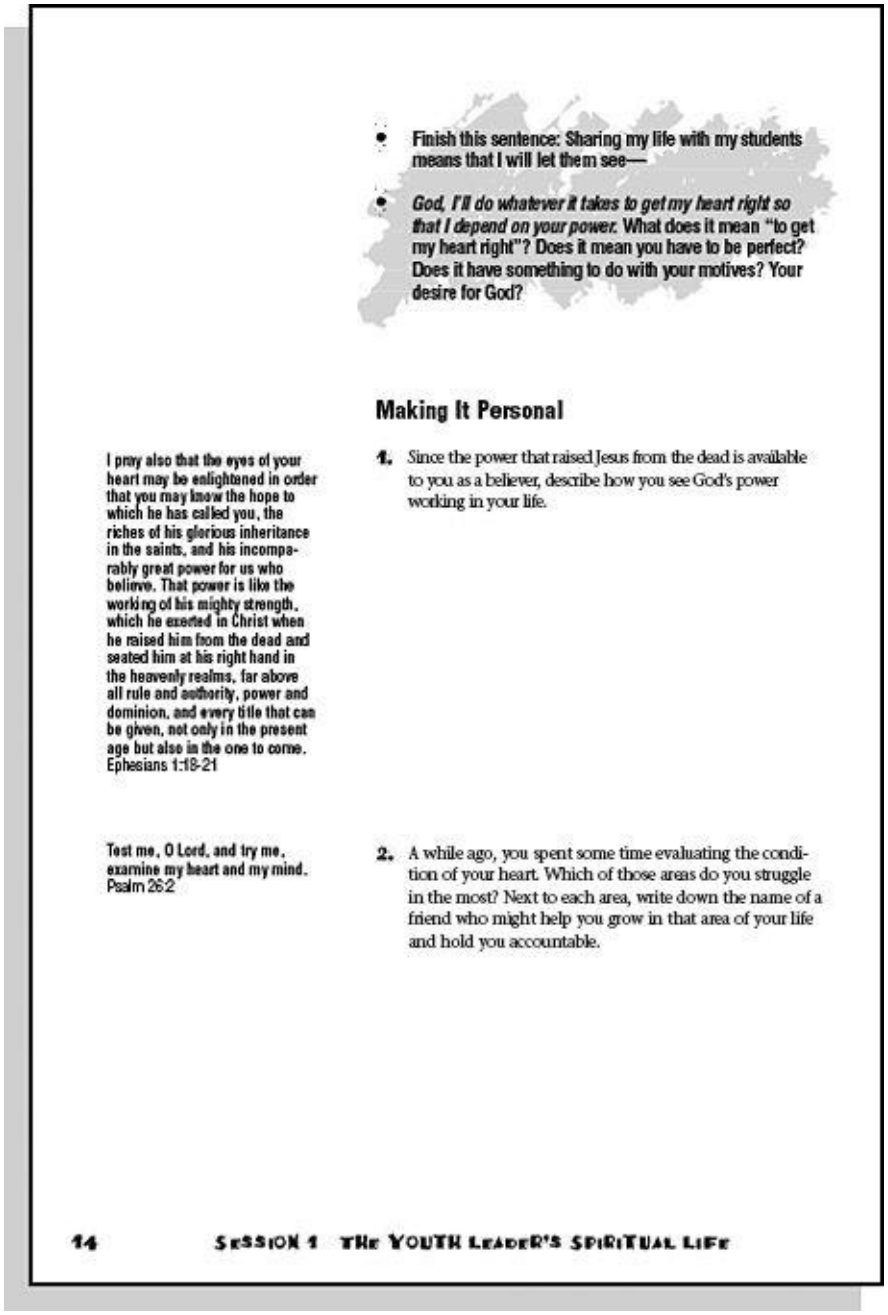
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1 Thessalonians 2:8

4. Rejoice that you get a chance to invest your life in others.

Conclude with comments similar to these—

These four points can be summarized into a single commitment: *God, I'll do whatever it takes to get my heart right so that I depend on your* power. Will you please commit to thinking about your personal relationship with God between now and the next time we meet?



- Finish this sentence: Sharing my life with my students means that I will let them see—
- *God, I'll do whatever it takes to get my heart right so that I depend on your power.* What does it mean "to get my heart right"? Does it mean you have to be perfect? Does it have something to do with your motives? Your desire for God?

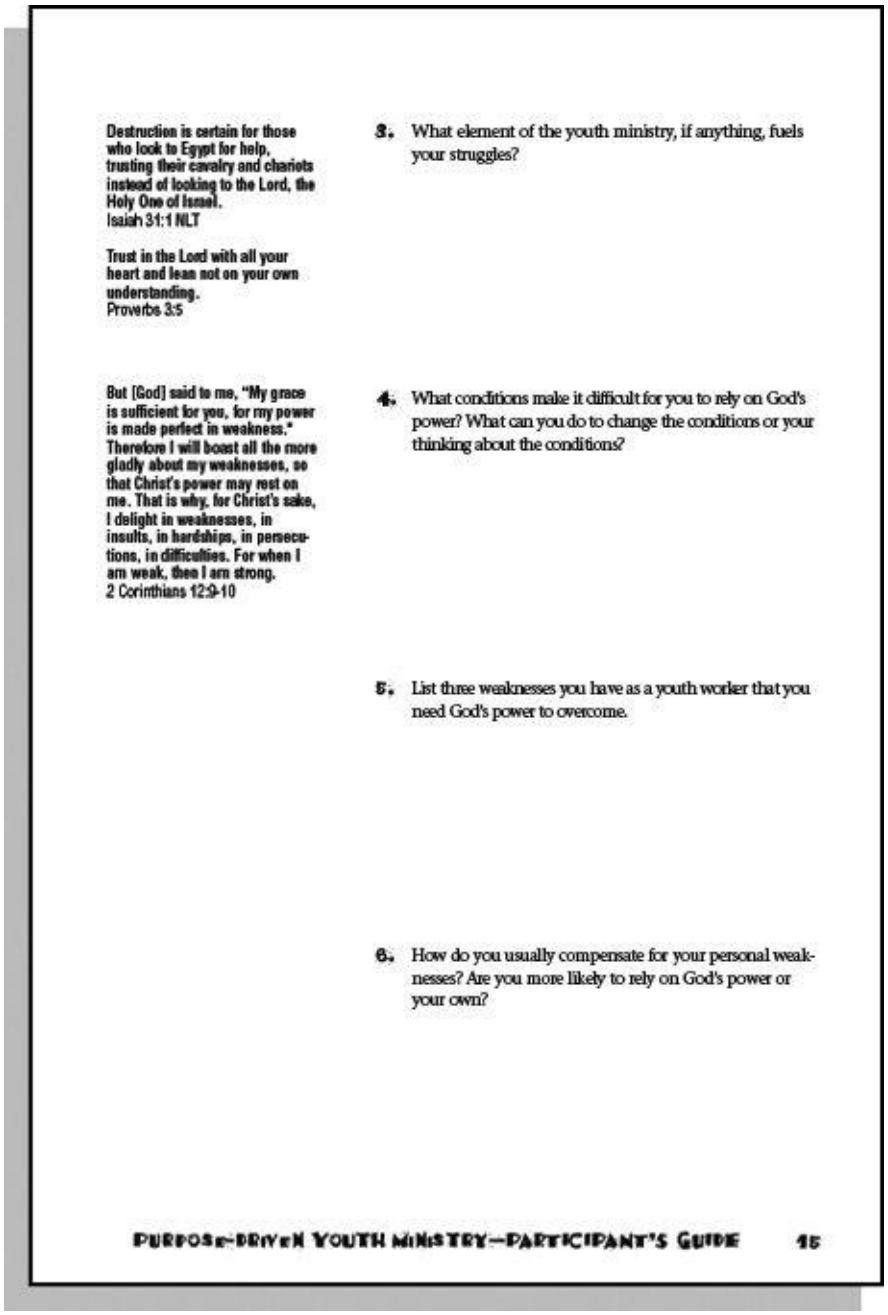
Making It Personal

I pray also that the eyes of your heart may be enlightened in order that you may know the hope to which he has called you, the riches of his glorious inheritance in the saints, and his incomparably great power for us who believe. That power is like the working of his mighty strength, which he exerted in Christ when he raised him from the dead and seated him at his right hand in the heavenly realms, far above all rule and authority, power and dominion, and every title that can be given, not only in the present age but also in the one to come. Ephesians 1:18-21

1. Since the power that raised Jesus from the dead is available to you as a believer, describe how you see God's power working in your life.

Test me, O Lord, and try me, examine my heart and my mind. Psalm 26:2

2. A while ago, you spent some time evaluating the condition of your heart. Which of those areas do you struggle in the most? Next to each area, write down the name of a friend who might help you grow in that area of your life and hold you accountable.



Destruction is certain for those who look to Egypt for help, trusting their cavalry and chariots instead of looking to the Lord, the Holy One of Israel.
Isaiah 31:1 NLT

Trust in the Lord with all your heart and lean not on your own understanding.
Proverbs 3:5

But [God] said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me. That is why, for Christ's sake, I delight in weaknesses, in insults, in hardships, in persecutions, in difficulties. For when I am weak, then I am strong.
2 Corinthians 12:9-10

3. What element of the youth ministry, if anything, fuels your struggles?

4. What conditions make it difficult for you to rely on God's power? What can you do to change the conditions or your thinking about the conditions?

5. List three weaknesses you have as a youth worker that you need God's power to overcome.

6. How do you usually compensate for your personal weaknesses? Are you more likely to rely on God's power or your own?

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 15

OUT THE DOOR

At the end of each session in the Participant's Guide is to it and encourage them to work through the Scripture and questions before you get back together (if time between sessions allows it). *Making It Personal* for Session 1 Making It Personal in the Participant's Guide.

You may want to end this session with prayer. Below are some ideas you can use in your prayer:

Thank God for his—

- Sovereign power in the world, in your ministry, and in your life.
- Grace in your life: the privilege of being able to work alongside him in the lives of students.
- Unconditional love that isn't based on our activities and accomplishments.

Ask God to—

- Help you and your team see the real condition of your hearts.
- Grant you wisdom to be the person God wants you to be and, therefore, a more effective youth worker.
- Bring people into your lives who can hold you accountable for the condition of your heart.
- Make opportunities for relying on him more abundant in your life.

7. Describe the last time you felt God's power working through you.

8. What are some practical ways you might rely on God's power in your ministry?

But we have this treasure in jars of clay to show that this all-surpassing power is from God and not from us. We are hard pressed on every side, but not crushed; perplexed, but not in despair; persecuted, but not abandoned; struck down, but not destroyed. We always carry around in our body the death of Jesus, so that the life of Jesus may also be revealed in our body.
2 Corinthians 4:7-10

9. What have been some of your greatest frustrations or struggles in ministry recently?

10. What possible reasons are there for God allowing these experiences?

His divine power has given us everything we need for life and godliness through our knowledge of him who called us by his own glory and goodness.
2 Peter 1:3

11. How have you seen his power displayed to others?

12. Are you beginning to feel desperate about needing God's power to show up in your life and ministry? In what situation?

When the people of Israel saw the mighty power that the Lord had displayed against the Egyptians, they feared the Lord and put their faith in him and his servant Moses.
Exodus 14:31, NLT

13. Not only did the people put their faith in God, they also put their faith in Moses. What implications might this truth have for your ministry to students?

14. Name two students you hope will put their faith in God because of your leadership. Pray for them.

15. Write a letter to God and tell him your thoughts, ideas, feelings, and questions as a result of this training session.

On the other hand...

- Have you ever needed something badly, and asked God to show his power and help you—and nothing happened? How did God's silence affect you? What does Isaiah 55:8 say about God's silences: "For my thoughts are not your thoughts, neither are your ways my ways."
- If you don't feel God's power working through you, does that mean God's power isn't working through you? Why?
- Jesus displayed his power by *not* using it when he went to the cross. Can you think of time in your life when God showed himself in your weakness rather than your strength?
- Some Christians believe that to *be*, you have to *do*—do Bible reading, do prayer, do your devotions, do church, etc. Other Christians define *being* as paying attention to God, noticing God, listening to God. What do you think?
- How can you make sure you don't add to students' busyness in your youth group?

NOTES

Session 1

NOTES

Session 1

Session 2

WHY YOUR MINISTRY EXISTS

5 biblical purposes for youth ministry

{ You may want to read *Purpose-Driven Youth Ministry* }

BEFORE THE SESSION

The question most youth workers ask at some point in their ministry is *How do I grow my group?* The more fundamental question should be *Why does my ministry exist?* The answer—or more commonly, the absence of an answer—usually gives a good indication of the group's potential for growth. Any youth ministry is capable of growth when it's built on God's purposes for the church.

Since healthy things naturally grow, we who are in ministry should be more concerned about creating and maintaining health rather than boosting numbers. A healthy ministry begins by asking why it exists, and then works to achieve God's purposes in a balanced fashion. Our programs for fulfilling God's purposes reflect individual style, personality, and creativity; God's purposes reflect his eternal plan and unconditional love for the church.

The five biblical purposes of youth ministry introduced in this session shouldn't surprise your leaders. The challenge lies in recognizing, understanding, and balancing all five purposes as you minister to the students the Lord has entrusted to you.

SESSION OBJECTIVES

In this session you will—

- Investigate five biblical purposes for youth ministry.
- Apply the purposes to the context of your ministry.
- Identify which purpose is your personal passion.

SESSION OUTLINE

Unwrap the Session (7 minutes)

Video **5 Biblical Purposes for Youth Ministry** (4 minutes)

Discovery **The Meaning of the 5 Biblical Purposes** (5 minutes)

Connection **Exploring the Purposes** (20 minutes)

A **Look at the Purposes in the Early Church** (15 minutes)

Communicating the Purposes Clearly (15 minutes)

Video **Why Be Purpose Driven?** (6 minutes)

Reflection **Identifying Our Personal Passions** (10 minutes)

Out the Door (8 minutes)

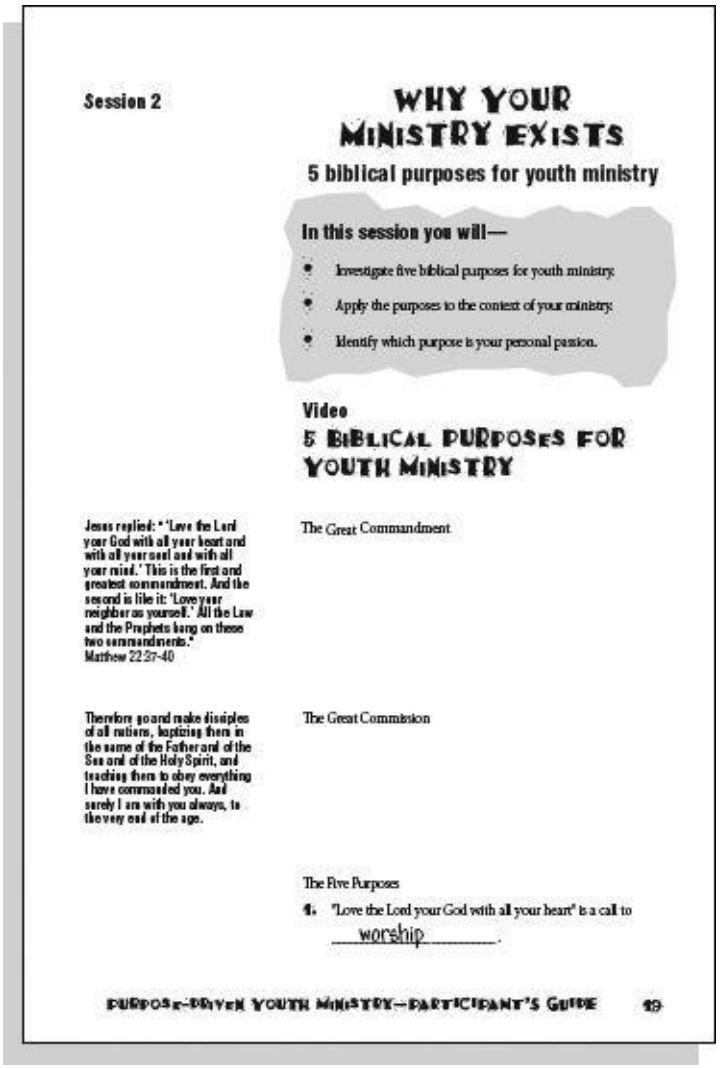
UNWRAP THE SESSION

Whether this is the second session of a daylong or weekend seminar, or a second weekly meeting—welcome the team back together with excitement. Affirm them as crucial players within a healthy youth ministry. Then say something like—

In the first session we looked at the importance of our spiritual lives—the need to rely on God's power as we serve him. Doug emphasized that the power of God working in the lives of leaders is the foundation of a healthy youth ministry—not games, activities, or events. Then we spent some time evaluating the condition of our hearts.

In this session we'll tackle the question *Why does our ministry exist?* The session objectives are Why Your Ministry Exists in your Participant's Guide.

- **Investigate five biblical purposes for youth ministry.**
- **Apply the purposes to the context of your ministry.**
- **Identify which purpose is your personal passion.**



Session 2

WHY YOUR MINISTRY EXISTS

5 biblical purposes for youth ministry

In this session you will—

- Investigate five biblical purposes for youth ministry.
- Apply the purposes to the context of your ministry.
- Identify which purpose is your personal passion.

Video

5 BIBLICAL PURPOSES FOR YOUTH MINISTRY

Jesus replied: " 'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments."
Matthew 22:37-40

The Great Commandment

Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.

The Great Commission

The Five Purposes

1. "Love the Lord your God with all your heart" is a call to worship.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 19

Video

5 BIBLICAL PURPOSES FOR YOUTH MINISTRY

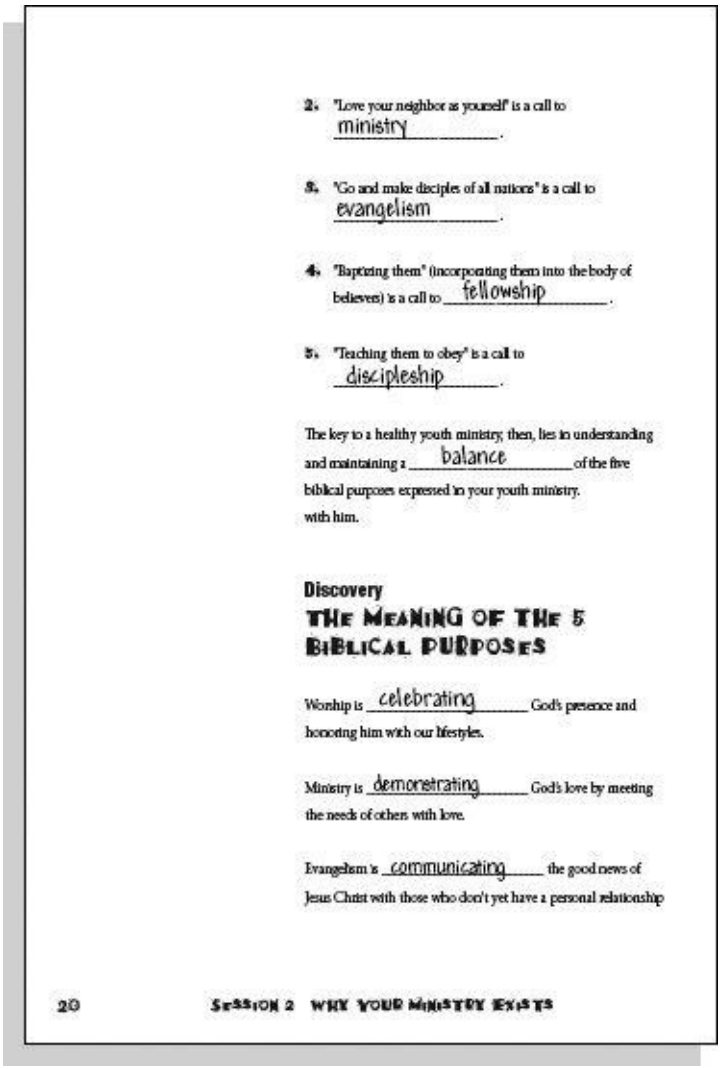
Video length: 4 minutes

Introduce the video by saying something like this—

God didn't create anything without a purpose in mind, and his church is no

exception. In the next video segment, we'll hear about the five biblical purposes for youth ministry. Why Your Ministry Exists in your Participant's Guide has the key points.

Show the video segment *5 Biblical Purposes for Youth Ministry.*



2. "Love your neighbor as yourself" is a call to ministry.

3. "Go and make disciples of all nations" is a call to evangelism.

4. "Baptizing them" (incorporating them into the body of believers) is a call to fellowship.

5. "Teaching them to obey" is a call to discipleship.

The key to a healthy youth ministry, then, lies in understanding and maintaining a balance of the five biblical purposes expressed in your youth ministry.
with him.

Discovery
THE MEANING OF THE 5 BIBLICAL PURPOSES

Worship is celebrating God's presence and honoring him with our lifestyles.

Ministry is demonstrating God's love by meeting the needs of others with love.

Evangelism is communicating the good news of Jesus Christ with those who don't yet have a personal relationship

20 SESSION 2 WHY YOUR MINISTRY EXISTS

Discovery

THE MEANING OF THE 5 BIBLICAL

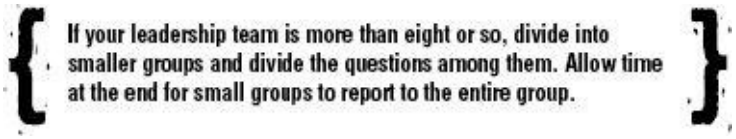
PURPOSES

Now take another look at God's five eternal purposes. Tell your leaders—

Grasping these five purposes makes balanced and healthy youth ministry more likely. Turn to The Meaning of the 5 Biblical Purposes in your Participant's Guide for definitions of the five biblical Purposes for youth ministry.

(You may want to read the following principles verbatim, since your leaders are listening for key words to write in their Participant's Guides.)

- Worship is celebrating God's presence and honoring him with our lifestyles.
- Ministry is demonstrating God's love by meeting the needs of others with love.
- Evangelism is communicating the good news of Jesus Christ with those who don't yet know him personally.
- Fellowship is incorporating God's people into a family where they can be known, cared for, held accountable, and encouraged.
- Discipleship is educating God's people with his truth.

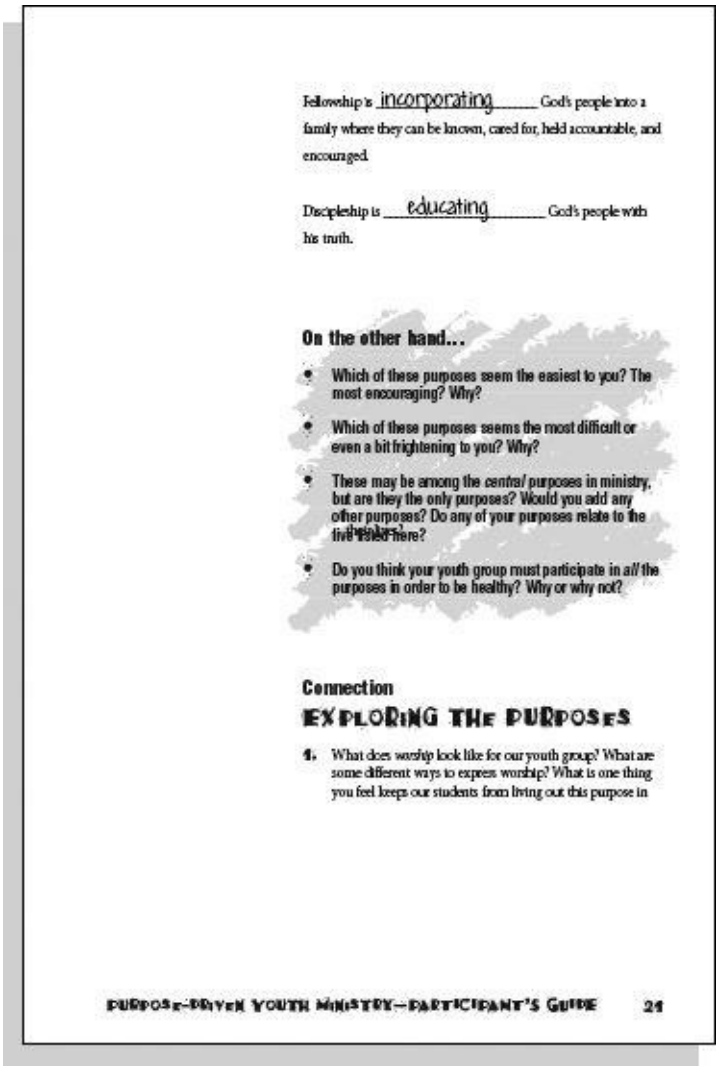


Connection

EXPLORING THE PURPOSES

Use this segment of the session to guide your leaders into a personal and practical understanding of the five purposes through discussion. You may want to limit your discussion to areas that need the most improvement in your

ministry. There's space Exploring the Purposes to jot down key thoughts.



Fellowship is incorporating God's people into a family where they can be known, cared for, held accountable, and encouraged.

Discipleship is educating God's people with his truth.

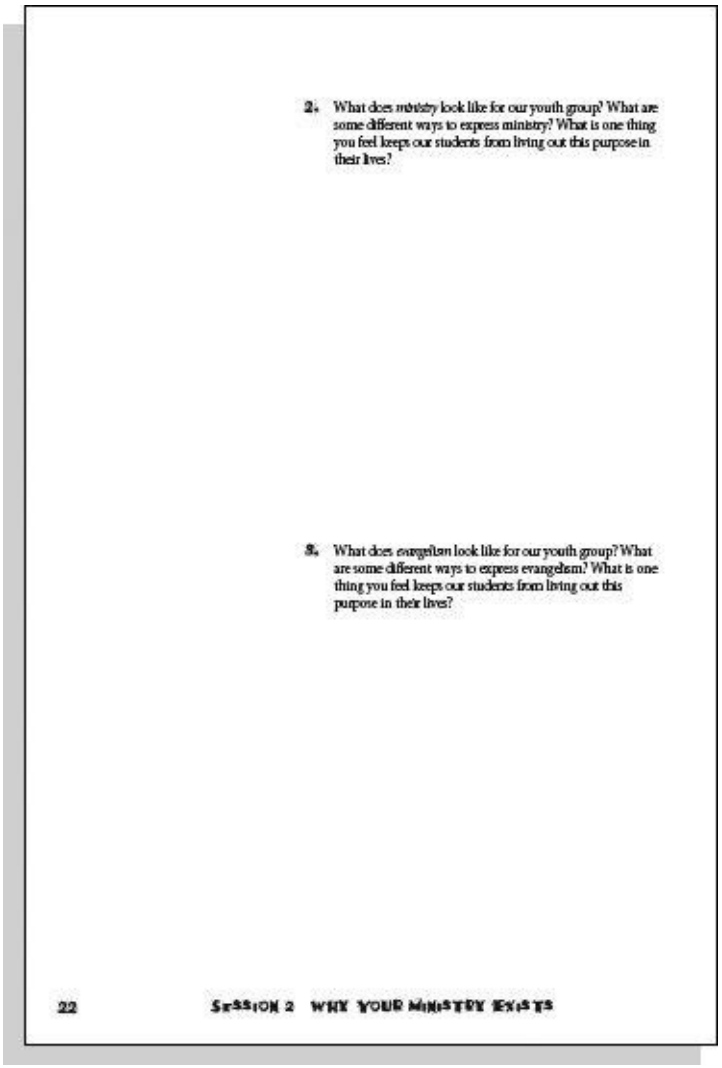
On the other hand...

- Which of these purposes seem the easiest to you? The most encouraging? Why?
- Which of these purposes seems the most difficult or even a bit frightening to you? Why?
- These may be among the central purposes in ministry, but are they the only purposes? Would you add any other purposes? Do any of your purposes relate to the five listed here?
- Do you think your youth group must participate in all the purposes in order to be healthy? Why or why not?

Connection

EXPLORING THE PURPOSES

1. What does *worship* look like for our youth group? What are some different ways to express worship? What is one thing you feel keeps our students from living out this purpose in



2. What does *ministry* look like for our youth group? What are some different ways to express ministry? What is one thing you feel keeps our students from living out this purpose in their lives?

3. What does *evangelism* look like for our youth group? What are some different ways to express evangelism? What is one thing you feel keeps our students from living out this purpose in their lives?

1. What does *worship* look like for our youth group? What are some different ways to express worship? What is one thing you feel keeps our students from living out this purpose in their lives?

2. What does *ministry* look like for our youth group? What are some different ways to express ministry? What is one thing you feel keeps our students from living out this purpose in their lives?

3. What does *evangelism* look like for our youth group? What are some

different ways to express evangelism? What is one thing you feel keeps our students from living out this purpose in their lives?

4. What does *fellowship* look like for our youth group? What are some different ways to express fellowship? What is one thing you feel keeps our students from living out this purpose in their lives?

5. What does *discipleship* look like for our youth group? What are some different ways to express discipleship? What is one thing you feel keeps our students from living out this purpose in their lives?

4. What does *fellowship* look like for our youth group? What are some different ways to express fellowship? What is one thing you feel keeps our students from living out this purpose in their lives?

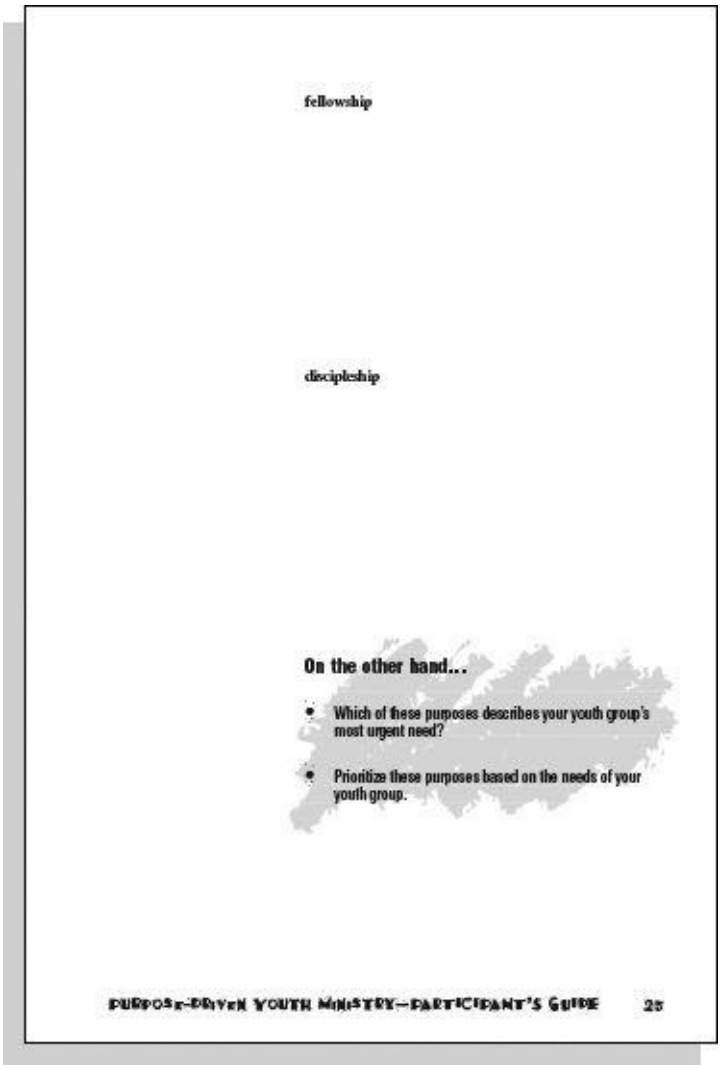
5. What does *discipleship* look like for our youth group? What are some different ways to express discipleship? What is one thing you feel keeps our students from living out this purpose in their lives?

If you break into small groups to discuss the questions, use the spaces below to capture some of the comments other small groups share with the whole group.

worship

ministry

evangelism



fellowship

discipleship

On the other hand...

- Which of these purposes describes your youth group's most urgent need?
- Prioritize these purposes based on the needs of your youth group.

However your leaders tackled the previous five questions—individually, in several small groups, or all together—explore the next three questions together as a whole group.

- How is our student ministry doing in fulfilling these five purposes Doug talked about in the video?

- How can we better implement these purposes in our ministry? Explain.

- What hindrances might we face as we attempt to implement these five purposes?

They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.
Acts 2:42-47

A LOOK AT THE PURPOSES IN THE EARLY CHURCH

In the Participant's Guide A Look at the Purposes in the Early Church is a passage from Acts that describes the life of the early church. As a group, read the passage. List phrases that describe each purpose being fulfilled.

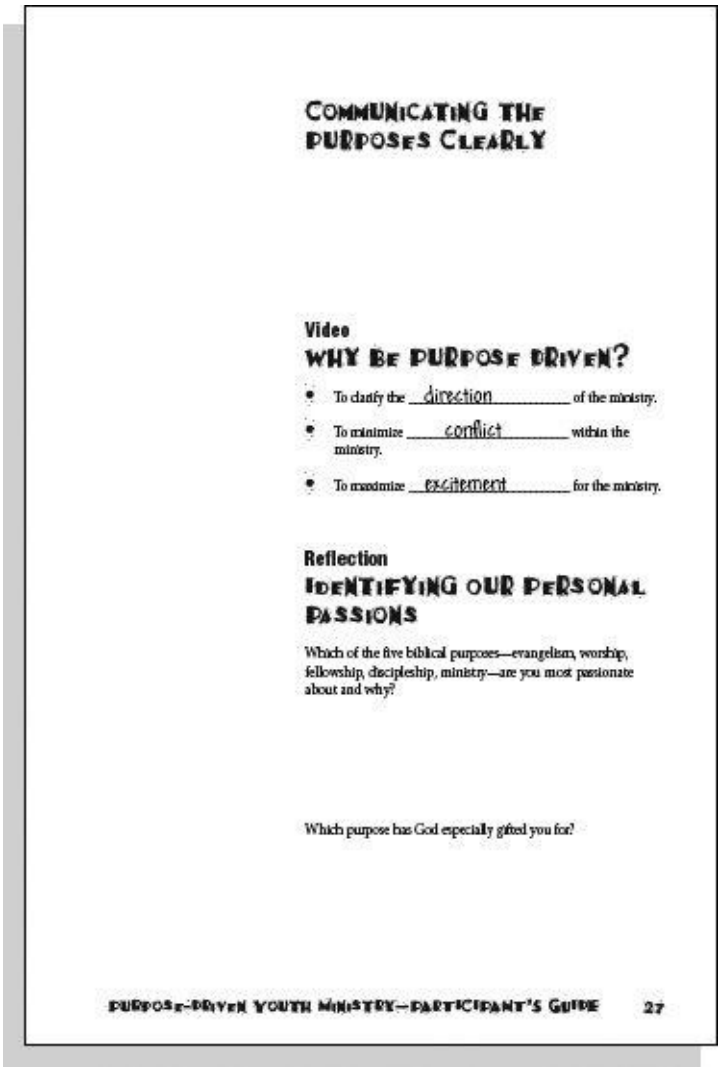
PURPOSE	PHRASE

A LOOK AT THE PURPOSES IN THE EARLY CHURCH

As a group, read through the passage and discuss which of God's purposes were being fulfilled by the early church. Make a list of your findings.

They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.
Acts 2:42-47

PURPOSE	PHRASE
evangelism	about 3,000 were added
discipleship	they devoted themselves to the apostles' teaching
fellowship	they devoted themselves to the breaking of bread and to prayer
worship	everyone was filled with awe
ministry	many wonders and miraculous signs were done by the apostles
fellowship	all the believers were together and had everything in common
ministry	they gave to anyone as he had need
fellowship	they broke bread in their homes and ate together
worship	praising God
evangelism	the lord added to their number daily those who were being saved



COMMUNICATING THE PURPOSES CLEARLY

Video

WHY BE PURPOSE DRIVEN?

- To clarify the direction of the ministry.
- To minimize conflict within the ministry.
- To maximize excitement for the ministry.

Reflection

IDENTIFYING OUR PERSONAL PASSIONS

Which of the five biblical purposes—evangelism, worship, fellowship, discipleship, ministry—are you most passionate about and why?

Which purpose has God especially gifted you for?

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 27

COMMUNICATING THE PURPOSES CLEARLY

Now to articulate God's five purposes with those who are involved in or touched by your ministry—

First, notice that the Participant's Guide is blank at this point in the lesson—because you have some options. (So what your leaders write in their guides depends on what you opt for.) Your choice depends on whether you have developed a purpose statement and whether you have identified key words to

describe the five purposes in your youth ministry. Read through the following options and select the one that works best for your situation.

 If you want to create a new purpose statement for your youth ministry, use this time to brainstorm with your leaders a statement that will clearly communicate Gods purposes to your students. (See *Making It Personal*–*Read Acts 6:1-4* in *Purpose-Driven Youth Ministry* for more help in crafting and using a purpose statement.)

OR

 If you've already developed a purpose statement, use this time to introduce it to your staff, explaining how it reflects God's purposes. Challenge your leaders to memorize your purpose statement.

If you choose the first option, say—

It's not enough for just us to know what we're doing in students, parents, and other adult leaders what our purposes for this ministry are. To do this, we need to communicate them—not in big, churchy words that clearly defines each purpose. Then we can use them to craft our purpose statement. For right now, let's not be too concerned about the exact phrasing of a purpose statement. Let's just spend some time brain-storming some words that might be more student-friendly than the five we're commonly referring to during this training.

{ You will need to gather a whiteboard, overhead, flip chart, or butcher paper and markers before the session begins. }

Use a whiteboard to list the one-word suggestions under the five headings of worship, ministry, evangelism, fellowship, and discipleship. After this session, work (perhaps with only a few people if your group is large) on crafting a purpose statement for your youth ministry.

These may not be words that describe your youth group, so don't introduce them to your leaders too quickly. Rather introduce them sparingly to spark creativity (rather than to give answers that sound good but may not fit your students).

WORSHIP	MINISTRY	EVANGELISM	FELLOWSHIP	DISCIPLESHIP
honor	*discover*	*reach*	*connect*	*grow*
exalt	*serve*	*expose*	*enjoy*	*equip*
magnify	*experience*	*share*	*care*	*mentor*

Video

WHY BE PURPOSE DRIVEN?

Video length: 6 minutes

Introduce the video by saying something like this—

In this video segment, we're going to hear about the benefits of being a purpose-driven youth ministry. Communicating the Purposes Clearly in your Participant's Guide has the main points of the video and a place to

take notes.

Show the video segment *Why Be Purpose Driven?*

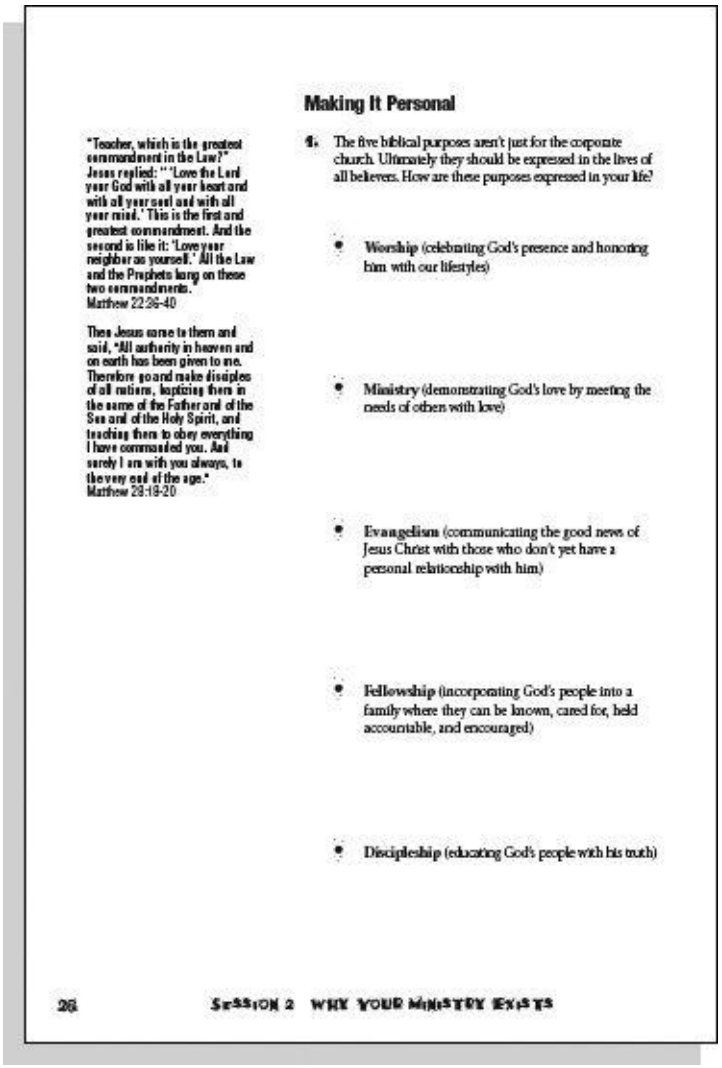
Reflection

IDENTIFYING OUR PERSONAL PASSIONS

Personally, I can get a lot more excited about eating a hot fudge sundae than I can about eating brussels sprouts. Both are foods, and I can eat both—but if I'm given my choice, I'd much rather eat ice cream.

We can get excited about all the biblical purposes, but there's probably one that excites each of us more than the others. We'll last a lot longer in this ministry if we serve in an area of passion than if we serve in an area of obligation. Which of the purposes are you most excited about? Why? Is it an area that God might have given you a spiritual gift in?
Let's take a few minutes and reflect on these questions. You can write your answers Communicating the Purposes Clearly in your Participant's Guide.

After reflecting briefly, allow a few people to share their passions with the rest of the group.



Making It Personal

"Teacher, which is the greatest commandment in the Law?" Jesus replied: " 'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments."
Matthew 22:36-40

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."
Matthew 28:18-20

1. The five biblical purposes aren't just for the corporate church. Ultimately they should be expressed in the lives of all believers. How are these purposes expressed in your life?

- Worship (celebrating God's presence and honoring him with our lifestyles)
- Ministry (demonstrating God's love by meeting the needs of others with love)
- Evangelism (communicating the good news of Jesus Christ with those who don't yet have a personal relationship with him)
- Fellowship (incorporating God's people into a family where they can be known, cared for, held accountable, and encouraged)
- Discipleship (educating God's people with his truth)

26 SESSION 2 WHY YOUR MINISTRY EXISTS

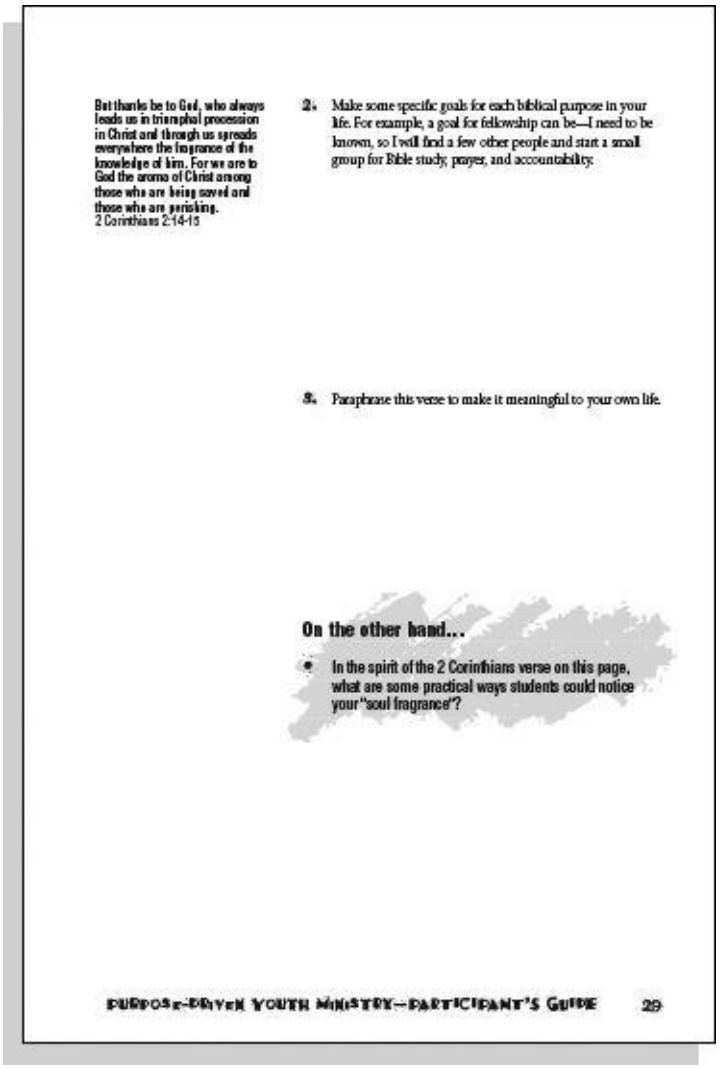
OUT THE DOOR

Bring the session to a close with comments like—

Everything we do in our ministry should attempt to fulfill one of God's five biblical purposes for the church. Even though our programs will reflect our style, personality, and creativity, God's purposes reflect his eternal plan and deep love for the church. We can move forward by fulfilling all five purposes in a balanced approach.

Making It Personal **is Making It Personal in your Participant's Guide. Plan on working through this material on your own before we**

get together for Session 3.



But thanks be to God, who always leads us in triumphal procession in Christ and through us spreads everywhere the fragrance of the knowledge of him. For we are to God the aroma of Christ among those who are being saved and those who are perishing.
2 Corinthians 2:14-15

2. Make some specific goals for each biblical purpose in your life. For example, a goal for fellowship can be—I need to be known, so I will find a few other people and start a small group for Bible study, prayer, and accountability.

3. Paraphrase this verse to make it meaningful to your own life.

On the other hand...

- In the spirit of the 2 Corinthians verse on this page, what are some practical ways students could notice your "soul fragrance"?

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 29

You can include these ideas when you close in prayer—

- Thank God that he has revealed his purposes for your ministry and calls you to partner with him.
- Ask God to clarify your understanding of his purposes so you may walk with purpose as you serve him.
- Lift up the students you are ministering to as well as your efforts to minister to them.

- Ask God to provide each leader with ministry opportunities that tie into the purpose he or she is most passionate about.

NOTES

Session 2

NOTES

Session 2

NOTES

Session 2

Session 3

THE STUDENTS YOU CAN REACH

Targeting different audiences

{ You may want to read Purpose-Driven Youth Ministry }

BEFORE THE SESSION

God knows us so well, and he still loves us. This must be one of the more miraculous aspects of his nature. Our Creators love for us is so great that he meets us wherever we are and then draws us closer to him. Jesus clearly demonstrated this during his ministry on earth:

With crowds, he spoke in parables.
With disciples, he explained the parables.
With seekers, he answered their questions.
With hypocrites, he challenged their answers.
With religious, he appealed to the Scriptures.
With nonreligious, he lived the Scriptures.

As the master teacher, Jesus knew his audience, and he brought the truth to his listeners. The central truth of his message—*the Kingdom of God is here!*—never changed, but the way he applied it to his different listeners did change. Case in point: to a VIP, Jesus said to give away all his investments (Luke 18:22). To a pathetic man healed of demon possession, Jesus said simply to go home (Mark 5:19).

So far, you've covered two important building blocks for a healthy ministry: the need for personal dependence on God's power, and an understanding of God's five purposes for the church. During this session your team will learn the importance of understanding the target audience (called *potential audience* in

Purpose-Driven Youth Ministry).

This session is usually the most intense one…maybe a little frustrating, too, to some of your leaders. Yet don't get discouraged. The investigative work required by this session is essential if your team is to understand students better —whether those students are inside or outside your present youth ministry.

During one of the segments, you'll be asked to tell your team the number of students in your community so they can write it on a chart. Call (better yet, have someone else call) the local schools to get an estimate of the number of students you have living within a realistic driving distance of your church.

SESSION OBJECTIVES

In this session you will—

- Define target audience and establish the importance of identifying it.
- Evaluate the target audience of your youth ministry.
- Learn how to integrate target audience and biblical purpose to determine programming.

SESSION OUTLINE

Unwrap the Session (4 minutes)

Video Targeting Different Audiences (8 minutes)

Discovery Identifying Our Target Audience (13 minutes)

Connection Identifying Spiritual Commitments (15 minutes)

Video 5 Levels of Spiritual Commitment (5 minutes)

Connection Creating Target Audience Profiles (20 minutes)

Reflection Evaluating Your Students (10 minutes)
Evaluating Our Ministry (5 minutes)

Discovery Bringing Purpose and Target Audience Together to Develop Programs (7 minutes)

Out the Door (3 minutes)

UNWRAP THE SESSION

Welcome your leadership team back with prayer and comments like these—

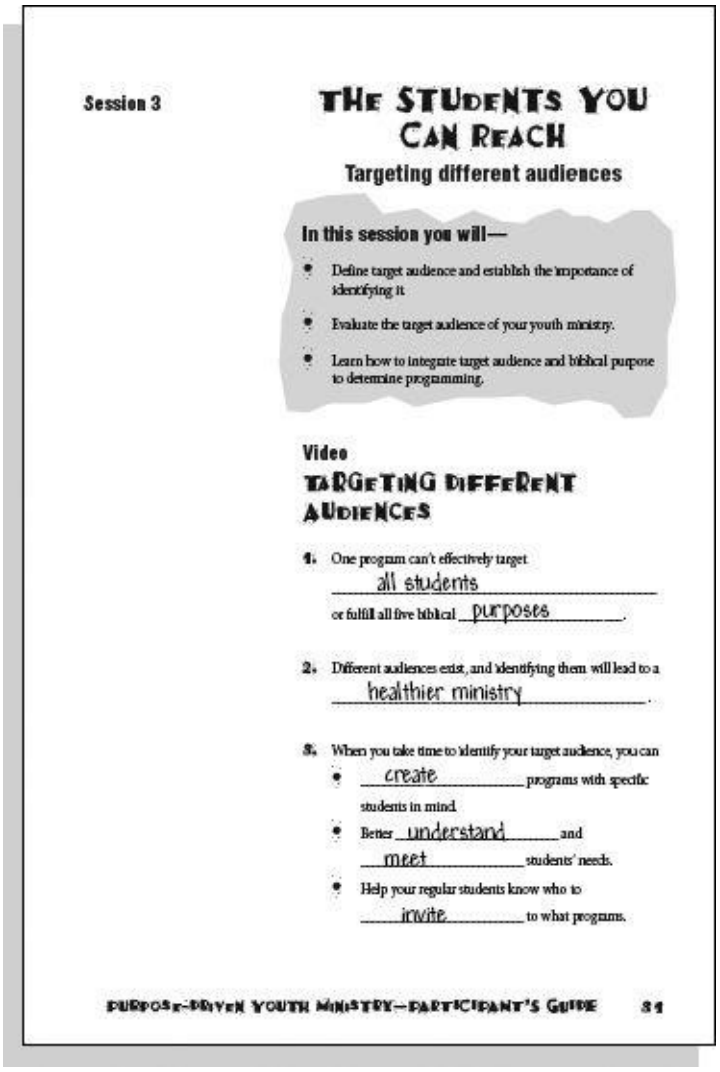
Understanding God's purpose for his church, like we explored during the previous session, is an important foundation for developing a healthy youth ministry. The next step? To understand God's people.

Effective programs are kind of like compassionate people. If a student came to you in tears because of a conflict with her parents, you wouldn't answer with a two-hour discourse on the finer points of sanctification. You'd respond appropriately because, on some level, you'd be asking yourself questions like *What does she need right now?* and *How does God want me to respond?*

Appropriate programming does the same thing, though on an organizational level. Designing a program begins with where people are, then adds the elements that accomplish what God wants for their lives. So during this session we'll answer the question *Who are we going to target with our programs?*

The objectives for this session are The Students You Can Reach in your Participant's Guide. They are—

- **Define target audience and establish the importance of identifying it.**
- **Evaluate the target audience of your youth ministry.**
- **Learn how to integrate target audience and biblical purpose to determine programming.**



Session 3

THE STUDENTS YOU CAN REACH

Targeting different audiences

In this session you will—

- Define target audience and establish the importance of identifying it
- Evaluate the target audience of your youth ministry.
- Learn how to integrate target audience and biblical purpose to determine programming.

Video

TARGETING DIFFERENT AUDIENCES

1. One program can't effectively target all students or fulfill all five biblical purposes.
2. Different audiences exist, and identifying them will lead to a healthier ministry.
3. When you take time to identify your target audience, you can
   - create programs with specific students in mind.
   - Better understand and meet students' needs.
   - Help your regular students know who to invite to what programs.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 31

Video

TARGETING DIFFERENT AUDIENCES

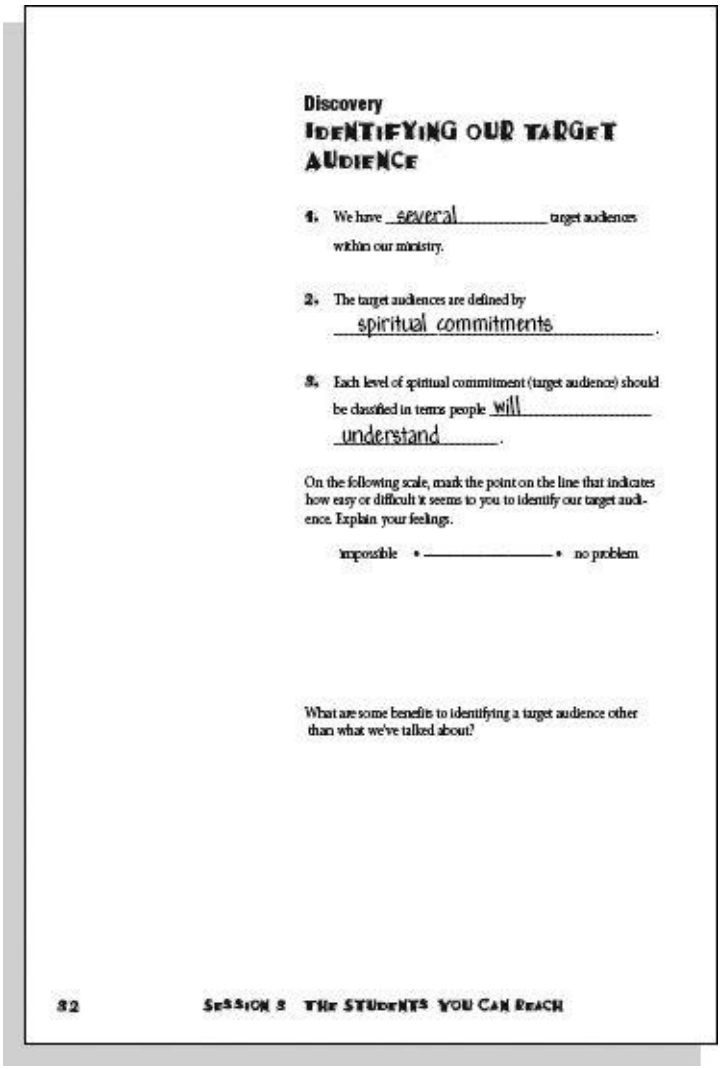
Video length: 8 minutes

Introduce the video by saying something like—

Students aren't all the same. They're spread out all along the developmental road—physically, emotionally, socially, spiritually. Which is why it's

important that our ministry meets the needs students where they are—not where we'd like them to to be. In this video clip Doug explains what a target audience is and why it's so important to define the term. The notes are The Students You Can Reach of the Participant's Guide.

Show the video segment *Targeting Different Audiences.*



Discovery

IDENTIFYING OUR TARGET AUDIENCE

1. We have several target audiences within our ministry.

2. The target audiences are defined by spiritual commitments.

3. Each level of spiritual commitment (target audience) should be classified in terms people will understand.

On the following scale, mark the point on the line that indicates how easy or difficult it seems to you to identify our target audience. Explain your feelings.

impossible • ——— • no problem

What are some benefits to identifying a target audience other than what we've talked about?

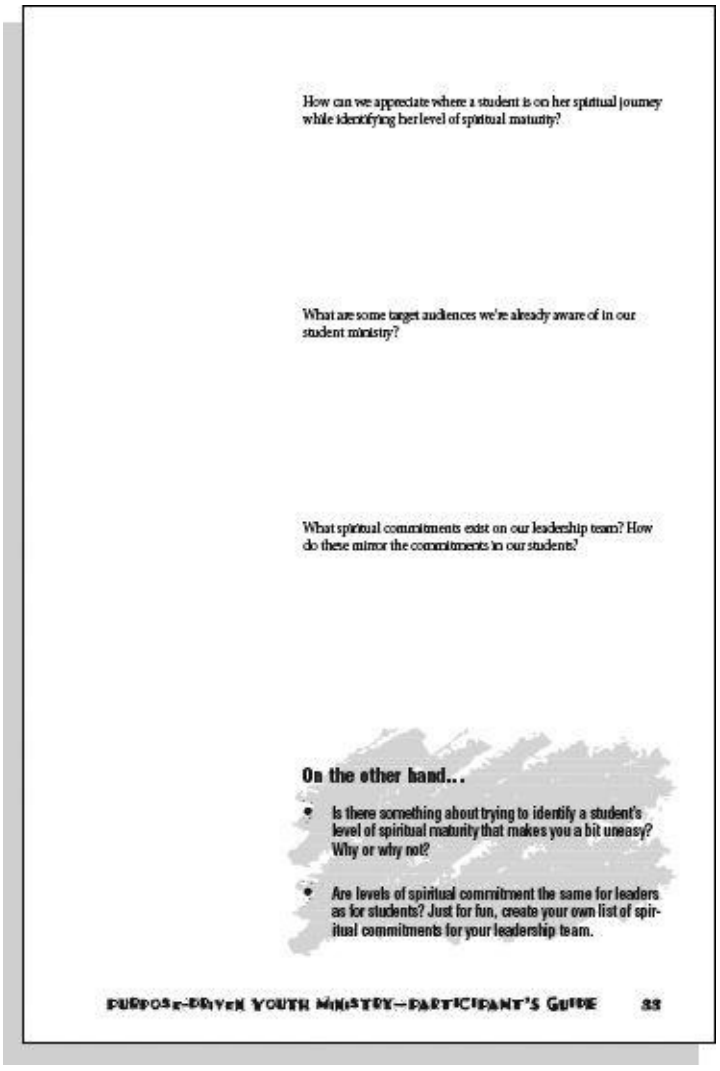
32 SESSION 2 THE STUDENTS YOU CAN REACH

Discovery

IDENTIFYING OUR TARGET AUDIENCE

Identifying a target audience helps create a healthier ministry. Those two words —*healthier ministry*—imply a lot to talk about: solid programming, identifying the needs of our target audience, who to invite, how to encourage students to the next step in their maturity. Direct your leaders to Identifying Our Target Audience in their Participant's Guides for information and questions about identifying your target audience.

(You may want to read the following principles verbatim, since your leaders are listening for key words to write in their Participant's Guides.)



How can we appreciate where a student is on her spiritual journey while identifying her level of spiritual maturity?

What are some target audiences we're already aware of in our student ministry?

What spiritual commitments exist on our leadership team? How do these mirror the commitments in our students?

On the other hand...

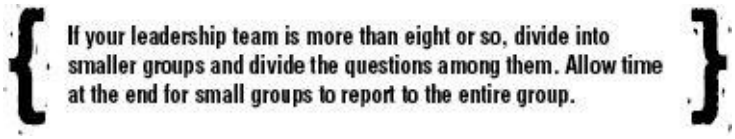
- Is there something about trying to identify a student's level of spiritual maturity that makes you a bit uneasy? Why or why not?
- Are levels of spiritual commitment the same for leaders as for students? Just for fun, create your own list of spiritual commitments for your leadership team.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 33

1. We have several target audiences within our ministry.

2. The target audiences are defined by spiritual commitments.

3. Each level of spiritual commitment (target audience) should be classified in terms people will understand.



Of the discussion questions below, choose those that are most relevant or significant to your group of leaders. (These questions are also found Identifying Our Target Audience in the Participant's Guide.)

- On the following scale, rank how easy or difficult it seems to you to identify our target audience. Explain your feelings.

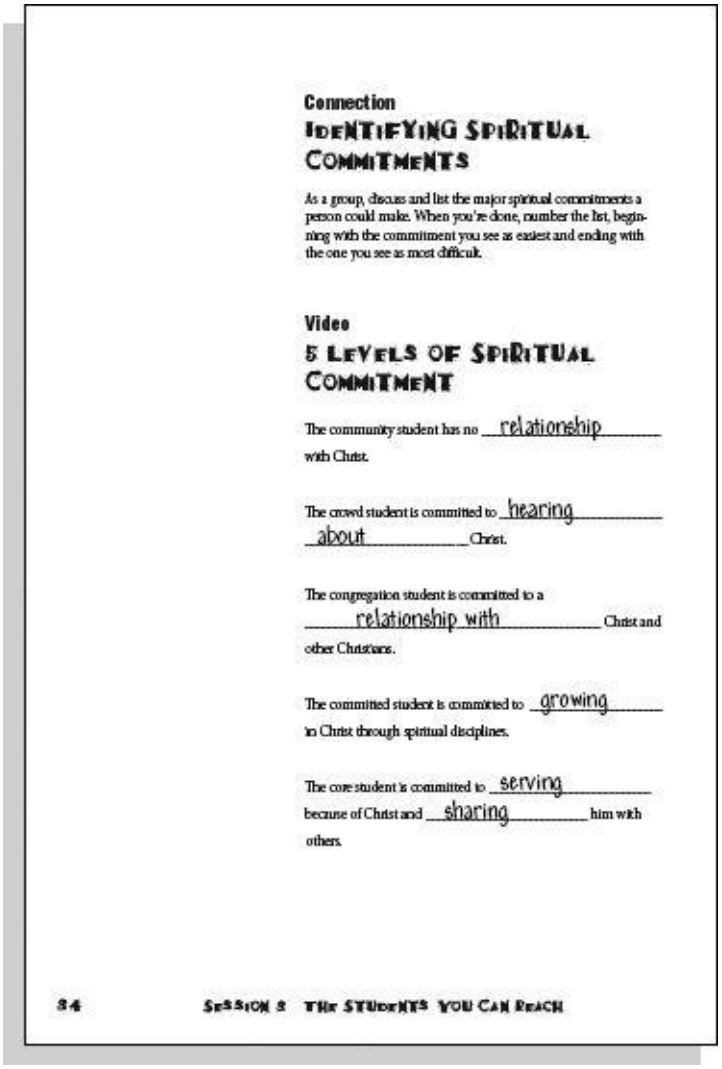
  impossible • • no problem

- What are some benefits to identifying a target audience other than what we've talked about?

- How can we avoid judging students' spiritual development as we identify their level of spiritual maturity?

- What are some target audiences we're already aware of in our student ministry?

- What spiritual commitments exist on our leadership team? How do these mirror the commitments in our students?



Connection

IDENTIFYING SPIRITUAL COMMITMENTS

As a group, discuss and list the major spiritual commitments a person could make. When you're done, number the list, beginning with the commitment you see as easiest and ending with the one you see as most difficult.

Video

5 LEVELS OF SPIRITUAL COMMITMENT

The community student has no relationship with Christ.

The crowd student is committed to hearing about Christ.

The congregation student is committed to a relationship with Christ and other Christians.

The committed student is committed to growing in Christ through spiritual disciplines.

The core student is committed to serving because of Christ and sharing him with others.

34 SESSION 2 THE STUDENTS YOU CAN REACH

Connection

IDENTIFYING SPIRITUAL COMMITMENTS

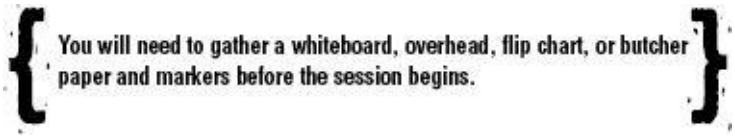
During this discussion time you want your team to list the variety of spiritual commitments a person could (and should) make, and then to arrange them in a logical order—beginning with the easiest commitment and ending with the most difficult.

The end product of this discussion—a prioritized list of spiritual commitments—isn't as important as the *process* your leaders go through during the conversation. This segment points out the different kinds of spiritual commitments people can make.

A big part of understanding people is understanding their commitments. In the context of youth ministry, when you know the spiritual commitments students make, you can respond with appropriate ways to meet their spiritual needs.

So in this session we'll look at five basic spiritual commitments people make. You could say that spiritual commitments can be defined explicitly or implicitly—for instance, a student may commit to his small group to read the Bible every day (an explicit commitment). Another student may never make a vow to attend church, but she does, voluntarily and regularly (an implicit commitment).

Besides regular Bible reading and church attendance, what's another spiritual commitment a person could make?



Compile your leaders' suggestions on a whiteboard. (Examples of commitments may include Bible reading, prayer, volunteering at a soup kitchen or halfway house, attending church, voluntary childcare in church or in private homes, memorizing Scripture, etc.)

Then as a group number the commitments in order from the easiest to

the hardest to do.

Video

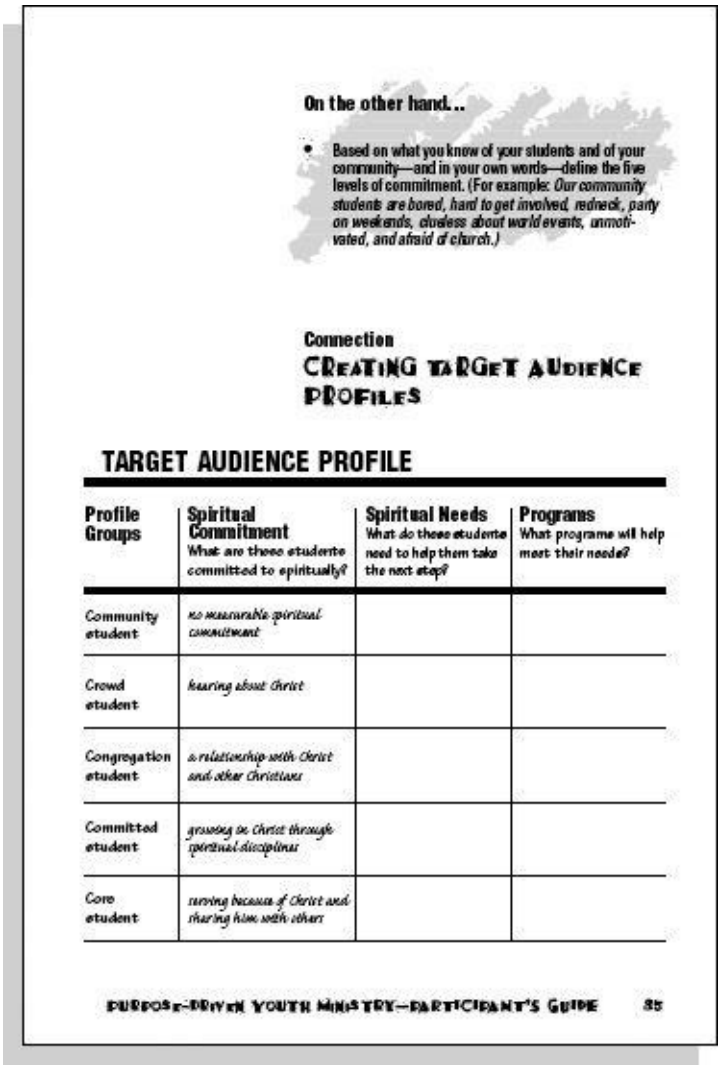
5 LEVELS OF SPIRITUAL COMMITMENT

Video length: 5 minutes

Introduce the video with comments similar to these—

In this video clip we'll hear about one way of describing target audiences in youth ministry—a process of listing and ranking commitments in order to create your programming framework. The key points are Identifying Spiritual Commitments in your Participant's Guide.

Start the video segment *5 Levels of Spiritual Commitment.*



On the other hand...

- Based on what you know of your students and of your community—and in your own words—define the five levels of commitment. (For example: *Our community students are bored, hard to get involved, redneck, party on weekends, clueless about world events, unmotivated, and afraid of church.*)

Connection

CREATING TARGET AUDIENCE PROFILES

TARGET AUDIENCE PROFILE

Profile Groups	Spiritual Commitment What are these students committed to spiritually?	Spiritual Needs What do these students need to help them take the next step?	Programs What programs will help meet their needs?
Community student	*no measurable spiritual commitment*		
Crowd student	*hearing about Christ*		
Congregation student	*a relationship with Christ and other Christians*		
Committed student	*growing in Christ through spiritual disciplines*		
Core student	*serving because of Christ and sharing him with others*		

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 85

Connection

CREATING TARGET AUDIENCE PROFILES

Lead your team through the process of creating a profile for each level of spiritual commitment, defining their specific needs and programs they're likely to attend.

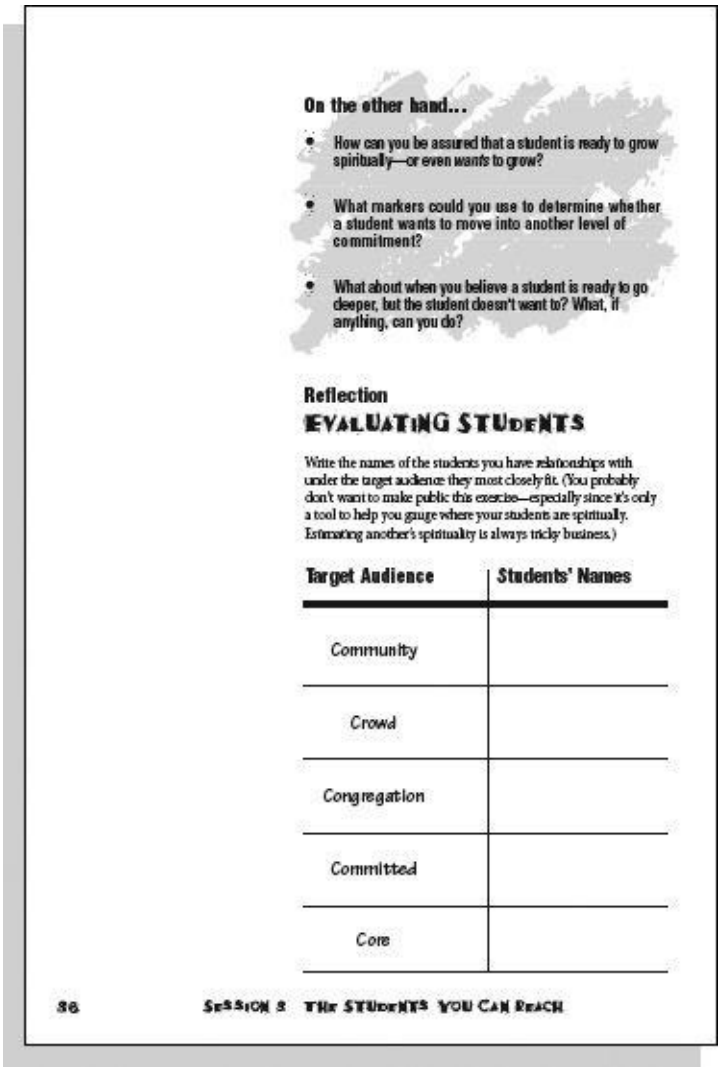
Creating Target Audience Profiles in your Participant's Guide is a Target

Audience Profile. Let's take about 15 minutes to discuss some of the unique needs the students in each group have and how to meet the needs. For example, what might be spiritual needs of community students?

Continue through the chart by asking what could help meet the needs of community students. Finally, jot down programs you have—or have dreamed about—that might minister to them and meet their needs. Don't feel any pressure to have "right" answers. The idea is just to get us thinking about student groups and their needs.

TARGET AUDIENCE PROFILE

Profile Groups	Spiritual Commitment What are these students committed to spiritually?	Spiritual Needs What do these students need to help them take the next step	Programs What programs will help meet their needs?
Community student	*no measurable spiritual commitment*		
Crowd student	*hearing about Christ*		
Congregation student	*a relationship with Christ and other Christians*		
Committed student	*growing in Christ through spiritual disciplines*		
Core student	*serving because of Christ and sharing him with others*		



On the other hand...

- How can you be assured that a student is ready to grow spiritually—or even wants to grow?
- What markers could you use to determine whether a student wants to move into another level of commitment?
- What about when you believe a student is ready to go deeper, but the student doesn't want to? What, if anything, can you do?

Reflection

EVALUATING STUDENTS

Write the names of the students you have relationships with under the target audience they most closely fit. (You probably don't want to make public this exercise—especially since it's only a tool to help you gauge where your students are spiritually. Estimating another's spirituality is always tricky business.)

Target Audience	Students' Names
Community	
Crowd	
Congregation	
Committed	
Core	

86 SESSION 3 THE STUDENTS YOU CAN REACH

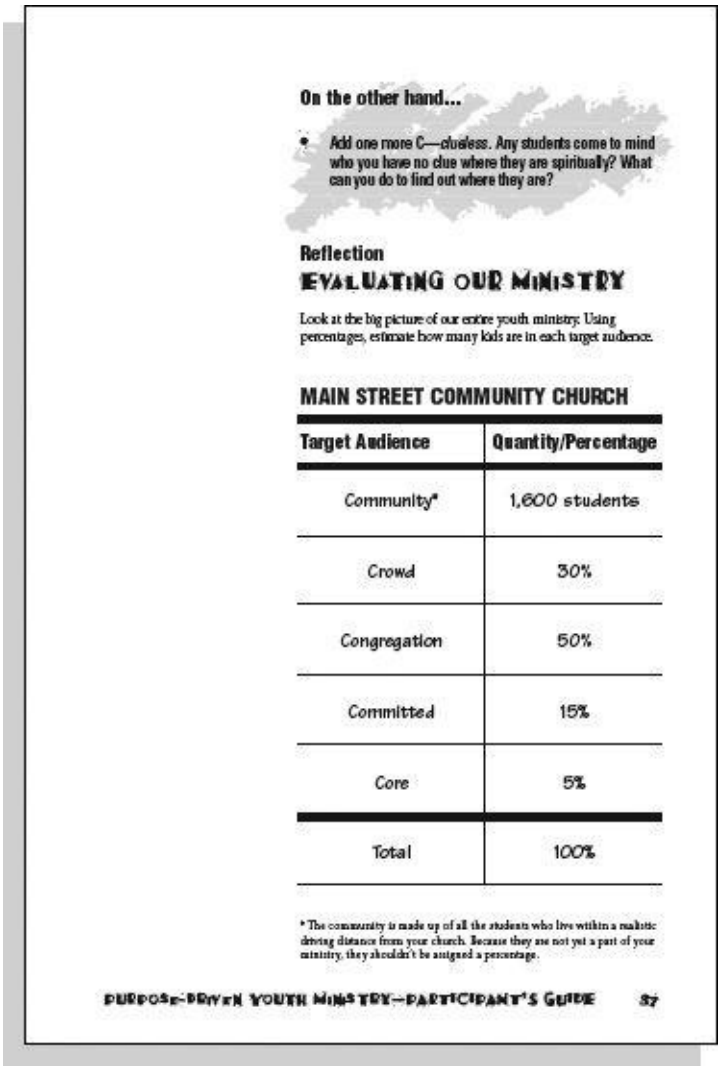
Reflection

EVALUATING YOUR STUDENTS

First, direct your leaders to spend a few moments evaluating the students they have relationships with (perhaps students in their discipleship or Bible study groups) by writing each name next to one of the target audience categories Evaluating Students in the Participant's Guide. This exercise doesn't need to be reviewed as a group; it's a tool to help leaders identify where the students are.

Next, have the team members estimate the percentage each target audience makes up within your ministry. (This is when you tell your team members the number of community students you found out before the session so they can fill it in on their charts.)

Finally, have your team leaders decide which of your ministry's target audiences is the healthiest.



On the other hand...

- Add one more C—*clueless*. Any students come to mind who you have no clue where they are spiritually? What can you do to find out where they are?

Reflection

EVALUATING OUR MINISTRY

Look at the big picture of our entire youth ministry. Using percentages, estimate how many kids are in each target audience.

MAIN STREET COMMUNITY CHURCH

Target Audience	Quantity/Percentage
Community*	1,600 students
Crowd	30%
Congregation	50%
Committed	15%
Core	5%
Total	100%

* The community is made up of all the students who live within a realistic driving distance from your church. Because they are not yet a part of your ministry, they shouldn't be assigned a percentage.

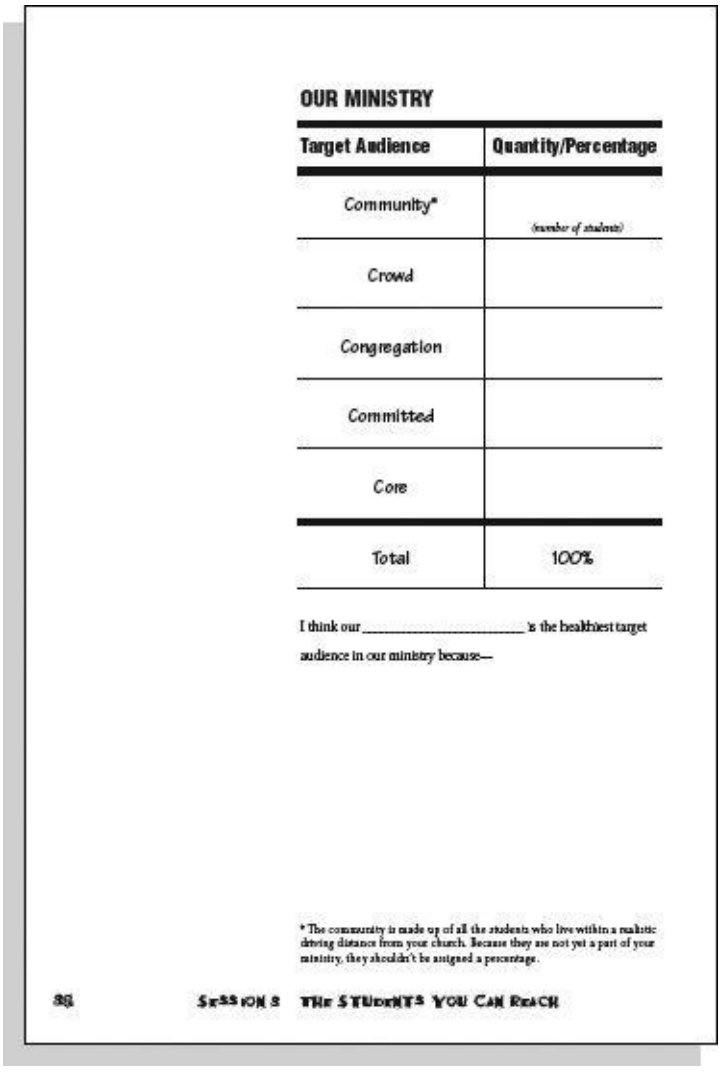
PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 87

Reflection

EVALUATING OUR MINISTRY

Have your team members turn to Evaluating Our Ministry–OUR MINISTRY in their Participant's Guides. Review the Main Street Community Church sample, and then let each leader estimate the percentages of each target audience that make up your ministry and make a determination about the healthiest target audience.

Spend some time letting your leaders share their assessments.

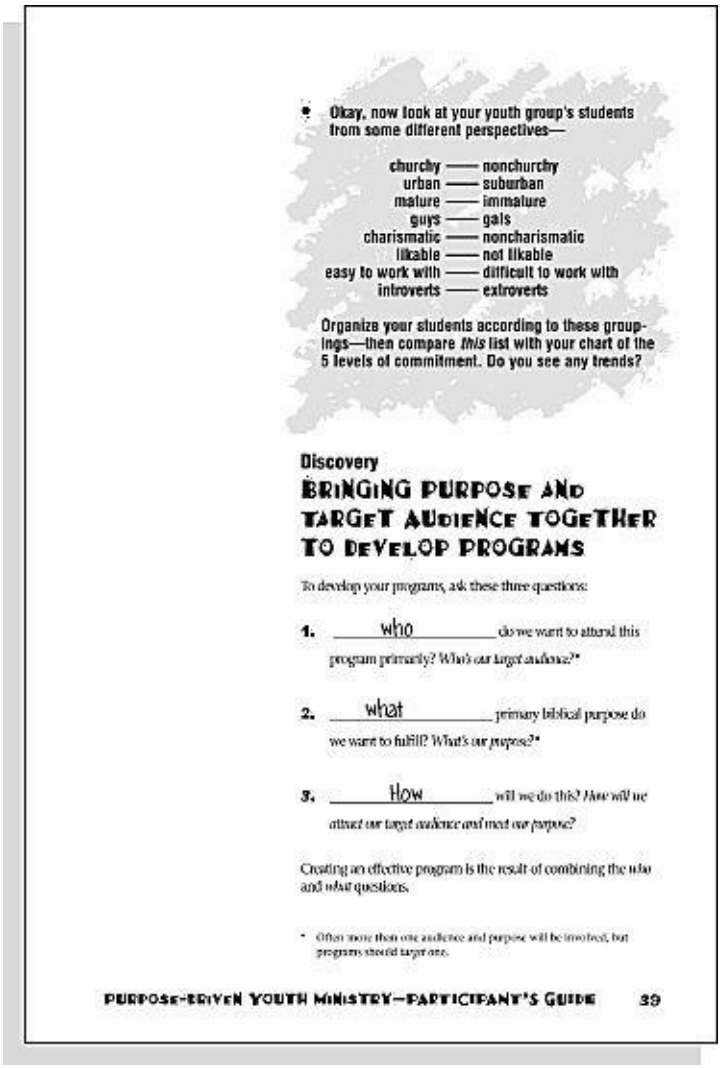


OUR MINISTRY

Target Audience	Quantity/Percentage
Community*	*(number of students)*
Crowd	
Congregation	
Committed	
Core	
Total	100%

I think our _____'s the healthiest target audience in our ministry because—

* The community is made up of all the students who live within a realistic driving distance from your church. Because they are not yet a part of your ministry, they shouldn't be assigned a percentage.



• Okay, now look at your youth group's students from some different perspectives—

churchy —— nonchurchy
urban —— suburban
mature —— immature
guys —— gals
charismatic —— noncharismatic
likable —— not likable
easy to work with —— difficult to work with
introverts —— extroverts

Organize your students according to these groupings—then compare *this* list with your chart of the 5 levels of commitment. Do you see any trends?

Discovery

BRINGING PURPOSE AND TARGET AUDIENCE TOGETHER TO DEVELOP PROGRAMS

To develop your programs, ask these three questions:

1. who do we want to attend this program primarily? *What's our target audience?**
2. what primary biblical purpose do we want to fulfill? *What's our purpose?**
3. How will we do this? *How will we attract our target audience and meet our purpose?*

Creating an effective program is the result of combining the *who* and *what* questions.

* Often more than one audience and purpose will be involved, but programs should target one.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 39

Discovery

BRINGING PURPOSE AND TARGET AUDIENCE TOGETHER TO DEVELOP PROGRAMS

Moving students toward faith in Jesus and spiritual maturity are the chief aims of creating a healthy, purpose-driven youth ministry. Relationships are key to making this happen on an individual level. On a ministry level, however,

spiritually impacting students is best done through programs that reach a specific target audience and fulfill a specific biblical purpose.

Developing a program that reaches to a specific target audience is based on three key questions:

(You may want to read the following principles verbatim, since your leaders are listening for key words to write in their Participant's Guides.)

1. Who do we want to attend this program primarily (who's our target audience)?*
2. What primary biblical purpose do we want to fulfill (what's our purpose)?*
3. How will we do this (how will we reach our target audience and fulfill our biblical purpose)?

* *Often more than one audience and purpose will be involved, but programs should target one.*

Creating an effective program is the result of combining the *who* and *what* questions.

community + evangelism = New Year's Eve party
(who) (what) (how)

Our programs should change to reflect our changing target audience emphasis and our changing biblical purpose emphasis.

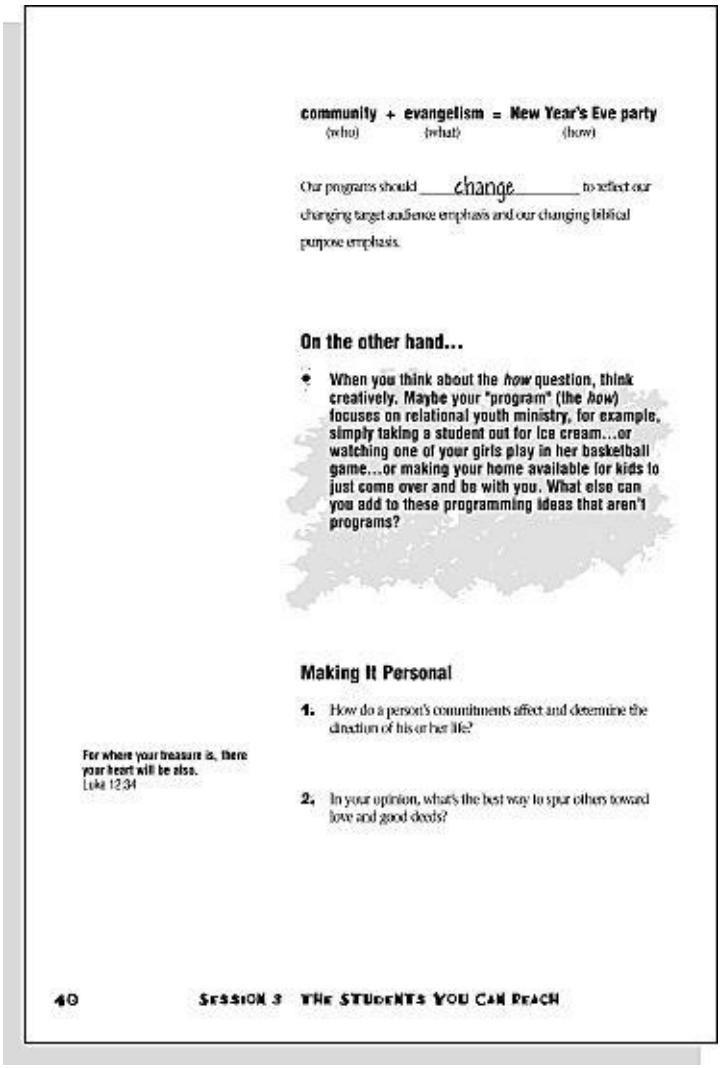
Take a few minutes to discuss one or more of the following questions.

- Why is it important to define who we can reach?

- What are some of the obstacles we might encounter in defining who we want to reach?

- Why is it necessary to define one specific biblical purpose?

- Why is it sometimes difficult to come up with a biblical purpose that we want to define?



community + evangelism = New Year's Eve party
(who) (what) (how)

Our programs should ___change___ to reflect our changing target audience emphasis and our changing biblical purpose emphasis.

On the other hand...

- **When you think about the *how* question, think creatively. Maybe your "program" (the *how*) focuses on relational youth ministry, for example, simply taking a student out for ice cream...or watching one of your girls play in her basketball game...or making your home available for kids to just come over and be with you. What else can you add to these programming ideas that aren't programs?**

Making It Personal

1. How do a person's commitments affect and determine the direction of his or her life?

For where your treasure is, there your heart will be also.
Luke 12:34

2. In your opinion, what's the best way to spur others toward love and good deeds?

40 SESSION 3 THE STUDENTS YOU CAN REACH

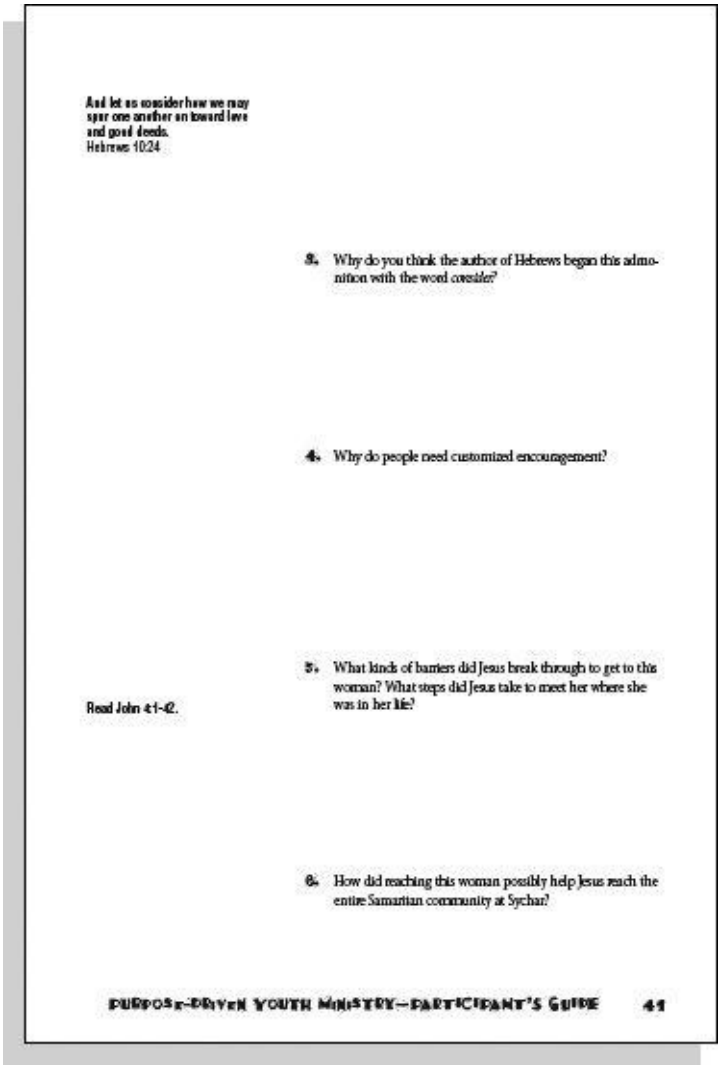
OUT THE DOOR

Thank your team for coming to this session and for their contributions. Encourage your leadership team to complete *Making It Personal* Making it

personal in the Participant's Guide.

You may want to pray before you dismiss, possibly around some of these ideas—

- Thank God for the students he's already given you to minister to and for those he will bring into your ministry.
- Ask God to help you be sensitive to the needs of your students.
- Ask God for opportunities to encourage your students to commit to the next step in their faith journey and for the wisdom to know what will encourage them.



And let us consider how we may spur one another on toward love and good deeds.
Hebrews 10:24

8. Why do you think the author of Hebrews began this admonition with the word *consider*?

4. Why do people need customized encouragement?

Read John 4:1-42.

5. What kinds of barriers did Jesus break through to get to this woman? What steps did Jesus take to meet her where she was in her life?

6. How did reaching this woman possibly help Jesus reach the entire Samaritan community at Sychar?

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 41

While Jesus was having dinner at Matthew's house, many tax collectors and "sinners" came and ate with him and his disciples. When the Pharisees saw this, they asked his disciples, "Why does your teacher eat with tax collectors and "sinners"? On hearing this, Jesus said, "It is not the healthy who need a doctor, but the sick. But go and learn what this means: 'I desire mercy, not sacrifice.' For I have not come to call the righteous, but sinners."
Matthew 9:10-13

7. It's clear from this passage that tax collectors and sinners were comfortable with Jesus and religious people were not. What was it about Jesus that caused this?

8. How can you and your leadership team make "outsiders" comfortable?

9. What would an all-possible-means evangelistic approach look like in your ministry?

10. It's clear that Paul tried to accommodate everyone without compromising the gospel. (See Romans 1:16.) Why do you

To the weak I became weak, to win the weak. I have become all things to all men so that by all possible means I might save some.
1 Corinthians 9:22

think accommodating is often criticized, especially by other believers?

11. What types of students do you naturally connect with (athletes, shy kids, computer nerds)? What types do you have a hard time connecting with?

12. When Jesus spoke to a particular person (or group of people), what kinds of things do you think he considered in order to best reach them with the truth?

And because of his words many more became believers.
John 4:41

The words of the wise bring healing.
Proverbs 12:18 NLT

13. What are some reasons it may be especially important to accept students for who they are?

For God so loved the world...
John 3:16

14. Identify one fringe student in your ministry. Write a specific prayer about how you can best care for him or her.

Jesus straightened up and asked her, "Woman, where are they? Has no one condemned you?" "No one, sir," she said. "Then neither do I condemn you," Jesus declared. "Go now and leave your life of sin."
John 8:10-11

On the other hand...

- List treasures that students in your group desire, along with the names of the students who want each of them. While you're at it, what are some of *your* treasures?
- That phrase from Hebrews 10 about "love and good deeds"...it sounds so—well, *religious*. What do those words mean to you in your day-to-day life?
- Write customized encouragements for three or four students in your group.
- The trouble with words like *consider* is that considering takes time. Okay, so go with that idea...think about taking the entire youth ministry leadership team away for a Day of Considering in silence and solitude. Unrealistic? Then what about a half day? Or an evening, or an hour of silence?
- List some barriers you have to break through in order to reach the kids in your youth group.
- Translate 1 Corinthians 9:22 into your own words, with specific examples of how to be like Paul. (For instance, if you want to reach a person who is grieving, you need to grieve with them.)
- It's clear from this 1 Corinthians verse that words are important. We know the Word of God has come to us in two ways: words he spoke through human authors (the Bible) and the living Word (Jesus). What influences you more—the words you hear from others or the words that are "spoken" through others' actions?

NOTES

Session 3

NOTES

Session 3

NOTES

Session 3

Session 4

MATCHING THE RIGHT PURPOSE WITH THE RIGHT AUDIENCE

Developing programs with purpose

{ You may want to read Purpose-Driven Youth Ministry }

BEFORE THE SESSION

In this session, your leaders' input is essential. After you explore principles for carrying out the five biblical purposes in your youth group, you and your leaders will evaluate your youth ministry's programs in light of those purposes and principles.

A few things about getting input from your leaders: first, don't discount someone's evaluation just because that leader is relatively new to your program. Sometimes a new pair of eyes can see things that veterans have overlooked. Second, whatever evaluation you hear about your current program, don't take it personally. Don't let your ego get in the way of hearing objectively the strengths and weaknesses of the youth ministry as it now is. Third, spend some time individually evaluating your own programs before the session. Here are some questions to get your evaluation rolling—

- What are we doing right?
- What isn't working as well as it should?
- What biblical purposes are currently reflected in our ministry?
- What do the leaders need to *know* or *do* to be more effective?

Keep the pace moving so you have as much time as possible for the evaluation.

SESSION OBJECTIVES

In this session you will—

- Examine general principles for fulfilling the five biblical purposes.
- List additional principles that will help you fulfill the five biblical purposes.
- Evaluate your youth ministry's programs.

SESSION OUTLINE

Unwrap the Session (3 minutes)

Video How to Fulfill the 5 Biblical Purposes (19 minutes)

Reflection My Response to the Principles for Fulfilling the Biblical Purposes (7 minutes)

Connection Fulfilling the Biblical Purposes (10 minutes)

Discovery Evaluating Our Youth Ministry Programs (45 minutes)

Connection Taking the Next Step (10 minutes)

Video Change Takes Time! (3 minutes)

Out the Door (3 minutes)

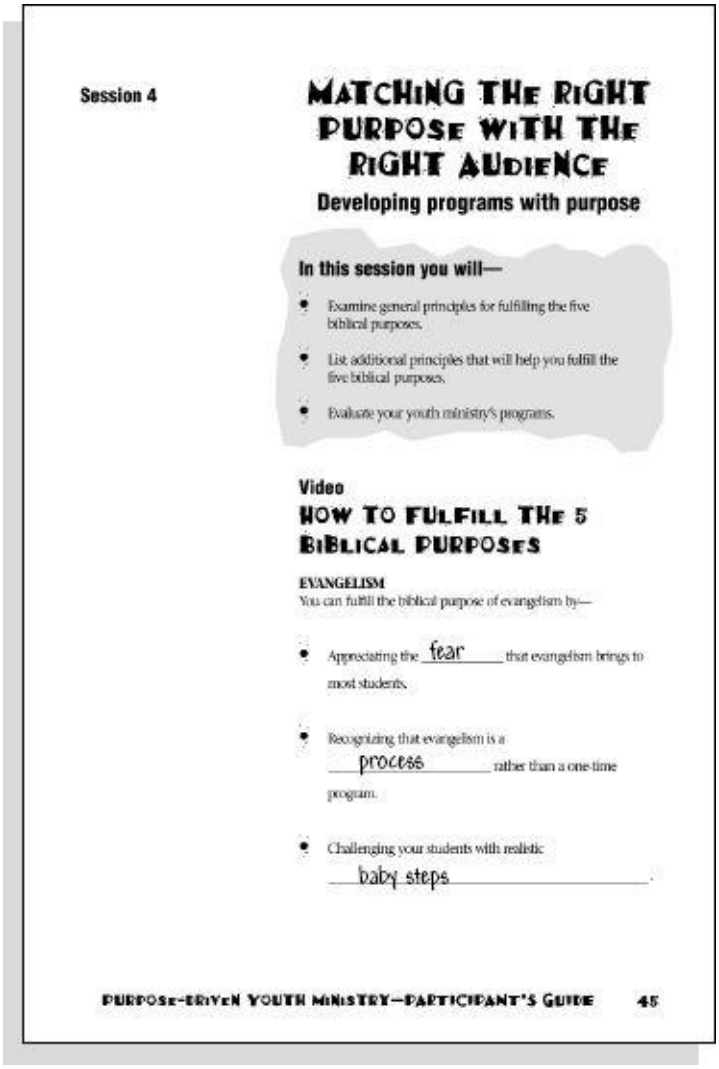
UNWRAP THE SESSION

Welcome your leadership team back. It may be appropriate to thank them for the time commitments they've made to this training and to express appreciation for the work they're doing during these sessions. Point out evidence of God's faithfulness to them during this training. (Jot a few things down at left before the meeting.)

Summarize the previous sessions and lead into this one by saying something like this—

We've laid the foundation for a healthy youth ministry. Continually relying on God's power is the most important element for effective ministry. After that, we spent some time understanding God's purposes for his church and then defining and identifying target audiences for our ministry. Now it's time to look at our the biblical purpose and our programs. The objectives for this session are Matching the Right Purpose with the Right Audience in your Participant's Guide.

- **Examine general principles for fulfilling the five biblical purposes.**
- **List additional principles that will help you fulfill the five biblical purposes.**
- **Evaluate your youth ministry's programs.**



Session 4

MATCHING THE RIGHT PURPOSE WITH THE RIGHT AUDIENCE

Developing programs with purpose

In this session you will—

- Examine general principles for fulfilling the five biblical purposes.
- List additional principles that will help you fulfill the five biblical purposes.
- Evaluate your youth ministry's programs.

Video

HOW TO FULFILL THE 5 BIBLICAL PURPOSES

EVANGELISM

You can fulfill the biblical purpose of evangelism by—

- Appreciating the fear that evangelism brings to most students.
- Recognizing that evangelism is a process rather than a one-time program.
- Challenging your students with realistic baby steps.

Video

HOW TO FULFILL THE 5 BIBLICAL PURPOSES

Video length: 19 minutes

Introduce the video by saying—

In this next video segment, which is the longest of all the segments we'll watch, Doug explains principles for fulfilling each of the biblical purposes we've been discussing. There are others, but these are transferable from ministry to ministry no matter what the size, location, or denomination of the ministry. The principles will trigger our thinking about how we might apply each purpose in our youth ministry. The key points are Matching the Right Purpose with the Right Audience in your Participant's Guide.

Show the video segment *How to Fulfill the 5 Biblical Purposes.*

On the other hand...

- ***Evangelism is a process*—what does this statement mean? If a youth group with demographics similar to yours "did" evangelism continually, what would it look like? What are the key elements of such a program?**

FELLOWSHIP
You can fulfill the biblical purpose of fellowship by—

We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us.
1 Thessalonians 2:8

- Beginning with the ___care___ question.
- Pursuing a strategy that includes ___life___ on ___life___.
- Setting a goal for your care plan to reflect the biblical "___one anothers___."

~ Love one another (John 13:34)
~ Serve one another (Galatians 5:13)
~ Accept one another (Romans 15:7)
~ Forgive one another (Colossians 3:13)
~ Greet one another (Romans 16:16)
~ Carry one another's burdens (Galatians 6:2)
~ Be devoted to one another (Romans 12:10)
~ Honor one another (Romans 12:10)
~ Instruct one another (Romans 15:14)
~ Submit to one another (Ephesians 5:21)
~ Encourage one another (1 Thessalonians 5:11)

On the other hand...

- **Read all those Bible verses on page 46—then describe a practical way to fulfill some of these commands in your youth ministry.**

DISCIPLESHIP
You can fulfill the biblical purpose of discipleship by—

Therefore, my dear friends, as you have always obeyed—not only in my presence, but now much more in my absence—continue to work out your salvation with fear and trembling.
Philippians 2:12

- Communicating the goal of discipleship as transformation, not program attendance.
- Introducing habits that will help students grow spiritually on their own.
- Pursuing balance in your discipleship efforts.

On the other hand...

- **What kinds of habits will help students grow on their own?**

MINISTRY
You can fulfill the biblical purpose of ministry by—

- Providing ministry opportunities for all students.
- Making your youth ministry's or your church's needs your serving opportunities.
- Challenging everyone to discover their unique SHAPE for ministry.

Spiritual gifts
Heart
Abilities
Personality
Experience

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up.
Ephesians 4:11-12

WORSHIP
You can fulfill the biblical purpose of worship by—

- Seeing worship is bigger than just singing.

Worship is also expressed through—
- prayer (Psalm 95:6)
- hearing the Word (Deuteronomy 31:11)
- giving (1 Corinthians 16:1-2)
- baptizing (Romans 6:3-4)
- meditating (Habakkuk 2:20)
- taking the Lord's Supper (1 Corinthians 11:23-26)

I was glad when they said to me, "Let us go to the house of the Lord."
Psalm 122:1 NLT

And so, dear brothers and sisters, I plead with you to give your bodies to God. Let them be a living and holy sacrifice—the kind he will accept. When you think of what he has done for you, is this too much to ask?
Romans 12:1 NLT

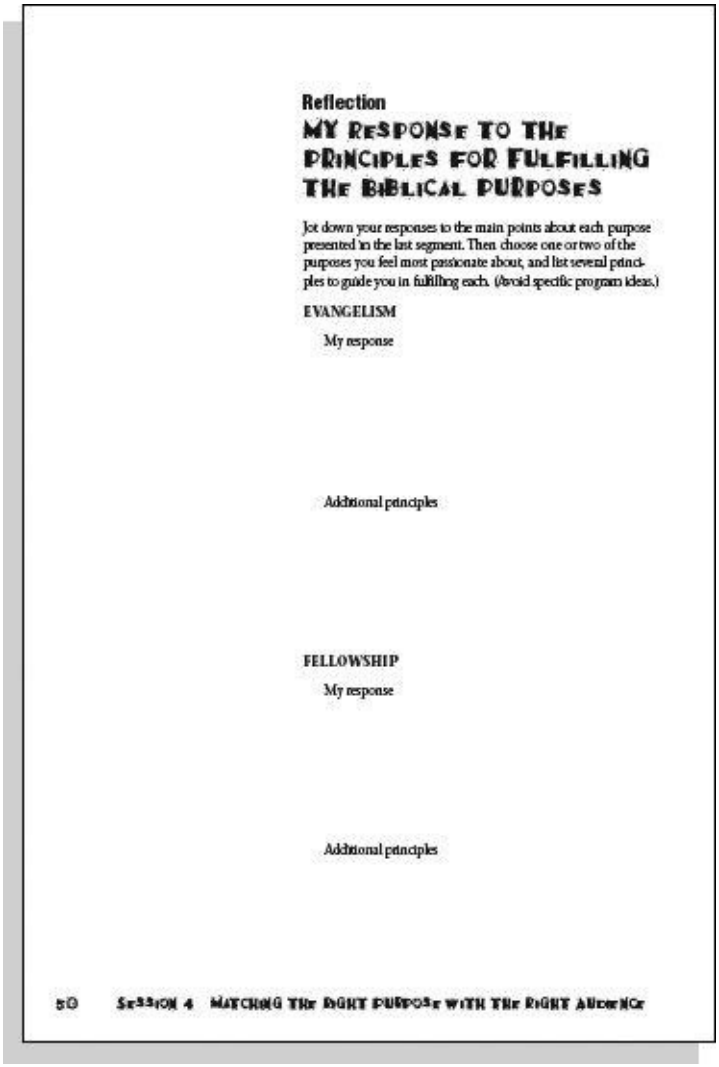
They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity—all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their group those who were being saved.
Acts 2:46-47 NLT

- Teaching worship as a celebration of God's presence reflected in our lifestyle.

- Realizing non-Christians can be ministered to by authentic Christian worship.

On the other hand...

- ***Worship*** **is a fine word—but what does it mean? What would it look like if your lifestyle reflected your worship?**
- **Look at Romans 12:1-2 again. How does Paul define worship? What does it look like these days when one offers one's body as a living sacrifice?**



Reflection

MY RESPONSE TO THE PRINCIPLES FOR FULFILLING THE BIBLICAL PURPOSES

Jot down your responses to the main points about each purpose presented in the last segment. Then choose one or two of the purposes you feel most passionate about, and list several principles to guide you in fulfilling each. (Avoid specific program ideas.)

EVANGELISM

My response

Additional principles

FELLOWSHIP

My response

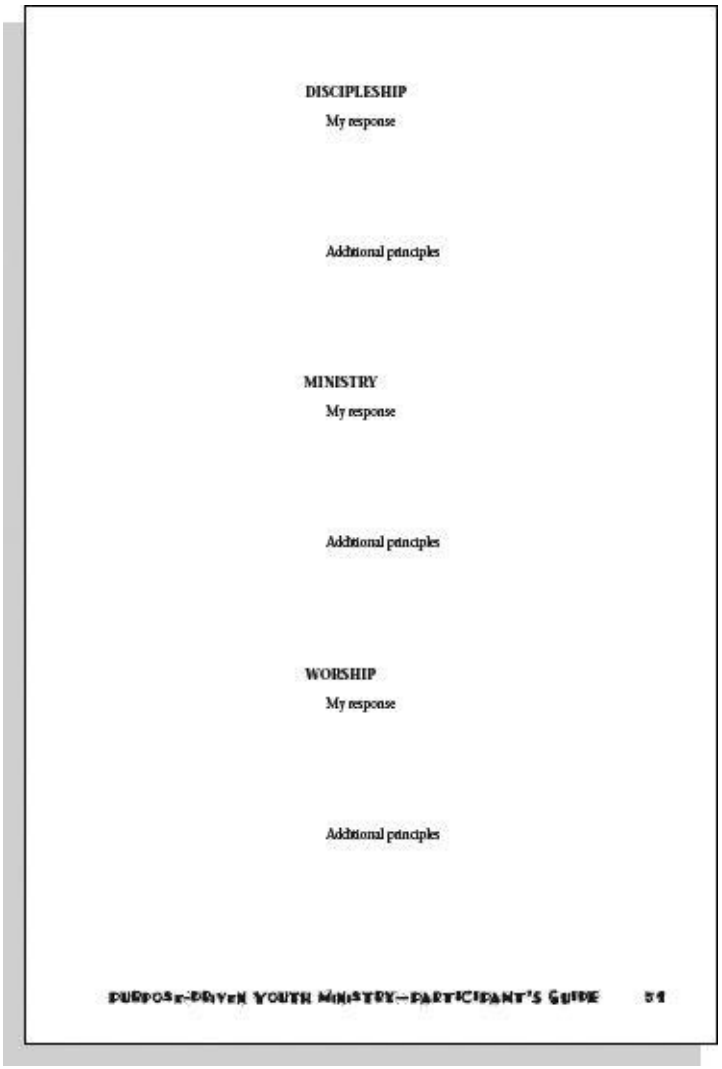
Additional principles

50 SESSION 4 MATCHING THE RIGHT PURPOSE WITH THE RIGHT AUDIENCE

Reflection

MY RESPONSE TO THE PRINCIPLES FOR FULFILLING THE BIBLICAL PURPOSES

Allow your leadership team an opportunity to reflect on the principles from the video. They may record their responses and any additional principles they might think of Reflection My Response to the Principles for Fulfilling the Biblical Purposes of the Participant's Guide.



DISCIPLESHIP

My response

Additional principles

MINISTRY

My response

Additional principles

WORSHIP

My response

Additional principles

Connection

FULFILLING THE BIBLICAL PURPOSES

After a few minutes of reflection, bring the group back together to share their responses. Write the five purposes across the top of the whiteboard, and record the main points of your team discussion.

{ You will need to gather a whiteboard, overhead, flip chart, or butcher paper and markers before the session begins. }

EVALUATING OUR YOUTH MINISTRY PROGRAMS

Program	Who is the primary target audience?	What is the primary biblical purpose?
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

How do the responsibilities of each adult leader fulfill the primary purpose and enhance the ministry to the target audience?	What is the next step for a student attending this program?

The most effective way to discuss the chart and fill its cells is to create a large version of it—on a flip chart or butcher paper, projected from a transparency, etc. This way everyone can see you record their contributions to the discussion, and you can keep the chart for future reference.

Discovery

EVALUATING OUR YOUTH MINISTRY PROGRAMS

This step will take some time, but that's okay—it's essential for proper evaluation and for moving on to effective programming. Introduce the evaluation by saying something like—

Evaluation is beneficial for spiritual growth in our ministry. By evaluating, we can strengthen programs that work well, stop the ones that don't have a purpose, and revamp ministries that have problems. There's a table Evaluating Our Youth Ministry Programs in the Participant's Guide that we can use to help us.

In the first column, list all the programs—formal and informal—that your youth ministry offers. Answer the four questions for each program in the remaining columns.

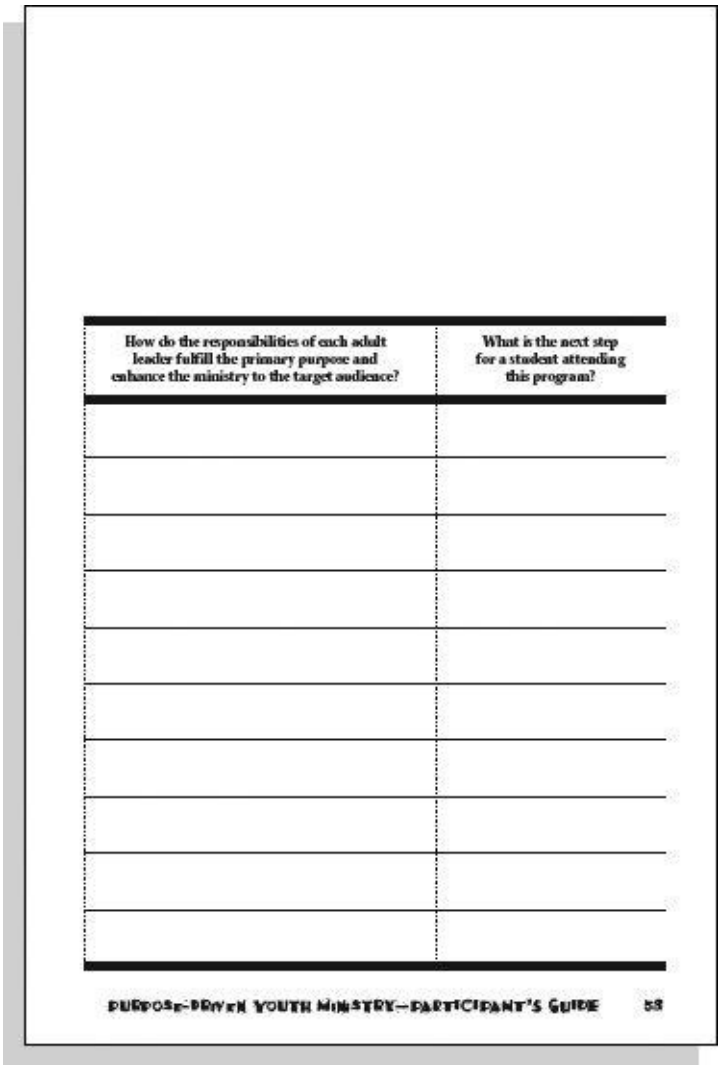
Discovery

EVALUATING OUR YOUTH MINISTRY PROGRAMS

In the first column, list all the programs—formal and informal—that your youth ministry offers. Answer the four questions for each program in the remaining columns. (You may find it helpful to copy the chart onto a large piece of butcher paper.)

EVALUATING OUR YOUTH MINISTRY PROGRAMS

Program	Who is the primary target audience?	What is the primary biblical purpose?
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		



How do the responsibilities of each adult leader fulfill the primary purpose and enhance the ministry to the target audience?	What is the next step for a student attending this program?

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 58

Allow about 30 minutes to complete this portion of the exercise

Once you've completed the program evaluation, spend about 15 minutes drawing generalizations and making conclusions. The list of questions below will help you.

- What have you learned about the youth ministry from this exercise?

- In which areas do you notice weakness?

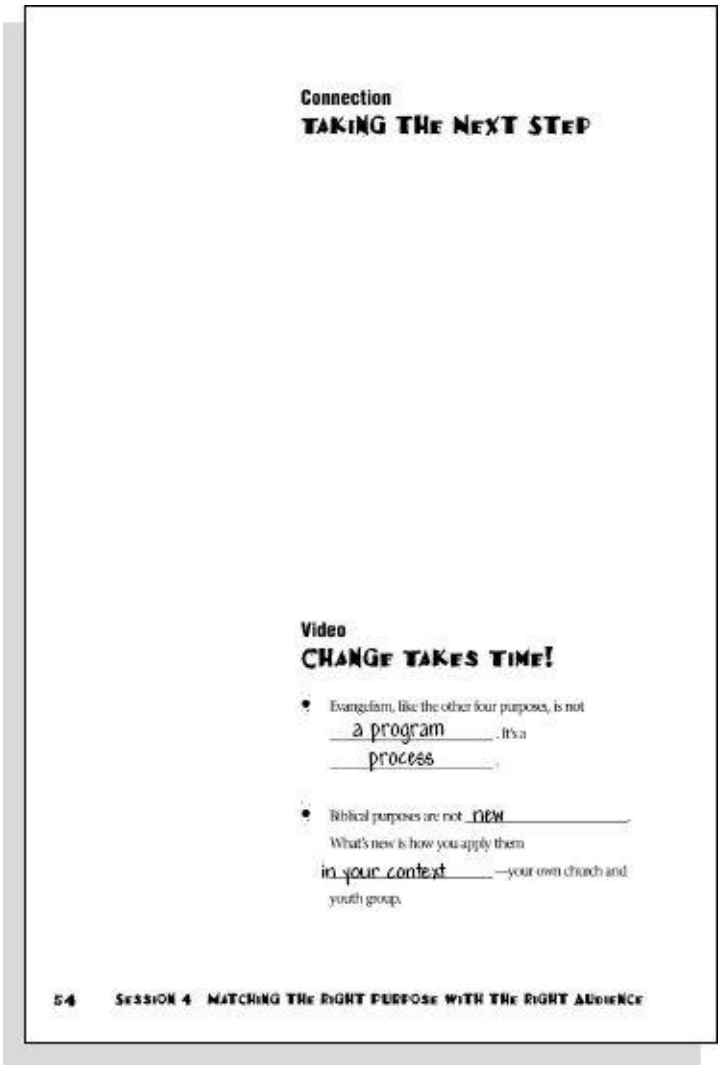
- In which areas do you notice strength?

- Overall, how can we make our programs more effective?

- What specific programs need to be adjusted?

- How can we be more effective in moving students toward spiritual maturity?

- If you could ax a program that isn’t effective, which one would it be?



Connection

TAKING THE NEXT STEP

Video

CHANGE TAKES TIME!

- Evangelism, like the other four purposes, is not a program. It's a process.
- Biblical purposes are not new. What's new is how you apply them in your context—your own church and youth group.

54 SESSION 4 MATCHING THE RIGHT PURPOSE WITH THE RIGHT AUDIENCE

Connection

TAKING THE NEXT STEP

After some discussion, transition to planning for action with comments like this —

In programs there's usually a gap between the real and the ideal. In our minds and on paper we know what a particular program should look like, but sometimes reality is a little off. So let's take some time to tap into our creativity and brainstorm new directions our ministry might take to become

more purpose driven.

Here are some tips for leading this discussion:

- Have an idea before the discussion of a few key areas that need revamping. Hopefully these are the same weaknesses your team noticed.
- Outline the few topics you plan to discuss with your team.
- Keep the discussion positive.
- Ask specific questions based on the areas you just listed. Specific questions will accomplish more than general ones.
- General question: *How do you think we could improve our ministry?*
- Specific question: *How can we better fulfill the purpose of discipleship in our small groups?*

Video

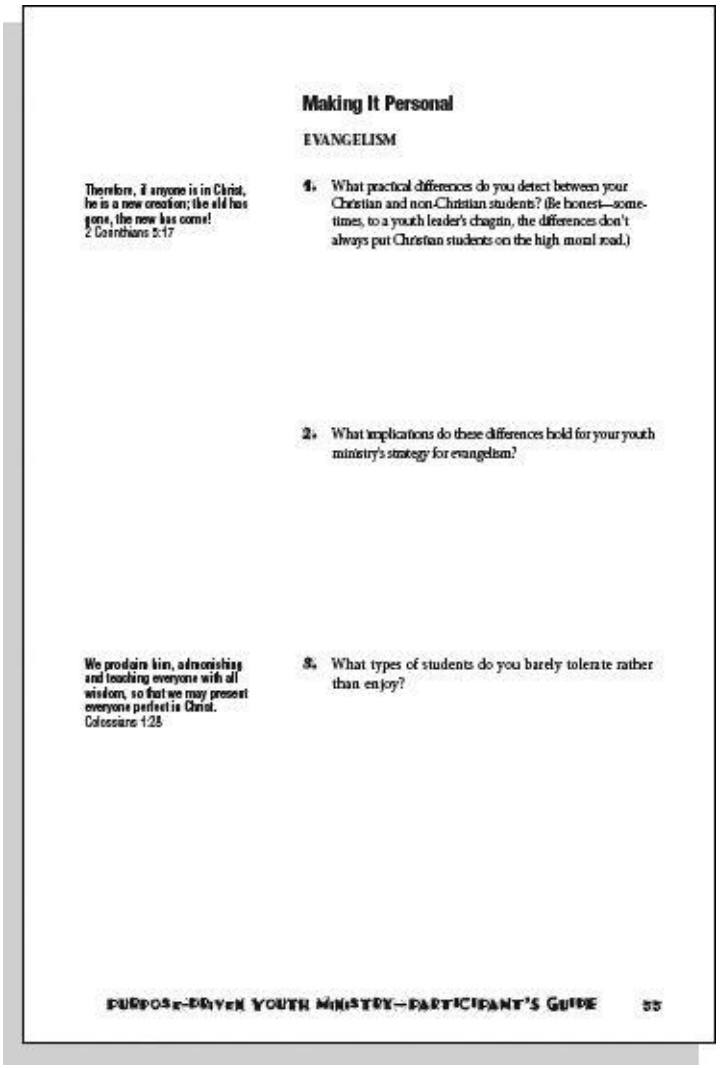
CHANGE TAKES TIME!

Video length: 3 minutes

Introduce the video by saying—

It has been good to talk about some new direction for our ministry. Remember that change doesn't happen easily. In this two-minute video clip Doug reminds us to be patient. As you listen, relax about the immediacy of us making changes around here.

Show the video segment *Change Takes Time*.



Making It Personal

EVANGELISM

Therefore, if anyone is in Christ, he is a new creation; the old has gone, the new has come!
2 Corinthians 5:17

1. What practical differences do you detect between your Christian and non-Christian students? (Be honest—sometimes, to a youth leader's chagrin, the differences don't always put Christian students on the high moral road.)

2. What implications do these differences hold for your youth ministry's strategy for evangelism?

We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ.
Colossians 1:28

3. What types of students do you barely tolerate rather than enjoy?

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 55

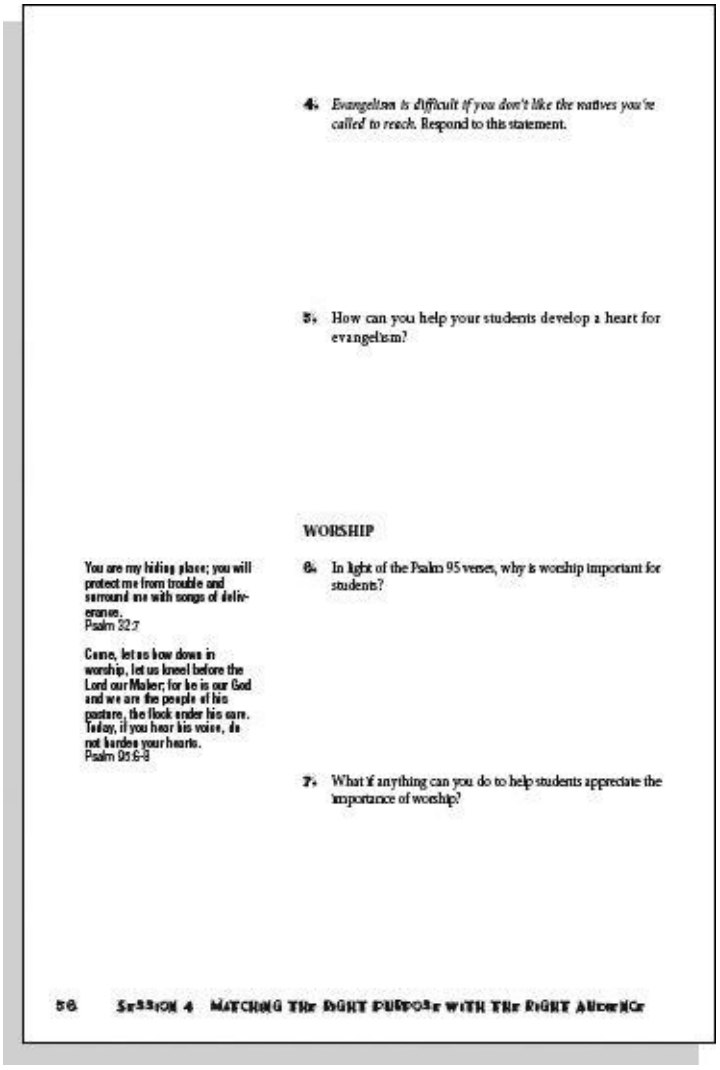
OUT THE DOOR

Thank your team for coming to this session and for their contributions. Encourage them to complete *Making It Personal* Making It Personal in the Participant's Guide.

You can close by praying—

- Thank God for calling you into this ministry and for allowing you to work alongside him.

- Ask God for the wisdom to pursue the right changes for your ministry and to make changes with wisdom.



4. *Evangelism is difficult if you don't like the natives you're called to reach.* Respond to this statement.

5. How can you help your students develop a heart for evangelism?

WORSHIP

You are my hiding place; you will protect me from trouble and surround me with songs of deliverance.
Psalm 32:7

Come, let us bow down in worship, let us kneel before the Lord our Maker; for he is our God and we are the people of his pasture, the flock under his care. Today, if you hear his voice, do not harden your hearts.
Psalm 95:6-8

6. In light of the Psalm 95 verses, why is worship important for students?

7. What if anything can you do to help students appreciate the importance of worship?

Remember that at that time you were separate from Christ, excluded from citizenship in Israel and foreigners to the covenants of the promise, without hope and without God in the world.
Ephesians 2:12

The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full.
John 10:10

Therefore, since we are receiving a kingdom that cannot be shaken, let us be thankful, and so worship God acceptably with reverence and awe.
Hebrews 12:28

8. What do you feel is the relationship between *hope* and worship?

FELLOWSHIP

We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us.
1 Thessalonians 2:8

9. In what practical ways can you share your life with students?

Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another.
Hebrews 10:25

10. How do the students in your ministry benefit from your youth ministry meetings?

11. What kind of encouragement do the students in your youth ministry need?

12. What kind of encouragement do they receive?

13. Which of the "one anothers" listed below is most attractive to you and why?

- Love one another (John 13:35)
- Serve one another (Galatians 5:13)
- Accept one another (Romans 15:7)
- Forgive one another (Colossians 3:13)
- Greet one another (Romans 16:16)
- Bear one another's burdens (Galatians 6:2)
- Be devoted to one another (Romans 12:10)
- Honor one another (Romans 12:10)
- Teach one another (Romans 15:14)
- Submit to one another (Ephesians 5:21)
- Encourage one another (1 Thessalonians 5:11)

14. In your own words, define *fellowship*.

DISCIPLESHIP

Preach the Word; be prepared in season and out of season; correct, rebuke and encourage—with great patience and careful instruction.
2 Timothy 4:2

15. Compare the similarities of and contrast the differences between *correction*, *rebuke*, and *encouragement*.

16. Make a list of students you are most personally connected with. Identify whether the student most needs correction, rebuke, or encouragement. Describe how you will give them what they need.

17. What does it mean to be "prepared in season and out of season"?

Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ.
Ephesians 4:14-15

18. What are some false teachings that face your students and may possibly ensnare them? (For example, "Cheating is okay if you don't get caught," or "I'll be beautiful when I'm as thin as the girls in *Cosmopolitan*.")

It is not good to have zeal without knowledge, nor to be hasty and miss the way.
Proverbs 19:2

19. How does knowledge balance enthusiasm?

20. Why does Proverb 19:2 hold particular importance for students?

MINISTRY

Read Luke 10:30-35

21. What could you do to help your students become more like the Samaritan?

22. What would it take to get students aware of the needs of others and looking upon them with compassion?

23. Where do students see your examples of compassion?

See, he is puffed up; his desires are not upright—but the righteous will live by his faith.
Habakkuk 2:4

24. How can pride stand in the way of serving in ministry?

25. What is the best way to reduce pride in yourself and in the students you are connected to?

NOTES

Session 4

PURPOSE DRIVEN® YOUTH MINISTRY

NOTES

Session 4

Session 5

GROWING TOGETHER

Building a healthy team

{ You may want to read *Purpose-Driven Youth Ministry* }

BEFORE THE SESSION

It's clear from the Scriptures that God has called his people to work together to accomplish his will for our world (see 1 Corinthians 12:12-27). As the body of Christ has many parts, so a healthy youth ministry must have many parts, many leaders, since the responsibilities are too much for one person to bear effectively. More than this, it's not just a bunch of great parts that make up a body—the parts must work together as a team. And a bunch of great leaders don't necessarily develop a great youth ministry—it takes a great team of leaders.

One element of a great team is a group commitment to some common values. Values reflect the attitudes, styles, and beliefs that are important for your ministry. Identifying values for your team will increase their effectiveness and help maintain unity. As a leadership team gets bigger, communication tends to diminish, and the values become diluted unless they're communicated and reinforced somehow. To maintain a healthy team, continually remind your leaders of the youth ministry's established values.

By now you've spent some significant time with your leaders, training them to be healthy players in your ministry. In this last session, it's time to turn those players into a team, a Christ-like community that ministers effectively.

While this session touches on key truths that will move your team toward better health, it won't be enough to keep your team healthy. Your ministry will need some kind of care system for your leaders, since youth ministry doesn't naturally come with affirmation attached. Few students will walk up to a leader and say, "Thanks for pouring your life into mine." You're more likely to hear, "Can I borrow a few bucks?"

Youth ministry needs servant leaders who give and give to students. And those leaders need encouragement and affirmation to keep them going.

SESSION OBJECTIVES

In this session you will—

- Define healthy leadership team qualities.
- Evaluate your youth ministry's values.
- List principles of relational youth ministry.

SESSION OUTLINE

Unwrap the Session (5 minutes)

Discovery Transforming Leaders into a Team (20 minutes)

Video Principles Are Eternal, but Values Change (3 minutes)

Discovery Discovering Our Values (10 minutes)

Connection Evaluating Our Values (20 minutes)

Video How to Be a Relational Youth Leader (9 minutes)

Discovery Loving One Another (20 minutes)

Out the Door (3 minutes)

UNWRAP THE SESSION

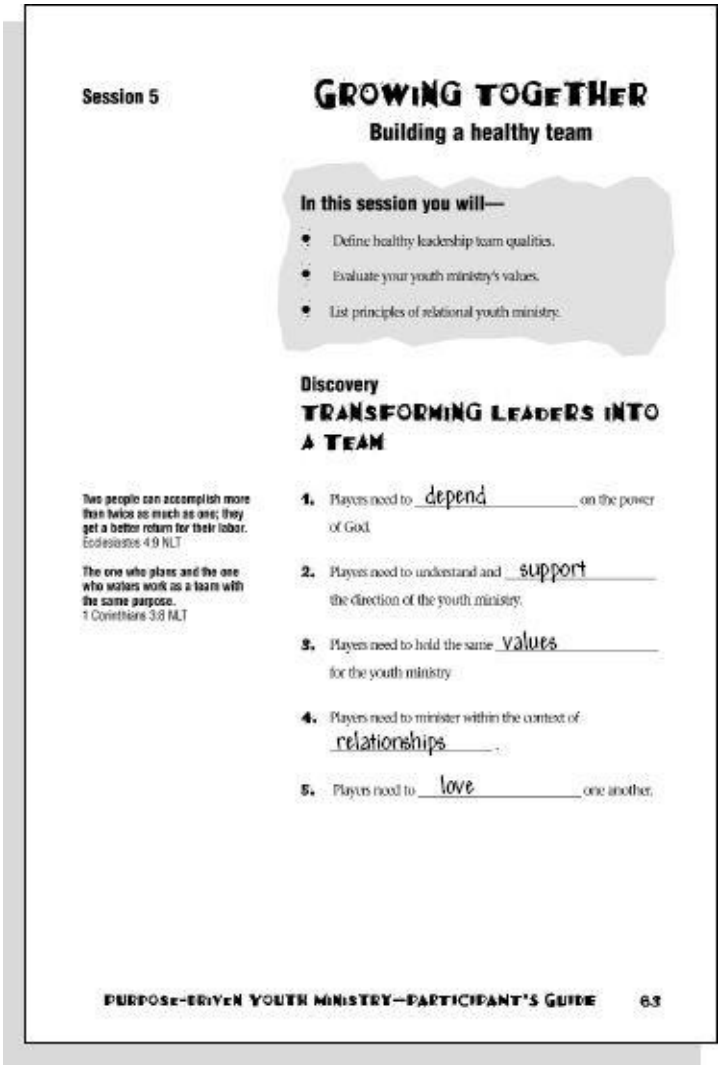
Welcome your team back together. Open with comments like—

No matter how great someone is, there's a limit to what one person can do. Look at the verses Growing Together in your Participant's Guide. The Bible clearly teaches that God's will is for his church to work together. During this session, we're going to focus on developing as a team. The objectives for this session are on

- **Define healthy leadership team qualities.**
- **Evaluate your youth ministry's values.**
- **List principles of relational youth ministry.**

Two people can accomplish more than twice as much as one; they get a better return for their labor.
Ecclesiastes 4:9 NLT

The one who plants and the one who waters work as a team with the same purpose.
1 Corinthians 3:8 NLT



Session 5

GROWING TOGETHER

Building a healthy team

In this session you will—

- Define healthy leadership team qualities.
- Evaluate your youth ministry's values.
- List principles of relational youth ministry.

Discovery

TRANSFORMING LEADERS INTO A TEAM

Two people can accomplish more than twice as much as one; they get a better return for their labor. Ecclesiastes 4:9 NLT

The one who plants and the one who waters work as a team with the same purpose. 1 Corinthians 3:8 NLT

1. Players need to depend on the power of God.
2. Players need to understand and support the direction of the youth ministry.
3. Players need to hold the same values for the youth ministry.
4. Players need to minister within the context of relationships.
5. Players need to love one another.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 63

Discovery

TRANSFORMING LEADERS INTO A TEAM

Take your team members through the information Growing Together in the Participant's Guide. Begin by saying something like this—

When a ministry team is healthy, it encourages health throughout the youth ministry. Students reap the benefit of a community of leaders who love each other, share common values, and have commitments to each other.

So how can we make this happen in our team? Five key factors are listed Growing Together in your Participant's Guide.

(You may want to read the following principles verbatim, since your leaders are listening for key words to write in their Participant's Guides.)

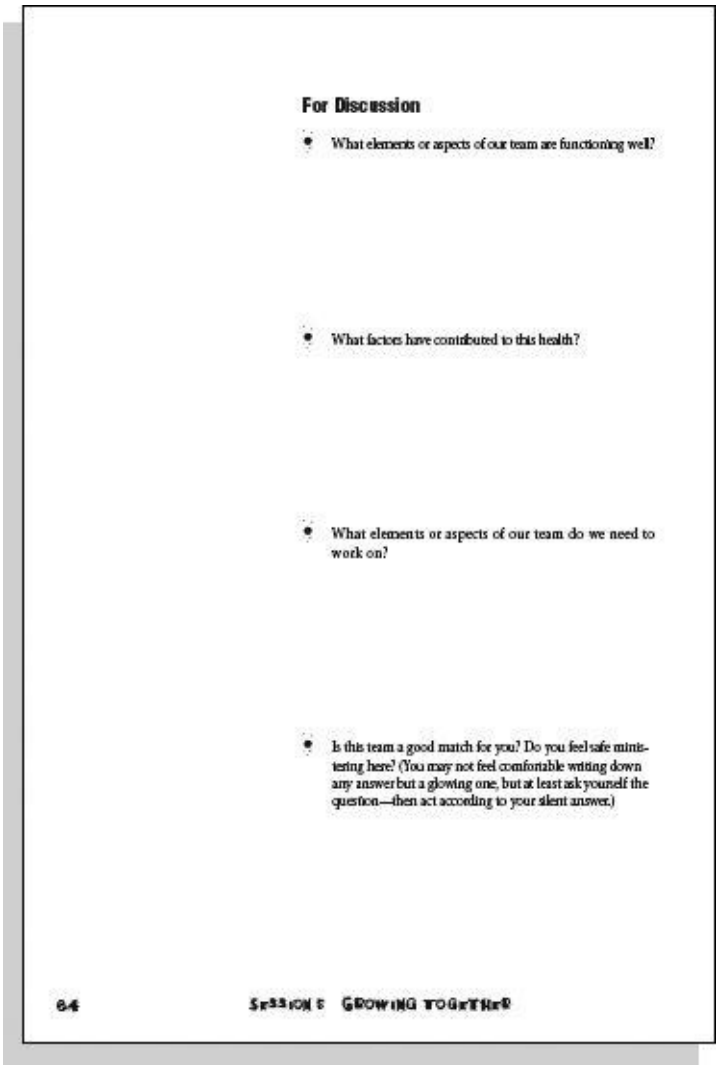
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2. Players need to understand and support the direction of the youth ministry.

3. Players need to hold the same values for the youth ministry

4. Players need to minister within the context of relationships.

5. Players need to love one another.



For Discussion

- What elements or aspects of our team are functioning well?
- What factors have contributed to this health?
- What elements or aspects of our team do we need to work on?
- Is this team a good match for you? Do you feel safe ministering here? (You may not feel comfortable writing down any answer but a glowing one, but at least ask yourself the question—then act according to your silent answer.)

64 SESSION 8 GROWING TOGETHER

If your leadership team is more than eight or so, divide into smaller groups and divide the questions among them. Allow time at the end for small groups to report to the entire group.

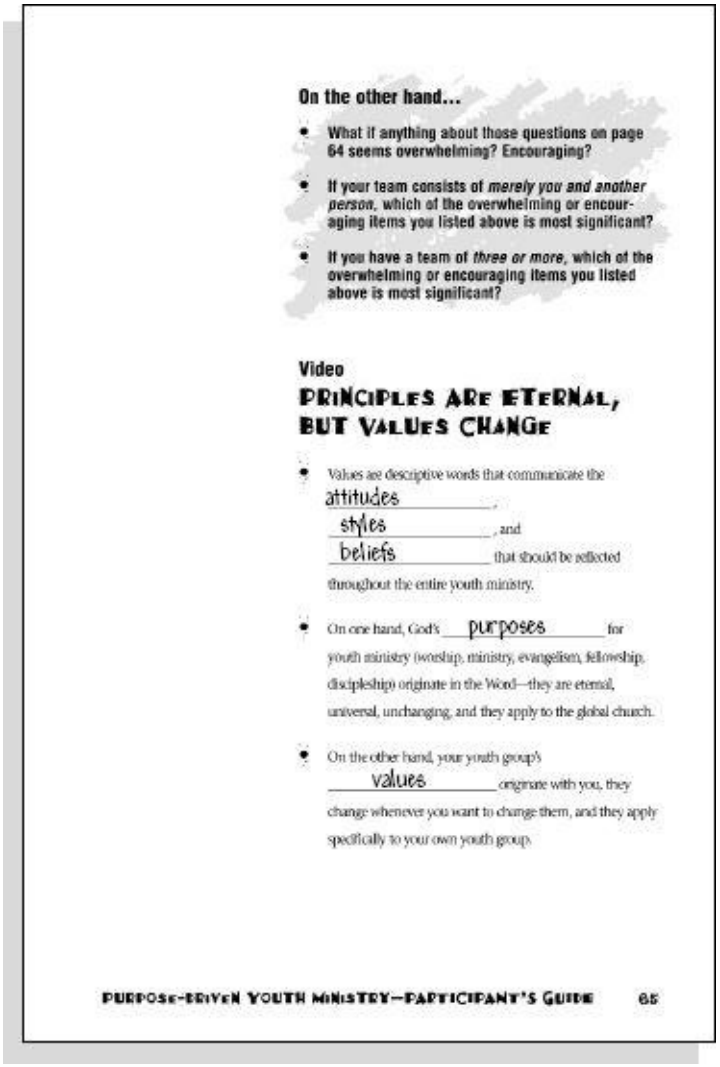
Discuss some of the following questions with your leaders. If your team isn't functioning well, you may to get honest sharing.

- What elements or aspects of our team are functioning well?

- What factors have contributed to this health?

- What elements or aspects of our team do we need to work on?

- Is this team a good match for you? Do you feel safe ministering here? How can we make it better?



On the other hand...

- **What if anything about those questions on page 64 seems overwhelming? Encouraging?**
- **If your team consists of *merely you and another person*, which of the overwhelming or encouraging items you listed above is most significant?**
- **If you have a team of *three or more*, which of the overwhelming or encouraging items you listed above is most significant?**

Video

PRINCIPLES ARE ETERNAL, BUT VALUES CHANGE

- Values are descriptive words that communicate the attitudes, styles, and beliefs that should be reflected throughout the entire youth ministry.
- On one hand, God's purposes for youth ministry (worship, ministry, evangelism, fellowship, discipleship) originate in the Word—they are eternal, universal, unchanging, and they apply to the global church.
- On the other hand, your youth group's values originate with you, they change whenever you want to change them, and they apply specifically to your own youth group.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 65

Video

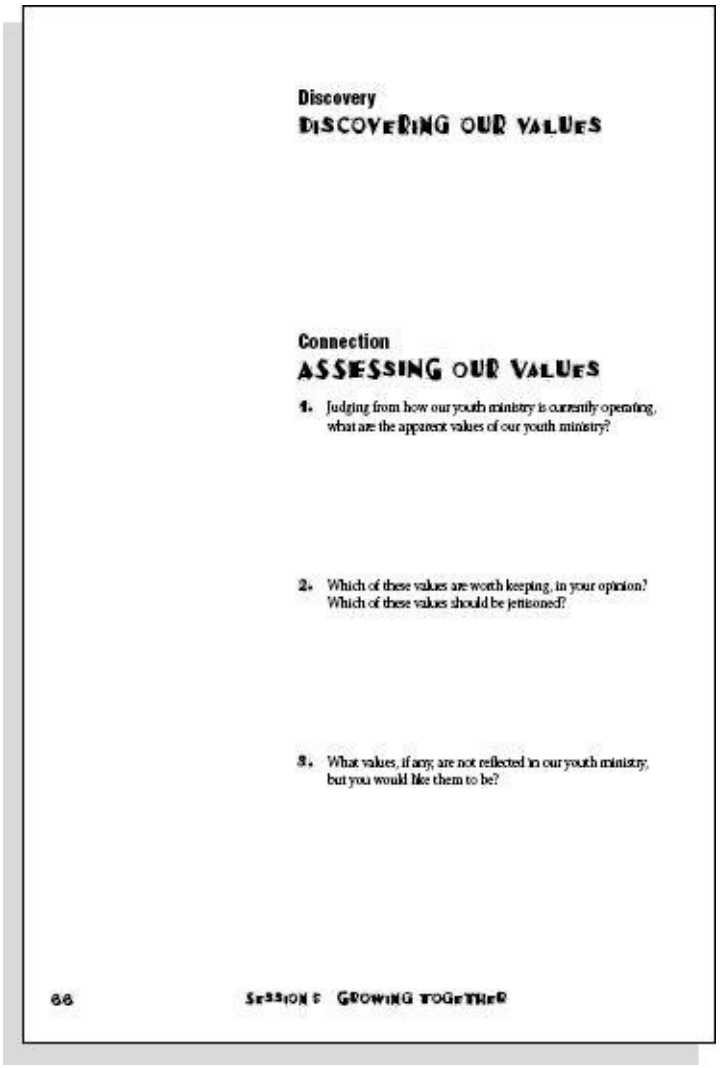
PRINCIPLES ARE ETERNAL, BUT VALUES CHANGE

Video length: 3 minutes

Introduce the video segment by pointing out that Doug will explain the difference between values and purposes in youth ministry. The notes in the Participant's Guide are Principles Are Eternal, but Values Change.

Show the video segment *Principles Are Eternal, but Values Change.*

{ You will need to gather a whiteboard, overhead, flip chart, or butcher paper and markers before the session begins. }



Discovery

DISCOVERING OUR VALUES

Connection

ASSESSING OUR VALUES

1. Judging from how our youth ministry is currently operating, what are the apparent values of our youth ministry?

2. Which of these values are worth keeping, in your opinion? Which of these values should be jettisoned?

3. What values, if any, are not reflected in our youth ministry, but you would like them to be?

Discovery

DISCOVERING OUR VALUES

Transition from the video clip by telling your group—

It's essential that we name our youth ministry's values so everyone understands them and has a sense of ownership. The video laid some groundwork but now we have to verbalize our own values. Let's identify some personal values and then discuss how they might be reflected in our youth ministry.

Use a whiteboard and markers to record your leaders' they want to.

Begin by brainstorming a list of possible values. Then ask—

Judging from how our youth ministry is currently operating, what are our apparent values?

Connection

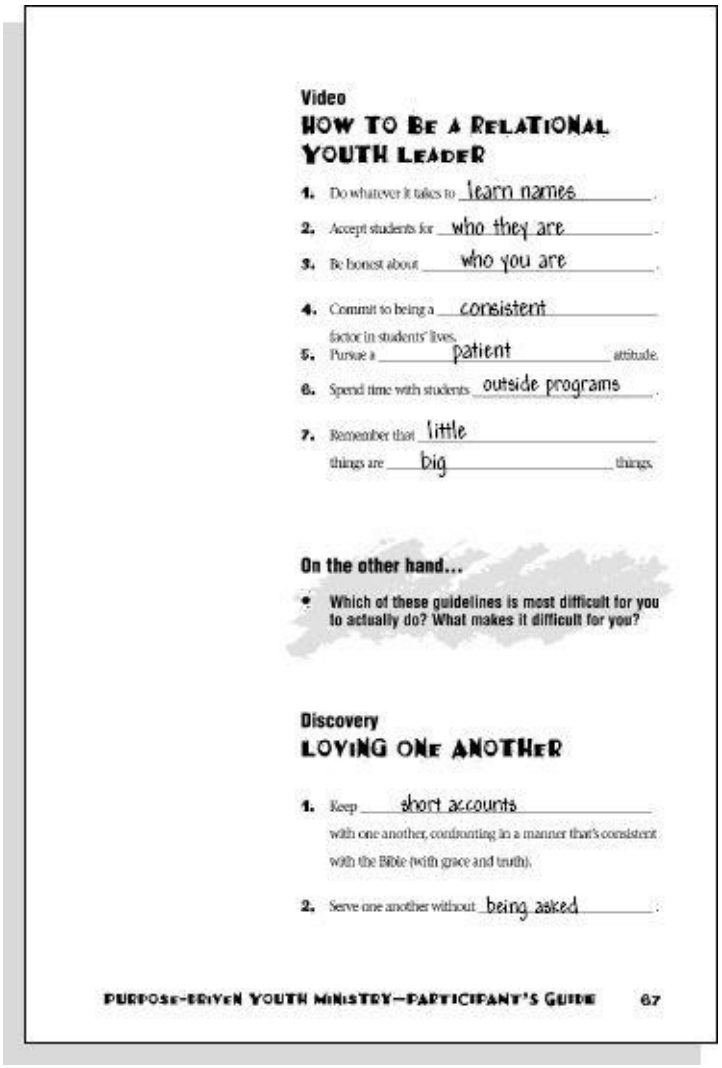
EVALUATING OUR VALUES

Take a few minutes to discuss the following questions. They are also listed Assessing Our Values in the Participant's Guide.

1. Which of these values are worth keeping, in your opinion? Which of these values should be revised or eliminated?

2. What values, if any, are not reflected in our youth ministry, but you would like them to be?

3. What relational, spiritual, or emotional concepts get you excited about our ministry? What one word or phrase describes this feeling?



Video

HOW TO BE A RELATIONAL YOUTH LEADER

1. Do whatever it takes to learn names.
2. Accept students for who they are.
3. Be honest about who you are.
4. Commit to being a consistent factor in students' lives.
5. Pursue a patient attitude.
6. Spend time with students outside programs.
7. Remember that little things are big things.

On the other hand...

- Which of these guidelines is most difficult for you to actually do? What makes it difficult for you?

Discovery

LOVING ONE ANOTHER

1. Keep short accounts with one another, confronting in a manner that's consistent with the Bible (with grace and truth).
2. Serve one another without being asked.

PURPOSE-DRIVEN YOUTH MINISTRY—PARTICIPANT'S GUIDE 67

Video

HOW TO BE A RELATIONAL YOUTH LEADER

Video length: 9 minutes

Introduce video with comments like these—

A common denominator in healthy youth ministries is building quality

relationships. We're here today, involved in this ministry, probably because people invested in us. They made a relational deposit into our life. As we take time to evaluate our youth ministry and think through our programs, we need to remember the value of relationships. Programs don't develop relationships…people do. The notes are Assessing Our Values in your Participant's Guide.

Show the video segment *How to Be a Relational Youth Leader.*

Now, dear brothers and sisters, I appeal to you by the authority of the Lord Jesus Christ to stop arguing among yourselves. Let there be real harmony so there won't be divisions in the church. I plead with you to be of one mind, united in thought and purpose.
1 Corinthians 1:10 NLT

Discovery

LOVING ONE ANOTHER

Direct your team leaders to the list of factors for creating love in a ministry team Loving One Another of the Participant's Guide. Introduce this segment with comments such as—

Jesus made it clear: If we want others to know we belong to him, we'll love each other (John 13:35). When we do, the world is changed, the students in our ministry are changed, and we ourselves are changed.

> **Loving the other members on our ministry team creates a sense of community, provides a safe place to discuss ministry problems openly, and encourages spiritual growth.**

(You may want to read the following principles verbatim, since your leaders are listening for key words to write in their Participant's Guides.)

1. Keep short accounts with one another, confronting in a manner that's consistent with the Bible (with grace and truth).

2. Serve one another without being asked.

3. Support one another's decisions.

4. Be on the lookout for new leaders to add to your team.

5. Worship together.

They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer… Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.
Acts 2:42, 46-47

If your leadership team is more than eight or so, divide into smaller groups and divide the questions among them. Allow time at the end for small groups to report to the entire group.

Generate a discussion with some of the following questions. Choose the ones that fit your situation or needs the best.

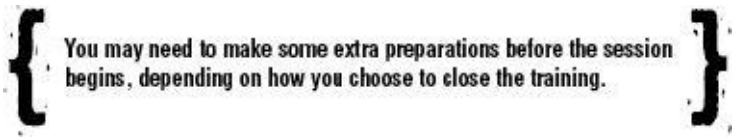
- How can we create an atmosphere of love in our ministry team?

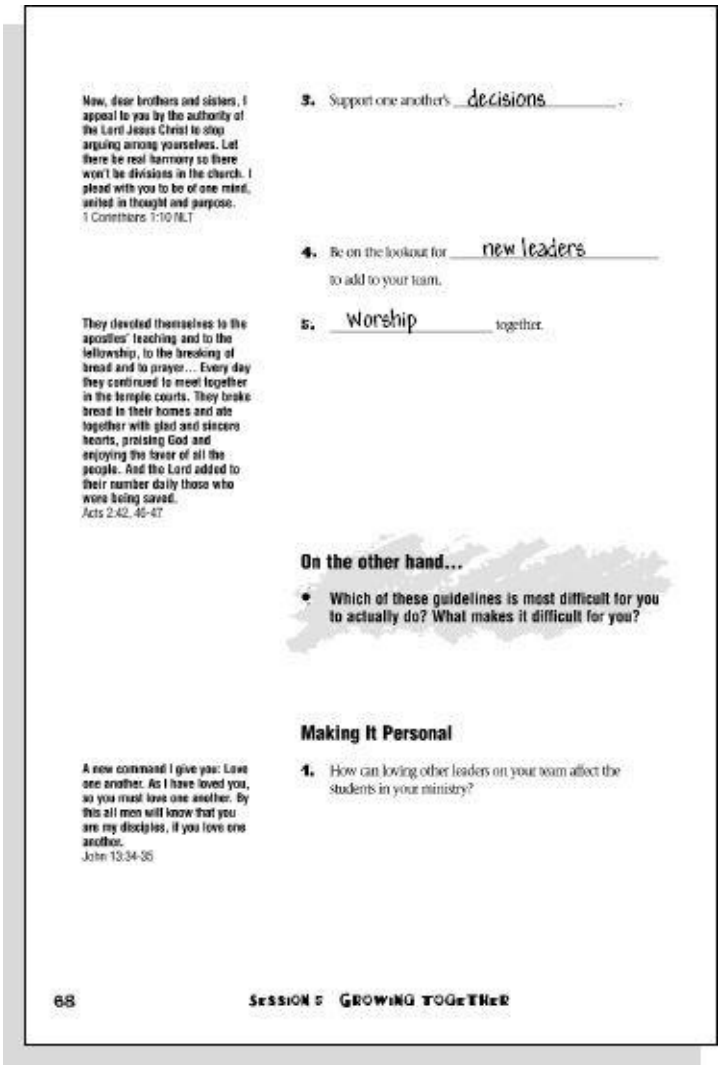
- What hinders us from loving each other?

- How does not supporting each other short circuit our ability to love others?

- How does loving other team members draw new team members in?

- Why is loving each other important for worshiping God? How does worshiping God create love in a ministry team?





Now, dear brothers and sisters, I appeal to you by the authority of the Lord Jesus Christ to stop arguing among yourselves. Let there be real harmony so there won't be divisions in the church. I plead with you to be of one mind, united in thought and purpose.
1 Corinthians 1:10 NLT

3. Support one another's decisions.

4. Be on the lookout for new leaders to add to your team.

They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer... Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.
Acts 2:42, 46-47

5. Worship together.

On the other hand...

- **Which of these guidelines is most difficult for you to actually do? What makes it difficult for you?**

Making It Personal

A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another.
John 13:34-35

1. How can loving other leaders on your team affect the students in your ministry?

68 SESSION 5 GROWING TOGETHER

OUT THE DOOR

Encourage the leaders to complete *Making It Personal* Making It Personal in the Participant's Guide.

End this session in a way that will be a meaningful worship experience for your team. Perhaps you could spend an extended time singing, celebrating the Lord's Supper, or praying for God to guide the direction of your ministry, to help the leaders depend on him, and to soften the hearts of the students he has entrusted to your care toward the gospel message, or to strengthen the resolve of students as they commit to spiritual maturity.

Read Acts 6:1-4, 7

2. *Loving other leaders may be just as important as loving students.* Do you agree or disagree? Explain.

3. It's clear that two important tasks within the early church—the ministry of the Word and the distribution of food—were both suffering because the 12 disciples were trying to do too much. How does the too-few-doing-too-much phenomenon relate to your youth ministry?

4. What is your strongest contribution to your youth ministry?

5. What attitudes can poison unity?

We who are strong ought to bear with the failings of the weak and not to please ourselves... May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus, so that with one heart and mouth you may glorify the God and Father of our Lord Jesus Christ. Accept one another, then, just as Christ accepted you, in order to bring praise to God.
Romans 15:1, 5-7

6. How would other leaders on your team describe your attitude?

I appeal to you, brothers, in the name of our Lord Jesus Christ, that all of you agree with one another so that there may be no divisions among you and that you may be perfectly united in mind and thought... There should be no division in the body, but that its parts should have equal concern for each other.
1 Corinthians 1:10; 12:25

7. How does division among the leadership team negatively affect students? Is there division on your team that needs to be dealt with? How can you bring that about?

Be careful, however, that the exercise of your freedom does not become a stumbling block to the weak. For if anyone with a weak conscience sees you who have this knowledge eating in an idol's temple, won't he be emboldened to eat what has been sacrificed to idols? So this weak brother, for whom Christ died, is destroyed by your knowledge.
1 Corinthians 8:9-11

8. Confrontation is a necessary part of life because we are make mistakes and get our feelings hurt. What are some biblical guidelines for confronting another leader?

Starting a quarrel is like breaching a dam; so drop the matter before a dispute breaks out.
Proverbs 17:14

A gentle answer turns away wrath, but a harsh word stirs up anger.
Proverbs 15:1

An offended brother is more unyielding than a fortified city, and disputes are like the barred gates of a citadel.
Proverbs 18:19

But in fact God has arranged the parts in the body, every one of them, just as he wanted them to be.
1 Corinthians 12:18

Read Romans 12:3-8

9. Are you are currently serving in the way you think God wants you to be serving? If not, what will it take for that to happen?

Therefore encourage one another and build each other up, just as in fact you are doing.
1 Thessalonians 5:11

10. What do you need to encourage you and keep you going?

11. How can you encourage some of the other leaders in your youth ministry?

NOTES

Session 5

PURPOSE DRIVEN® YOUTH MINISTRY

NOTES

Session 5

PURPOSE DRIVEN® YOUTH MINISTRY

About the Publisher

Founded in 1931, Grand Rapids, Michigan-based Zondervan, a division of HarperCollins*Publishers*, is the leading international Christian communications company, producing best-selling Bibles, books, new media products, a growing line of gift products and award-winning children's products. The world's largest Bible publisher, Zondervan (www.zondervan.com) holds exclusive publishing rights to the *New International Version of the Bible* and has distributed more than 150 million copies worldwide. It is also one of the top Christian publishers in the world, selling its award-winning books through Christian retailers, general market bookstores, mass merchandisers, specialty retailers, and the Internet. Zondervan has received a total of 68 Gold Medallion awards for its books, more than any other publisher.



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