

LEADERSHIP RETREAT



Student Ministry Manual

Session 1- Youth Engagement/Leadership Development

- •How do we create an environment where students are engaged and not on their phones?
- •A Seat at the Table

Session 2- Youth Development

- •What attributes and knowledge should students have at various grade levels?
- •How do we ensure our curriculum meets those standards?

Session 3- Recruitment

- •We're more than just a babysitter!
- •Calling all Parents!!

Session 4- Partnership and Community Development

•How do we develop relationships outside of Student Ministry?

Session 5- We're Listening Roundtable Discussion

•Q & A

YOUTH ENGAGEMENT AND LEADERSHIP DEVELOPMENT

Session One

HOW YOU ENGAGE WITH YOUTH TO MAKE THEM WANT TO PUT THEIR PHONE DOWN?

- · Have more open discussions with student input.
 - Relatable topics
 - Intriguing conversation that involves their day to day lives
- Have lessons that require hands on interaction.
 - Kahoot
 - Google Classroom
 - Ouizizz
 - Flip Grid
- Have incentives in place
 - Student of the month
- Have worksheet journals that go with lesson- Take home to study/review
 - Pop quizzes (verbally)
- Weekly Devotions
 - Motivational Mondays- A video or quote that is emailed out to ensure a positive start to the new week. Dedicated email to seek additional encouragement and prayer.





A SEAT AT THE TABLE.

Students tend to look at us volunteers as "old" and that is fine. No hurt feelings, but if they think we can't relate to them, how do we still continue the mission of growing our youth? We provide them a seat at the table. If we are "old" allow a youthful perspective to what the ministry is. What better way to connect with youth than with youth themselves?

Direct your children onto the right path and when they are older, they will not leave it. –Proverbs 22:6

How can we do that? We have come up with 2 ways...

BUILD TEAMS

- A team of adults and youth who <u>DECIDE</u> what the youth ministry should do.
 - Students will partner together to oversee various parts of the ministry: welcoming, events, assimilation, website, newsletters, etc.

Responsibilities: Oversight and direction of the ministry

Ideal Team Size: 6-10 students

Time Commitment: School year

- A team of youth who partner with Student Ministry leaders to <u>HELP</u> the Student Ministry vision become a reality.
 - This team will bring vision to a youth ministry event, such as a retreat, an outreach project, or other summer activities.

Responsibilities: Planning a specific event for the ministry

Ideal Team Size: 2-3 students

Time Commitment: 2-3 months

- A group of adults and youth who **TEACH** what the youth ministry should learn.
 - Students will partner with teachers to create lessons and teach on 1st and 3rd Sundays.

Responsibilities: Planning and teaching lessons

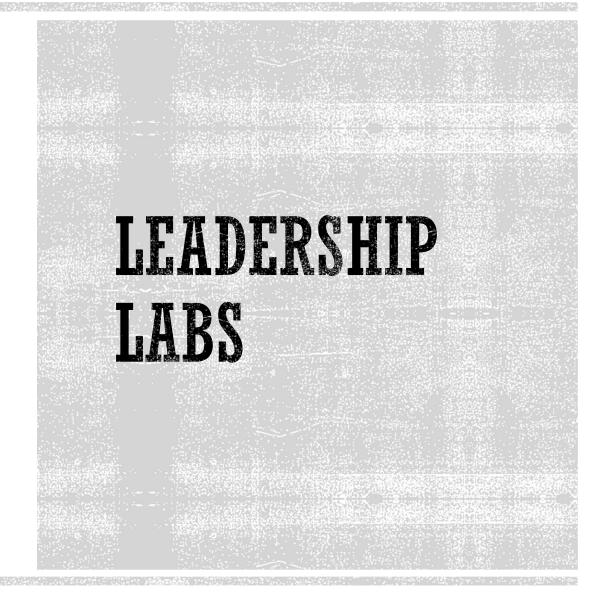
Ideal Team Size: 4-5 students

Time Commitment: School Year

What is a Leadership Lab?

A leadership lab is a Student Ministry volunteer (or any adult who is focused on developing students as leaders) and a few students. Through this relationship, the adult is taking the time to mentor, disciple, and develop students as leaders by taking advantage of the life experience or project in front of them. As your time with these students goes on, you will give away more and more of the leadership responsibilities.

- Commitment to Leadership
 - Long term- Students who are a part of various projects of the youth ministry for an entire school year.
 - Short term- Students who are focused on leading a specific project or part of the ministry
 - Leadership-Focused Mentoring- Students who lead or are apprentices to become student leaders.



BENEFITS OF BEING AT THE TABLE

- They have a voice. Students are the consumers in the ministry, so they have valuable input to what is received when attending Youth and Children's Church. They have firsthand experience to how they feel they are being spiritual fed.
- When a student becomes a "owner", they now have vested interest that can extend beyond their time in the Students Ministry.
- We can reach more students.
- We're able to invest in their leadership development more intentionally, without overwhelming or burning out our adult volunteers.

In the end, our students long for people to come alongside them, encourage them, and disciple them. When we invest intentionally into the lives of students through Leadership Labs and do it in a way that is more manageable for the schedules of our students and adult volunteers, we will see leadership development blossom.



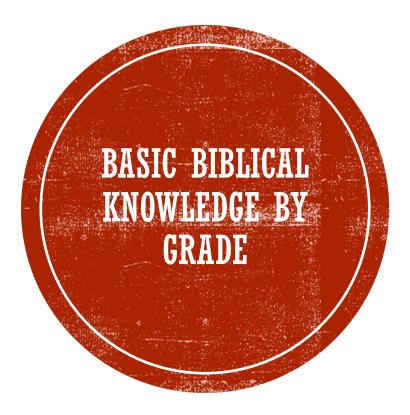
O YOUTH DEVELOPMENT

Session Two

WHAT ATTRÍBUTES AND KNOWLEDGE SHOULD STUDENTS HAVE AT VARIOUS GRADE LEVELS?

Attributes (all grades)

- Accept Christ
- Consistently attend Youth and Children church and small groups
- Intentionally pray for others (personally and collectively)
- Invite friends and family to attend Youth and Children church
- Do an act of kindness without expecting the person to return the favor
- Consistently serve as a Disciple on Duty on Serving Sunday
- Read and study the word of God
- Invest in giving financially to the ministry
- Be willing and prepared to give a reason for your faith when asked
- Help others identify their spiritual gifts and become involved in service
- Share a personal testimony with a non-believer



K-2nd

- -Know who God and Jesus are
- -Know Lords prayer and bedtime prayer
- -Know that Jesus is their Lord and Savior
- -Jesus dies for our sins
- -Know how to serve and the importance of giving
- 3rd_5th
- -Know the 10 commandments
- -Know how to have personal prayer
- -Understand what it means to be baptized
- -Know how to navigate the bible and know books of the bible (have bible app on phone)
- -Know how to serve and the importance of giving
- 6th-8th
- -Know how to navigate the bible and know books of the bible (have bible app on phone)
- -Know and understand their spiritual gifts (spiritual gifts assessment)
- -Know how to disciple others
- -Know how to spend time with God. Have a personal relationship with God and have a spiritual balance.
- -Know how to serve and the importance of giving
- 9-12th
- -Know how to navigate the bible and know books of the bible (have bible app on phone)
- -Know how to lead and mentor peers
- -Know what God wants from me-applying their spiritual gifts
- -Know the difference between spirituality and religion
- -Know how to serve and the importance of giving

A-Analyze learners and outcomes,

- Surveys
- Student Conversations

S-State goals and objectives

- Mission and Vision
- •Big Idea (Lesson)

S-Select methods and media

- •Google Classroom
- Kahoot
- Quiziz
- •Flip Grid

U-Utilize media and technology

- •Digital Bible
- •Bible App
- Ministry online
- •Lesson Videos
- •Student Ministry social media outlets

R-Require learner participation and engagement

- •Worksheet Journals
- Verbal pop quizzes
- •Ice-breakers

E-Evaluate and advise learners- One-on-one, group setting

- •How is God working in this student?
- •How is God Working through this student?
- •How can I challenge this student to grow?

HOW DO WE ENSURE OUR CURRICULUM MEETS THOSE STANDARDS?

ASSURE MODEL





Session Three

WE'RE MORE THAN JUST A BABYSITTER!

Did you ever notice that Jesus never asked for volunteers? Those who followed Him were people called to join Him in ministry.

- Volunteering vs. Ministering
 - Volunteering is just agreeing to do something without getting paid for it.
 - Ministry is a matter of hearing from the LORD about His concern and responding to His call to do something about that concern.

Something that you may often hear is- "we need volunteers." The message sent is that we just need people to agree to help; no spiritual skill or gifting required. Well, we are changing our wording, we are looking for volunteers with passion. Passion to pour into our growing students in all capacities.

- Babysitter vs. Discipling
 - A babysitter is a person who looks after a child or children while the parents are out.
 - A disciple is one who accepts and assists in spreading the doctrines of another.

In Deuteronomy 6:4-9, the Israelites are charged with helping children enter into and grow in a relationship with God. Furthermore, if a leader is called to influence followers towards God's purposes for them, then teachers and Student Ministry volunteers are leaders and not "babysitters." God's purpose for students is for them to know Him through a relationship with Jesus Christ. His desire for children is to see them live the life that He intends for them.

CALLING ALL PARENTS!!

Our Ministry is guilty of playing favorites, but not in a bad way. We tend to reach out or target volunteers who are younger because we feel they can relate better or those that aren't parents because we think parents don't want to volunteer with their kids. Why?? Partly because we believed that youth would be more comfortable or less inhibited without parents around.

This could be true, however being a parent volunteer is a valuable resource to our community and here is why:

- Parents have a good amount of experience with their child(ren), more so than the young adults who's only reference is that they vaguely remember what it was like being a teenager themselves.
- Building parent relationships in front of the student allows that student to be more open and comfortable with other volunteers within the ministry. Your kids know you, so if they see their parent having positive relationships with other volunteers, our ministry becomes more of a safe place for them to open up and engage more.
- As a parent, you are making a huge impact in your teenager's life. The impact you're making is far more significant than any impact we, their church, could ever hope to make. You are the most important voice in your kid's life, both now and for a lifetime.



BENEFITS OF PARENT VOLUNTEERS

- The time spent with students on Sundays has a chance to extend beyond the hour and a half we have with them.
- It gives parents the inside look to what we are learning about and they can take that to lead students spiritually at home
- The spiritual relationship between parents and students grows.
- It challenges parents to own their students' exposure to a relationship with God.
- Parents have the chance to be a part of an important aspect of their kids' lives: their church community.
- We connect the family ministry to the life of the church as a whole instead of it being separate.

Being a parent volunteer, it made me appreciate my kids way more than I had before. Personally, seeing their spiritual growth and them being excited to come to children's church lets me know I am in the right place.

-Student Ministry Parent Volunteer



HOW TO BECOME A STUDENT MINISTRY VOLUNTEER

Here at DC3 we want to help you be fruitful and faithful in a meaningful place of ministry and service. Discover God's plan for your ministry according to how God created you and use your gifts in the right place at the right time for the right reason.

• Step 1- Talk with Us

We want everyone who has a desire to serve with kids to find a place that's just right for them, suited to their gifts, abilities, and heart. If you are unsure of your best fit, we'd love to talk through different opportunities (lead teacher*, assistant, etcetera) with you and answer any questions you may have.

• Step 2- Sign-up up to be a volunteer (specify area)

We want to ensure you are committed by accepting the roles and responsibilities of your desired area. This will ensure you are comfortable in serving with longevity.

Step 3- Get Background Checked

Every person who volunteers with our children is required to complete and pass a background check. Safety is our #1 priority when it comes to our kids, and this helps to ensure that those who are working with them take seriously the responsibility of caring for and discipling them.

Step 4- Get Approved and Get Started

The final step before jumping into the fun of serving with Student Ministry is completing training and shadowing for your desired position.





Male Mentors

Lead of Registration Volunteer

Lead of Events/Community Service Volunteer

Lead of Communications Volunteer

Lead of Social Media Volunteers

Volunteer Team Member

Registration Team Member

Events/Community Service Team Member

Outreach Team

Serving Sunday Coordinator

First Impression/Welcome Team

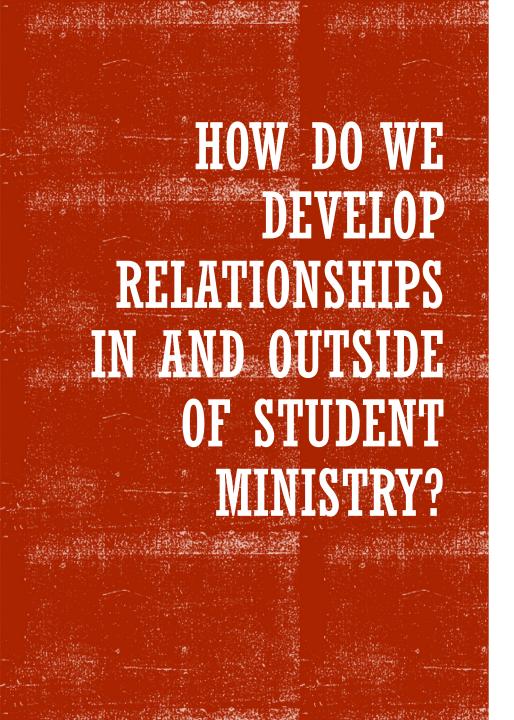
Social Media Team Member

Content Creator

Teacher Team Member



Session Four



- Roundtables with Pastor King
- -Build a personal relationship and have a positive influence with their Pastor
- 30 min sessions quarterly
- Monthly Small Groups led by Male and Female and/or positive role models in church
- -To gain different perspectives from community leaders
- Collaboration with fellow church communities through community service and events.
- -To fellowship and build relationships with other youth disciples
- Peer/Peer program
- -Allow older youth to mentor younger students
- Career and College Readiness
- -Allows students to develop a career path and attain future goals
- -College Fairs
- -Career and Training Readiness Workshops- Braiding, Mechanics, Design, Fashion, Engineering, E-sports, culinary, coding-IT, media, music, etc.



Session Five

What can Student Ministry do for you?

What are you seeking?

What can you bring to the Student Ministry?

What events/activities do you think Student Ministry needs?

What community service do you think Student Ministry needs?

How can we make Student Ministry better?

What is something you have seen in another church/online that you think we should do here?

How would you rate Student Ministry at this point? Star rating (Why?)

Q & A...

