

LIVING WATER COMMUNITY CHURCH

Volunteer Manual

“The Well” Student Ministries

Composed by “The Well” Student Ministries Staff of Living Water Community Church

7/18/2019

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Section 1: WHY Do We Exist?

Chapter 1: “The Well” Basics – Mission, Vision, Values

A. Mission (What We’re Trying to Accomplish)

“The Well” Student Ministries exists to assist diverse students in developing a personal relationship with Christ so they are prepared and equipped to impact the world in which they live.

B. Vision (What We See)

Our vision is to build a community of Adult and Student Leaders who help connect students to Christ and together grow to full devotion to Him.

C. Values (What’s Important to Us)

1. Home (Deuteronomy 6:4-9; Psalm 4-8)

Parents are to be the primary provider of spiritual growth of each child. We strive to support parents and to give them tools needed for teaching their students how to begin, grow, and thrive in their relationship with Christ.

2. Evangelism (Matthew 28:19-20)

When students have a relationship with Christ and are disciples of Christ they will desire to impact the world in which they live for Christ. We believe in a “go deep to go wide” ministry philosophy. Students with deep relationships with Christ will impact their world.

3. Connection (Philippians 3:10-18; Joel 1:1-3; Judges 2:6-14; 2 Timothy 2:1-2)

We seek to have students connect with God, Church, Community. We emphasize students connect personally with Christ through a personal time with God on a daily basis. As they grow in knowledge, understanding, and maturity in Christ we encourage them to be involved in ministries of the church and in the community. They are not the future of The Church, they are The Church now.

4. Simplicity over Complexity (Hebrews 12:1-3)

We desire to provide a thorough and complete opportunity for students to be The Church during our regularly scheduled programming. Our desire is to come alongside of families and complement their schedules, not to make schedules more complex.

5. Balance over Imbalance

To grow balanced spiritually-minded Students, we include elements of Biblical teaching, service, and fun into our complete programming.

D. Strategy (How We Do It)

1. Step 1- Building Bridges (Mark 2:13-17)

We teach and train our students to connect their friends with the Gospel and the Body of Christ. Our “Weekend Well”, Youth Nights, Youth Alpha, Park and Plugs, Pool Parties, Dare2Share, and New Year’s Eve Party are all part of this step either through teaching/training or as an easy “on ramp” into our Student Ministries. The transitions from “The Block” to “The Well” and from “The Well” into “Venture” are key connection points in the overall plan of our Student Ministries.

2. Step 2- Weekend Well Services (Acts 1:8; Heb. 10:24-25; 1 Pet. 2:12)

Weekend Well Services are all about Connecting with God, friends, leaders, and Youth Night Small Groups. In the process students learn Bible basics, discuss and discover truth, meet new friends and leaders, and are challenged to take their faith to the next level. This is an Introduction to Christianity and the Church.

3. Step 3- Youth Night Small Groups (Ps. 133:1; Acts 2:42-47; 2 Tim. 2:2; Heb. 3:12-13)

Youth Nights are all about students “Going Deep” with God, friends, and leaders. In the process, they dig God’s Word, become great friends, enjoy yummy food, serve together, practice accountability, and have fun! This is Biblical Community in action! These Small Groups are grade and gender-based. Groups consist of 3-5 students, 1-2 Student Leaders, and 1-2 deeply committed Adult Leaders.

4. Step 4- Service, Experience, and Challenges

Over the course of each year there are different opportunities to “stretch” our core and new students. These opportunities happen inside of Small Groups, Overflow Service Nights, Missions Trips, and in other church wide opportunities to serve others. We place a special emphasis on Students “ministering down” by serving younger students, children, or infants.

5. Step 5- Graduation (Romans 12:2)

Our goal is to present students who have a personal relationship with Christ and who are prepared and equipped to impact our world for Him to the body of our church. We also desire to help them transition well into our Venture Young Adult Ministry which has now become a bridge between Student Ministries and Adult Community Groups and Deeply Rooted Classes.

E. Times (When We’re Together)

1. Saturday 6pm/Sunday 11am- “Weekend Well”- Middle and High School Students
2. Sunday 6-8pm- High School Youth Night
3. Wednesday 6:30-8pm- Middle School Youth Night

F. Leader Emphasis (Your Role & Focus)

1. Weekend Well Services (Acts 1:8; Heb. 10:24-25; 1 Pet. 2:12)

Weekend Well Services are all about Connecting with God, friends, leaders, and Youth Night Small Groups. In the process students worship God, learn Bible basics, meet new friends and leaders, and are challenged to take their faith to the next level. This is an Introduction to Christianity and the Church. Discussion Groups are grade and gender-based. Groups consist of a Student Leader and 5-6 other students.

- a. Leader Emphasis: Church Connection
- b. Focus: Assisting Student Leaders in understanding how to better lead Table Discussions and connect with Unconnected Students (New Students, Natural/Unsaved Students, Spiritual Infants)
- c. Methods: Fun/Hangout Time, Short Large Group Teaching/Video Presentation, Table Group Discussions led primarily by Student Leaders

2. Youth Night Small Groups (Ps. 133:1; Acts 2:42-47; 2 Tim. 2:2; Heb. 3:12-13)

Youth Nights are all about “Going Deep” with God, friends, and leaders. In the process students dig God’s Word, become great friends, enjoy yummy food, serve together, practice accountability, and have fun! This is Biblical Community in action! The Small Groups are grade and gender-based. Groups consist of 3-5 students, 1-2 Student Leaders, and 1-2 deeply committed Adult Leaders.

- a. Leader Emphasis: Discipling Deep
- b. Focus Groups: Connected Students (Regular Attender Students, Spiritual Students, Spiritual Leader Students, Natural/Unsaved Friends of Spiritual/Spiritual Leader Students)
- c. Methods: Small Groups, Bible Studies, Fun, Food, Service

Section 2: WHEN and WHERE Do We Meet?

Chapter 2: Vision –Regular and Special Events

(Description of Meeting Times – WW, YNs, Events, Trips – Events Calendar)

G. Regular Meeting Times (When We’re Together)

4. **Weekend Well Services** (Middle and High School Students)
 - a. Saturdays 6-7:30pm/Sundays 11am-12:30pm (All Year)
 - b. Connecting new and unconnected students to God, leaders, friends, and Small Groups.
5. **High School Youth Night Small Groups**
Sundays 6-8pm (September-May)
Discipling connected students so they “go deep” with God, leaders, and each other.
6. **Middle School Youth Night Small Groups**
Wednesdays 6:30-8pm (September-May)
Discipling connected students so they “go deep” with God, leaders, and each other.

H. Special Events during Youth Nights

1. **“Water Wars” Kickoffs**
1st Youth Nights of the School Year
Outreach involving Kiddie Pool Kickball & Giant Slip ‘n Slide
2. **Group Nights**
Every other Month during Youth Nights
Opportunity for Small Groups to have fun together on or off campus
3. **Overflow Service Nights (5th Sundays/Wednesdays of the Month)**
All Small Groups serve together on or off campus

I. Summer Events

- a. **Youth Alpha**
Runs during various summers, not every year
Weekly summer outreach at lunchtime in the CRC
- b. **Pool Parties**
Throughout the summers at various family pools
Fun opportunity for Student Ministries to re-connect
- c. **Park ‘n Plugs**
Throughout the summers at various local parks - Outreach opportunity to local youth

J. Annual Events

a. Superbowl Parties

Occurs on Superbowl Sunday

Youth Night Small Group get-togethers at locations of their choosing

b. Burly/Girly Weekends

2 separate overnight events in May or June

Fun events which trains students to become godly men/women

c. Sail-Up Weekend

Last or 2nd to last weekend in August during our Weekend Well Services

Brunch welcoming the new 6th graders to Middle School and 9th Graders to High School

d. Flag Football Tournament

Saturday in October or November

Outreach event featuring Flag Football Tournaments, pizza, wings, and Gospel presentation

e. Christmas Coffeehouses

Weekend before Christmas during Weekend Well Services

Event featuring the artistic and musical gifts of students in “The Well”

f. New Year’s Eve Eve Party

Occurs on New Year’s Eve Eve from approximately 5-11pm

Outreach event featuring food, fun, and Gospel presentation

K. Trips

1. Dare2Share Conference

Occurs every two years on Friday-Saturday in April in Washington D.C.

Conference to help students grow in sharing the Gospel

2. Planet Wisdom Conference

Occurs every two year on a Friday – Saturday in March in Washington D.C.

Conference to help students grow in their personal faith/God’s Word

3. Summer Trips

Week-long missions trips and conferences during the summer

Include local, out of state, and international trips to help students grow in faith and leadership

L. Events Calendar – Annual (See Attached)

Major Events for 2019-20

August 24/25 – Sail-Up Brunch

August 28 – New Volunteer Training

August 31/September 1 – Family Worship Weekend; OFF Weekend Well

September 1 – Student Leader Training & Secret Mission

September 4 – All Volunteer Training

September 8 – Kick-off Event (High School Youth Night)

September 11 – Kick-off Event (Middle School Youth Night)

September 21 – Fall Festival; OFF (Saturday Night)

September 29 – OVERFLOW Service Night – High School

October 8 – Vision Team Meeting

October 9 – GROUP Night (Middle School Youth Night)

October 12 – Dare2Share Live Event

October 13 – GROUP Night (High School Youth Night)

October 15 – Vision Team Meeting

October 27 – Student Leader Applications Out

October 30 – OVERFLOW Service Night – Middle School

November 2 – Turkey Bowl Flag Football Tournament

November 27 – OFF (Middle School Youth Night)

December 1 – OFF (High School Youth Night)

December 8 – GROUP Night (High School Youth Night); Student Leader Applications Due

December 11 – GROUP Night (Middle School Youth Night)

December 15 – OVERFLOW Service Night – High School

December 21/22 – Weekend Well – Christmas Event

December 18/22 & 25/29 – OFF (Middle School and High School Youth Night)

December 28/29 – Family Worship; OFF Weekend Well

December 30 – New Year's Eve Party

January 1/5 – No Middle School and High School Youth Night

January 5 – Worship Night

January 8 – Family Event

January 12/15 – Resume High School/Middle School Youth Nights

January 23/30 – Staff Vision Meetings

January 28 – Vision Team Meeting

**** (See Back for more 2020 Events.) ****



Major Events for 2019-20 (Continued)

January 1/5 – No Middle School and High School Youth Night

January 5 – Worship Night

January 8 – Family Event

January 12/15 – Resume High School/Middle School Youth Nights

January 23/30 – Staff Vision Meetings

January 28 – Vision Team Meeting

February 1-2, 5, 8-9 – Give Out 2020-21 Adult Leader Covenants

February 2 – GROUP Night (High School Youth Night)

March 1, 4, 7-8, 14-15 – 2020-21 Adult Leader Covenants

March 25 – GROUP Night (Middle School Youth Night)

March 29 – OVERFLOW Service Night – High School

April 12 – OFF (High School Youth Night) - Resurrection Sunday Holiday

April 21 – Vision Team Meeting

April 22 – Middle School Youth Night - 5th Grade Preview

April 26 – GROUP Night (High School Youth Night)

April 29 – OVERFLOW Service Night – Middle School

May 3 – FINAL High School Youth Night – High School Youth Night Preview (8th-12th Grade) - Laserdome

May 13 – FINAL Middle School Youth Night – GROUP Night

May 17 – Venture Reunion (11th & 12th Graders + Young Adults)

May 20 – Family Event

May 23/24 – Family Worship & Graduation Weekend at Living Water; OFF – Weekend Well

May 27 – Volunteer Thank-You Luau

July 21 – Vision Team Meeting

****To Be Scheduled** – Winter Trip, Mission Trip(s), Baptism Class/Weekends

Section 3: WHO is involved?

There are many individuals that are involved in the lives of students. When discussing the role of The Well Student Ministry in the life of students, you must go back to “**WHY** do we exist”. The role of the Adult Leader is to partner with parents in the spiritual influence and direction of the student. The following chapters will assist the Adult Leader to know the expectations of those involved in the leading of youth. This is done with the understanding and assumption of the parent’s role as the primary spiritual leader of each student.

Chapter 3: Adult Leader Job Descriptions and Expectations

If you have ever paid attention to the flight attendant when you have flown anywhere, you know the first thing they do is go and talk to the people in the emergency rows. While those individuals have a little more room, they also have a lot more responsibility. Next those same flight attendants inform passengers that should the cabin lose pressure we are to put on our air mask before helping others.

It’s no surprise that the same measure of care is taken in our walk with Christ. In Luke 10:38-41, Mary and Martha have invited Jesus into their home. While Mary sat at the feet of Jesus, Martha was busy taking care of the physical needs of those who gathered. Jesus reminded Martha that the most necessary element of worship was simply being with Jesus. The same is true in the life of the Adult Leader. While we want to help students, the most important and vital care should be given to your own personal growth.

A. Adult Leader Covenant Form

At the beginning of each calendar year, the staff of The Well Student Ministry will begin its process of staff selection for the following school year. The Adult Leader Covenant will clearly articulate expectations and responsibilities of the Volunteer and the Student Ministry Staff, as well as the agreed upon time of service for the upcoming year. This document also serves to notify The Well Student Ministry of a Volunteer’s desire to end their time of service in The Well Student Ministry.

B. The Heart of the Leader

1. Personal Time with God

In your life you should have an established plan for spiritual growth that includes regular attendance of worship services, quarterly or yearly planned intensive training and most important, a daily time to focus spiritually. This daily time may include elements of prayer, worship, music, service, but must include God’s Word. You should find your encouragement and strength to face this sinful world in God’s Word. The Bible is the only source of knowledge of how you can know and love the Lord Jesus Christ. There is no such thing as "love at first sight" in spiritual things. You must get to know Christ very well, and this requires the daily intake of knowledge about Christ through the Word of God, which is "the mind of Christ."

2. Accountability

In the midst of our desire for privacy in the 21st century, we have missed the command to “confess your sins to one another” (James 5:16). This was not a suggestion. We are called to accountability not for behavior modification, but rather for heart transformation. While there most likely will be conflict in accountability (who likes to be told they are wrong), it is also one of the greatest ways that we can grow spiritually. At The Well, all Adult Leaders, except for simple service roles, are required to become members of Living Water for accountability. It is also recommended that each leader develops individual accountability for ongoing growth and transparency.

3. Correct Forms of Communication

Clear Communication of expectations and responsibilities are necessary for The Well Student Ministry to succeed in its mission. For this purpose The Well Student Ministry staff will seek to clearly articulate expectations, seasonal and yearly schedules of events, serving schedules, and teaching opportunities in a timely fashion. The mode of communication that is used most widely by the staff is email, followed by phone and text reminders. All communication to the staff of changes in plans or schedules should be done 2 weeks prior except for cases of emergencies. In cases of emergencies, volunteers should notify a staff member and ensure they have received a response. Please refrain from submitting a ‘Lone text message’ notifying staff. For a more detailed list of communication guidelines, please see section 5- **HOW** Do We Communicate and Keep Order?

4. Social Media

In today’s culture it is easy to be captivated with social media’s push and pull. It is imperative that the Adult Leaders of The Well Student Ministry set an example for students to follow. We should be mindful of Ephesians 4:14-16, which reminds us not to fall into the back and forth nature of social media.

The Adult Leader is encouraged to engage with students of their small group on social media as well as in other contexts. Therefore, it is imperative that the Adult Leader model responsible social media guidelines. The Adult Leader will guard their social media from images or videos that are inappropriate. They should refrain from hate or vulgar speech. They should refrain from submitting emotionally based responses to others on social media that do not reflect the heart of Jesus. Due to the general Living Water social media policy, Adult Leaders should also refrain from initiating friend requests with minors on social media and carry out most social media conversations with minors with another Adult Leader in the conversation. Any matters of significance or privacy should be discussed in person with adequate Adult presence. Disregard for these guidelines may include removal from service in The Well Student Ministry.

5. Follow-up Process/Conversations

The Adult Leader must be prepared at all times to invest spiritually into the lives of students. This primarily happens through conversations with students prior to, during, or following events, or during planned gatherings to address the heart of the student. The Adult Leader, when having the opportunity to speak into the life of a student should take care to listen and address the heart of the student rather than the symptom. For example, many students will experience heartbreak from “boyfriends/girlfriends” or struggle sexually during their teenage years. Rather than addressing behavior of sexual immorality, a leader should take caution to address the sinful heart attitude that led the student toward that action. The emphasis of this discussion is to point students toward scripture and not toward your “opinion”. This causes a student to be confronted by God’s Word and not you. These also serve as a great way to engage with parents. Here are a few of the conversations that are often overheard at The Well:

a. Parents

- Introducing yourself as a leader
- Status of student spiritually

b. Students

- Receiving Christ/ Following up with Student
- We have Missed You
- Questioning Faith
- Parents
- Friends
- Boyfriend/Girlfriend- Purity/Lust
- Authority

C. The Hands of a Leader

1. Serving from the Overflow

There are many times when youth ministry staff and volunteers will encounter difficult students, parents, or situations that will test their resolve and faith. Volunteering with students will cost more emotionally, physically, financially, and spiritually than you ever imagined. As you share your life (1 Thessalonians 2:8) with students you must be careful to lead from the overflow. To serve from the overflow is to serve as a result of being continually filled by the Holy Spirit during personal and corporate times of learning and worship.

1. Time Commitment/ Length of Service

During the training process, the Volunteer of The Well Student Ministry will be presented with a job description that will clearly describe expectations, involvement level and responsibilities. Time commitment may range based on responsibilities with

students or behind the scenes. The length of service of all volunteers will be no less than one year.

2. Service Attendance, Monthly Meetings, and Scheduled Trainings

As part of your annual commitment and covenant with the student ministry, the Well Staff will encourage and hold the volunteer accountable on regular attendance of corporate worship. The time serving in The Well is not to replace the time a volunteer should attend services with their family. Certainly, there will be times that you are encouraged spiritually at The Well, but the time a volunteer spends at The Well should be considered an act of worship through service. These services are not planned for the volunteer's spiritual growth in mind.

Each month The Well staff and volunteers gather to plan and cast vision for the month. Additionally, throughout the year there are scheduled trainings for volunteers. Please reference the Adult Leader Covenant for more details on the requirements for each specific role in The Well.

3. Annual, Initial, and Ongoing Individual Meetings with Coaches or Staff

The Well Staff will determine individual meetings that will be required for each specific job role. It is the responsibility of the staff to schedule individual meetings for initial individual training and ongoing monthly or annual meetings. The volunteer should complete any required assignments prior to the scheduling of the meeting.

D. Thank You Events

At the end of the year and throughout the agreed upon year of service the staff of seek to provide opportunities for expressing gratitude for your willingness to follow in obedience the call to serve. These opportunities may be in large group events with all leaders, individual times with a youth staff member, or even through opportunities to attend conferences with students (see chapter 10). These opportunities are not part of your covenant agreement for service, rather they seek to honor and bless you spiritually or provide opportunity for fellowship with other volunteers and/or your family. Because there are high expectations on you, we believe that this is a way to encourage you and your family.

Section 4: WHAT Do We Teach?

Chapter 5: Teacher Training Manual

The purpose of teaching God's Word is life transformation (Romans 12:2). All elements of teaching preparation and execution should be to help the student to apply the truth of God's Word to their everyday lifestyles. While it is important for students to gain knowledge and understanding, the main focus of teaching students should not be the transfer of information.

A. Biblical Role of Teacher

1. Scriptural Basis

Deuteronomy 6:4-9 – We are commanded to teach children.

Matthew 28:19-20- We are commanded to teach others to follow what Jesus taught

Ephesians 4:11-16- The Blueprint for teachers

Philippians 4:9- Audible teaching is most influential when lived out by the teacher

2 Timothy 2:15- We must correctly handle God's Word

2 Timothy 3:16- Scripture is to be taught thoroughly for the equipping of the church

James 3:1- Teachers are held to a higher standard

2. Why do we train teachers?

- a. Training teachers and other leaders is God's idea, not ours. God's plan was to train, prepare, and equip people so that the body of Christ will be built up (Ephesians 4:11-12). The whole body of Christ is influenced positively when we prepare our teachers for handling God's Word. Consider what we lose if we do not equip God's people:
 - Building up of the body
 - Unity in faith and theology
 - Maturity to Christ-likeness
 - Discernment
- b. Training teachers also allows gifted people to be trained and to train. When training is effective, God's people are equipped and encouraged to do their part. As they understand God's blueprint for discipleship and teaching, they will be able to envision what God can and will do through them. They will be excited and enthusiastic about serving in the role of teacher. Teachers who are equipped and trained will demonstrate Christ-likeness in all areas of their life and will train others (2 Timothy 2:2).

B. Teacher Training Process

1. Training of teachers for The Well Student Ministries will consist of the following:

- a. 3 sessions with the Pastor of Student Ministries.
 - Session #1- “The 7 Best Practices for Teaching Teenagers”
 - Session #2-Review of Theology #1 and Worksheet (20 Basic Beliefs, chapters 1-3, 7-9)
 - Session #3- Review of Theology #2 and Worksheet #2 (20 Basic Beliefs, chapters 10-17)
- b. 2 Teaching Opportunities to be observed by Pastor of Student Ministries or assigned observer
 - 2 pre-teaching meetings or phone conversations
 - Passage/Curriculum overview and teacher model selection (2 weeks prior)
 - Final lesson review and practice teaching opportunity (week prior)
 - 1 post-teaching evaluation
 - Evaluation- doing well, need improvement, action steps

2. Ongoing Teacher Expectations

- a. Maintain regular (once a semester; three times yearly) teaching schedule. Includes 1 pre and post service conversation.
- b. Teachers are expected to teach during ALL Weekend Well Services (Saturday 6pm, Sunday 9am & 11am).**
- c. Week of teaching check-in
- d. Yearly evaluation

C. Teacher Scheduling

1. Semester Planning

Scheduling for teachers in “The Well” is finalized in December (January-April), April (May- August), and August (September –December). Teachers will be selected for individual lessons based on their individual passions, availability, and the needs of “The Well”. The Pastor of Student Ministries or his representative will initiate email correspondence with all teachers for the coming semester. This process will include:

- An initial request for your schedule availability
- A rough draft of the teaching schedule
- A final teaching schedule

Please make every effort to review your availability and communicate any conflicts you may have prior to the release of the final teaching schedule for the semester.

2. Schedule adjustment

Adjustments to the finalized teaching schedule may occur throughout the semester. Please make every effort to switch teaching dates with another teacher rather than to simply drop a teaching commitment. Should you need assistance with this please contact the Pastor of Student Ministries.

D. Meeting with Pastor of Student Ministries

1. Training

Time meeting with the Pastor of Student Ministries is critical to the evaluation and preparation of the Teacher. During the training sessions, as outlined above, the teacher will have time to consider the teaching process, learn how to theologically represent themselves (apologetics), and address any questions they may have with the Pastor of Student Ministries.

All Training Sessions are to be completed prior to teaching, but that is left to the discretion of the Pastor of Student Ministries.

2. Teaching Preparation

2 Timothy 2:15 reminds us that we are to correctly handle God's Word. We correctly handle God's Word as we understand the text, context, historical situations, intended recipient, and theological concepts. Once you understand these ideas, you will be required to share the ideas you have learned with 11-18 year olds. This does not happen effectively without allowing adequate time to prepare.

To assist the teacher with this high responsibility, "The Well" Student Ministries Staff should assist the teacher by doing the following:

- 3 weeks or more – Communicate scheduling weeks in advance, provide curriculum or Scripture/topics
- 2 weeks before- Contact teacher for scheduling meetings to review text/ topic if needed
- Day before- Review lesson outline and provide feedback on teaching preparation, assist with illustrations or needed items, review application concepts

In order to be prepared, the teacher should follow a schedule similar to this:

- 2 weeks before- review the curriculum, gather information on text and context, consider how to address theological concepts, begin rough outline
- 1 week before- Finish outline, complete the bulk of the teaching and explanation of Scripture, brainstorm about introduction and application
- 2 days before- finish introduction and application illustrations or activities
- Day before - Spend time reviewing and internalizing message and time in prayer

- Day of- Spend time reviewing, praying and attend leader meeting 30 minute prior to service time start.

Theological Ideas

The theology of Living Water should be represented in all teaching opportunities. With some theological ideas it is appropriate to share differing views for discussion and causing the hearer to question their own beliefs for the purpose of further study. Your teaching should accurately handle Scripture and theology. Should you need clarity or further discussion on how to handle a specific theological idea, please discuss with the Pastor of Student Ministry during your pre-teaching meetings. The teacher should come prepared with a basic understanding of the theological concepts.

3. Scheduling

The Pastor of Student Ministries will make himself or a representative available to meet with you as the teacher to review text or topic prior to each teaching opportunity. He will contact you 2 weeks prior to your scheduled date to teach. Should you desire to meet you will agree on a time to meet. The teacher should be prepared having reviewed the text, curriculum and theological ideas, as well as having a rough outline for teaching.

E. Preparing and Organizing a Lesson

Effective communication occurs when the communicator is effective at originating a message and the receiver interprets the message accurately. This is more than an “I speak, you listen” idea. Presenting a coherent and organized lesson is critical for the receiver to decode the message being presented. To be effective we must have a balanced approach to teach truth for application. Often teachers will land in one of two dangerous scenarios:

- **Distorting the message-** Teachers desire so badly for students to listen to the message or comprehend what is being said that they change the message completely. “Dumbing down” a message so it is attractive or pleasant is to misplace priorities. Our desire should be to have students seek truth, not to play the role of the Holy Spirit by selling them on it. “Our Responsibility is to faithfully retell God’s Story as though God were making his appeal through us (2 Corinthians 5:20)’.”¹
- **Disregard for the listener-** An equally misplaced focus is to focus only on the message rather than how those you are speaking will receive the message. Some will throw text and truth out and quote Isaiah 55:11, “My word...will not return void”. The comprehension of the message is overlooked for the sole focus of speaking the physical words of Scripture.

¹ Speaking to Teenagers p. 29.

1. Preparing Messages that S.T.I.C.K.²

You have your lesson curriculum or the Biblical passage that you are going to teach, but how do you get started? The best strategy is to follow proper Biblical study (exegesis) and look for what value, principle or truth the text communicates. Therefore, your time of preparation should follow the **S.T.I.C.K.** outline.

Study: Know and understand the Biblical text.

“What truth does it communicate?”

Think: Take time to reflect on your Audience and Content

“How does this text relate to me and my audience?”

Illustrate: Add a little color to your message

“Are there everyday examples of this for breaking down truth?”

Construct: Organize and Pull it all together

a. Setup and Organization of a lesson

- Addressing the Passage
 - Context
 - Big Idea or Sticky Statement
- Selecting a Model

Keep Focused: Crafting for Clarity

- | | |
|-----------------------------------|---------------------------|
| “1. What do they need to know?” | INFORMATION |
| 2. Why do they need to know it?” | MOTIVATION |
| 3. What do they need to do?” | APPLICATION |
| 4. Why do they need to do it?” | INSPIRATION |
| 5. How can I help them remember?” | REITERATION” ³ |

2. Organizing your lesson

There are several different models and approaches to teaching a lesson. The model you use will be based upon your personality and learning style, the group to whom you are teaching, the designed intent of the lesson, and the setting of the lesson (see Teaching the Lesson section).

3. Construction of your lesson

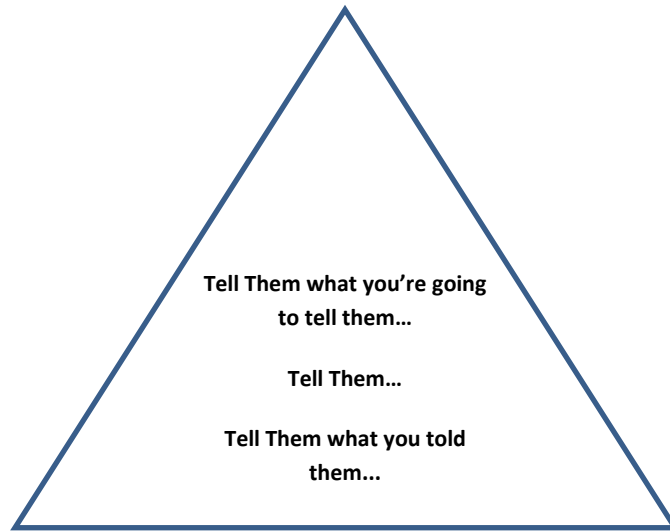
How are you going to relate the truth of God’s Word to the listener?

If you have taken any public speaking classes you were probably taught the inductive and deductive communication approaches

² *Speaking to Teenagers* p. 106-195.

³ *Communicating for Change* p. 191.

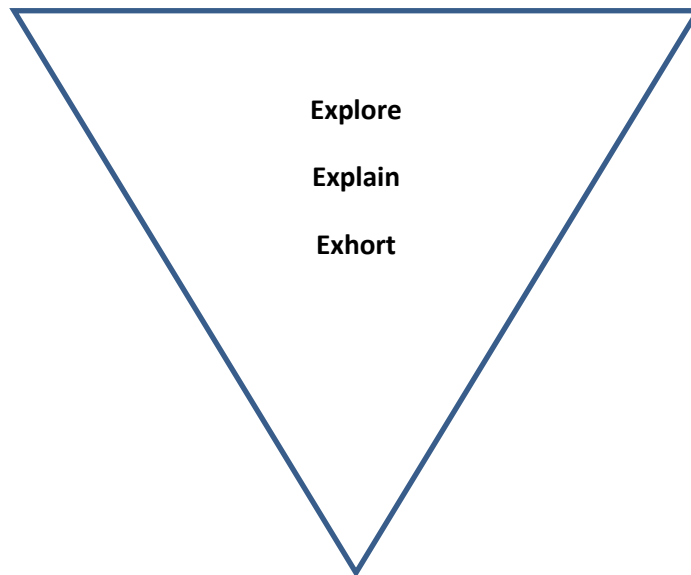
Deductive Teaching Method



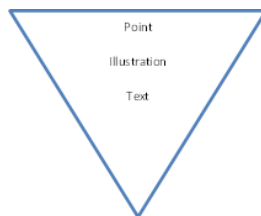
Deductive communication deals mainly with concepts. This is a great approach when you are speaking to a group about philosophy, medicine, or science. However, most students do not learn this way, mostly because they don't live this way. In day to day life, especially with regard to issues of life-change, they are not interested in concepts, but rather the tangible and real.

For example, students don't really care about the concept of electromagnetic wave operating at 2.45 GHz. Rather they just want to know that when they put a bag of popcorn in a microwave, that it works and they have popcorn.

Inductive Teaching Method



Inductive communication is a way of getting the listener's attention so you can communicate God's Word. Inside of the Inductive teaching method you will also have points, two to three that will also funnel the listener toward the Biblical truth.



4. Inductive Teaching Structures

a. Hook, Book, Look, Took (HBLT) method

PURPOSE	SUGGESTED HOW TO'S	EXAMPLES
HOOK <ul style="list-style-type: none"> - To get attention. - To set a goal for discussion. - To act as a transition to the Bible discussion. - See attached "Hook Ideas." 	<ul style="list-style-type: none"> • Should appeal to discussion. • Should be focused on the group's needs and/or interests. • Shouldn't necessarily be Biblical in nature but set the stage for it. • Should not be answerable with a "Yes" or "No". • Should be simple and direct. 	<ul style="list-style-type: none"> ✓ What makes people happy? ✓ How do you get rich? ✓ What are you living for? ✓ What makes a good friend?
BOOK <ul style="list-style-type: none"> - To lead the learner to discover Biblical truths. - To aid the learner in understanding the truths discovered. - Make observations. 	<ul style="list-style-type: none"> • Should relate to the Hook portion of your discussion. • Should help in the discovery of the facts, usually by beginning with, Who?, What?, How?, Why? • Should clarify and define the truths discovered. 	<ul style="list-style-type: none"> ✓ What in the book of Philippians brings Paul joy or causes him to rejoice? ✓ Who is talking to whom in this verse(s)? ✓ Where did this take place? ✓ Why do you think the passage(s) or verse(s) is here?
LOOK <ul style="list-style-type: none"> - To guide the learner to formulate the truths into principles to which he can respond. - Sets the stage for application. 	<ul style="list-style-type: none"> • Should summarize the facts discovered and draw out the principles or truths. • Should help clarify and formulate the truth(s) so application can be made. 	<ul style="list-style-type: none"> ✓ Why is Paul joyful even amidst adverse circumstances? ✓ What can we learn from Paul about a joyful attitude? ✓ How can you tell when a person is joyful?
TOOK <ul style="list-style-type: none"> - To make personal, specific application of the Biblical truths discovered. - Desire specific, changed behavior. 	<ul style="list-style-type: none"> • Should bring the discovered truth to a level of practical, personal application. • Should help the individual see how the truth can be specifically applied to his life. • Should not be general and vague. Have group members write out their planned application and share it with the group. 	<ul style="list-style-type: none"> ✓ How do you plan to demonstrate joy this week (Be Specific)? ✓ In what specific situation do you plan to display joy this week? ✓ Think of a situation at ____ (Home, School, Work, etc.), where you have not been joyful but will trust the Lord to make you joyful.

b. Relational (ME-WE-GOD-YOU-WE)

Communicating for Change by Andy Stanley

PURPOSE	SUGGESTED HOW TO'S	EXAMPLES
ME ❖ Orientation ❖ Introduce myself to them and let them get comfortable with me.	<ul style="list-style-type: none"> • Should be a personal experience that introduces the main point. • Should describe a dilemma the speaker has faced or is facing that the listener can identify. • Create Tension. 	✓ Be transparent through statements such as: ✓ I wish I was a better friend.. ✓ I struggle with building friendships...
WE ❖ Identification ❖ Make a connection with those present through what WE are thinking and feeling. ❖ How is this true in the life of the receiver of the message. ❖ People connect when you raise a question they have been asking	<ul style="list-style-type: none"> • Review the groups of individuals to whom you are speaking. • Broaden the tension. • Don't transition until you've created the question that needs to be asked- "What should I do?" 	✓ Transition Statement: "The same is true in your life..." ✓ Create lists of students based upon interests (athletes, academics, hobbies, gender, preferences, priorities, etc) and share how the listener should be able to identify. ✓ "As a 9 th grader you have seen this..."
GOD ❖ Illumination ❖ Introduce the biblical truth into the discussion. ❖ "What does God say about this?"	<ul style="list-style-type: none"> • Share your big idea/ sticky statement. • Break down that one truth from God's Word to resolve the tension (at least some of it) • What does God say about the tension? 	✓ Transition Statement: "What does God have to say about how we should respond..." ✓ "Believers are part of God's plan of making disciples of all nations". Speaking points would be: ✓ God has a plan ✓ He allows us to be part of that plan ✓ We must make disciples
YOU ❖ Application ❖ What are you going to do about it? ❖ The challenge to the individual.	<ul style="list-style-type: none"> • Find one point of application that everyone can embrace. • Keep it realistic, doable and achievable. • Challenge the listener on what they heard. • 3 likely audiences to address- growing believer, struggling believer, natural individual. 	✓ Transition Statement: "How can I take this and make it part of my life?" ✓ This week will you commit to _____ ✓ What would keep you from _____
WE	<ul style="list-style-type: none"> • Opportunity for the speaker to 	✓ "Can you imagine what

❖ Inspiration ❖ Casting a common vision for what would happen if we did it.	rejoin the listener. • Vision Casting- imagining out loud.	would happen if we all..." ✓ Can you imagine what your friendships would look like..."
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5. Discussion Group questions

For students ages 11-18, the best time of personal application of a lesson happens in small groups or discussion groups. During our "Weekend Well" Services and some of the "Youth Night" Groups, we provide discussion questions to the leaders through e-mail and hard copies at our 30 minute pre-service. If you would like to provide questions based on your outline, applications, or handouts, please inform the Pastor of Student Ministries by Wednesday the week you teach. Otherwise, it is assumed that the staff of "The Well" will provide questions based on their general understanding of the text of the passage or topic.

6. Applications and Take Home ideas

Every time a teacher shares God's Word he/she should share some immediate applications and any long-term applications that may apply. These applications should help the student set a goal or strategy to for the next week(s) that answer the "who, what, when" questions. This is done to affect change on the spiritual life of the student- "Based on what I've heard I need to..."

Some may choose to have a form of take-home, physical handout. The staff of "The Well" will assist you in purchase, preparation and distribution. This should be communicated to the staff of "The Well" at least 2 business days in advance. Handouts that are purchased without approval of the Pastor of Student Ministries may not be reimbursed.

F. Teaching the Lesson

1. Making the Space work for you

Teachers in school always report to school early so they can prepare their classroom for the year. Why? They are creating the stage for effective communication for the year.

However, this is one area that most teachers in church setting fail to think through when they first start teaching. They rely on how the chairs are set up by the custodian or staff member and do not consider how to engage students with their senses. When it comes to teaching at "The Well" you have freedom to change the setting.

Some teachers have tried:

- Pre-service Whiteboard questions
- Props or decorations
- Thematic Music
- Smells or aromas
- Chair Arrangements

2. Maintaining Classroom Control and Behavior Issues

The teacher has the best opportunity to control the classroom environment through engaging teaching and interaction with the learner. Even when involved in activity, the teacher should maintain control and should be heard. The teacher should utilize leaders that are in attendance to best relay the truth of God's Word and control the behavior of students. Teachers must be in attendance of the pre-service meeting held 30 minutes before the service. This time is used to equip leaders and share expectations.

The Well Student Ministries has a Student Behavior Policy. Please follow the steps of the policy when there are behavioral issues. You can simply ask any of the adult leaders to engage with a specific student. Be prepared to discuss any behavioral steps taken with the Pastor of Student Ministries during the post-teaching evaluation.

Chapter 6: Spiritual Growth Tracks – Accountability Sheets

Name: _____

This sheet is designed to help you make personal commitments each month that will help you grow in your walk with God. Fill it out by determining:

1. What will push you
2. What you think you can achieve

If you need help fill out your commitments, seek out someone who you trust to help you. Share your commitments with those who will help keep you accountable to your personal commitment.

Personal Devotions:

How did I do with my commitment last month? _____

I will read the OnTrack Bible passage and devotional thought _____ day(s) each week this month.

I will do this at this time each day: _____

Church Attendance:

How did I do last month with my attendance? _____

I will attend Youth Nights _____ time(s) this month.

I will attend “Weekend Well” _____ time(s) this month.

I will attend Worship Services _____ time(s) this month.

I will attend _____ time(s) this month.

Scripture Memory:

How did I do last month with Scripture memory? _____

I will memorize _____ key verse (s) from the daily OnTrack Devotions this month.

Outreach:

How did I do last month with sharing Christ? _____

I will share Christ with _____ person/people this month.

I will serve my local church this month by _____

Other Activities:

List any other opportunities such as events, prayer group, etc., that you will participate in this month. _____

Monthly Prayer Sheet:

“...the prayer of a righteous man is powerful and effective.” James 5:16

Who I Will Reach Out To	How I Will Do It	How It Went
Other Requests	Answered	How Answered

Personal Prayer Requests:

Additional Notes to Leader:

Chapter 6: Spiritual Growth Tracks and Plans

A. Natural

1. **Starting Point** (Natural A)- Designed for those who want the WHO, WHAT, WHERE, WHEN, and WHY of Christianity. Confronted with the gospel.
2. **Foundations** (Natural B)- Designed for those who are curious about the Bible and for those who have some church experience, but who want a refresher of the foundational truths. Personal Response to the gospel.

B. Carnal- Dominating influence is still your flesh

1. **Spiritual Formation** (Carnal A)- Designed for those who are new to a relationship with Jesus Christ or those who have never been discipled. Is an overview of how to grow in your personal relationship with God. We will learn about positioning our lives to know Him more through the spiritual disciplines (such as: prayer, studying God's Word, serving, journaling, and celebration).
2. **Holiness** (Carnal B)- Designed for those who are desiring more intimate relationship with God. Dealing with personal ongoing sinful habits.

C. Spiritual

1. **Freedom** (Spiritual A)- Designed for those who see that we have an important role to play in God's story. This person sees through past hurts, current struggles, and anything that hinders us from experiencing the life He promises as part of the church.
2. **Purpose** (Spiritual B)- Designed for those that show growing faith. Discover how God uniquely created you. Through examining your personality, spiritual gifts, passions, and values, so that you can live of a life of purpose and serve the way God designed. Connecting to ministry.

D. Spiritual Leader

1. **Leadership** (Spiritual Leader A)- Designed for those who are looking to establish biblical leadership traits in their life. Steadily sharing Christ with others and involved in the discipleship of others, while encouraging others to do the same.
2. **Mentorship** (Spiritual Leader B)- Designed for those who are "Christ-centered" and using spiritual gifts to serve in the church. Assist in the training of other disciple-makers as they develop new believers in their faith.

Spiritual Growth Inventories Now we are going to take some time to go through a **Spiritual Growth Inventory**. Please be quiet and focused as you go through this. Identify which 1 of the 4 levels you are most like.

Read the 4 Spiritual Levels and their descriptions below and circle the one that you think best describes your current relationship with God.

1. Natural = Unsaved/No personal relationship with Jesus Christ

No Light (God's Word) = No understanding of how to put God's Word into practice in your life

No Evidence (of God) = No signs of God working in and through your life, no love for Him

No Conviction (of Sin) = No sorrow over how sin hurts God (or others)

2. Spiritual Infant = Relationship with God, but immature in walk with God

Milk not Meat (God's Word) = Need simple/basic concepts from God's Word

Me not Him (with God) = Relationship with God mainly about what being a Christian does for you, not God or others

Law not Love (Sin/Obedience) = You are most concerned about obeying exact commands, not a passionate pursuit of holiness or closeness to God

3. Spiritual = Relationship with God, sensitive to God, committed to living for Him, beginning to help others

Ear toward Word (God's Word) = Yearning to daily study God's truth and follow it fully

Heart toward God (God) = Sensitive to God and His direction in your life

Mind toward Relationship (Sin/Obedience) = Grieved by sin because it breaks closeness with God, desire to please God by fully following Him

4. Spiritual Leader = Relationship with God, living consistently for God, discipling others and training others to disciple others spiritually

Follower (of God's Word) = Being a follower of God's Word is what your life is all about

Follower (of the Spirit) = Sensitive to how the Holy Spirit is leading and willing to follow at all costs

Fellow Laborer (Obedience) = Devoted to the things that move God's heart, devoted to praising God and seeing people saved and growing in Christ – this is the absolute passion of your life

Spiritual Growth Plans

Spiritual Discipline

Step #1 Make a good diagnosis

Step #2 Determine next steps

Step #3 Develop a growth strategy (1Cor. 10:13)

Step #4 Form Accountability and follow-up

Step #5 Make adjustments

After one month, I will interact with these women to evaluate how I am doing to determine if the plan is working. I will then make my adjustments to my plan to bring about greater growth.

Spiritual Hindrance/Sin

Step #1 Make a good diagnosis

Step #2 Determine next steps

Step #3 Develop a growth strategy (1Cor. 10:13)

Step #4 Form Accountability and follow-up

Step #5 Make adjustments

After one month, I will interact with these women to evaluate how I am doing to determine if the plan is working. I will then my adjustments to my plan to bring about greater growth.

Individual Growth Strategy Tool

Student Name: _____ Sponsor Name: _____ Date: __/__/__

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	Natural	Spiritual Child	Spiritual	Spiritual Leader
Word	No Light	Milk not Meat	Ear toward Word	Follower
God	No Evidence	Me not Him	Heart toward God	Follower
Sin	No Conviction	Law not Love	Mind toward Relationship	Fellow Laborer

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*See Ind. Spiritual Eval. Tool (Objectives section).

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*See Ind. Spiritual Eval. Tool (Needs section).

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*Identify with whom and when evaluation will be take place.

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*Based on follow-up.

Goals for:	Natural		Spiritual Infant	
Spiritual Discipline	Starting Point	Foundations	Spiritual Formation	Holiness
Attendance	Desire to Come	Once a month	2x/mo - WW or Yns	3x/mo - WW or Yns
Devotions	Desire to Explore	How to find things in Bible	1-2x/week	2-3x/week
Scripture Memory	X	Gospel-Based Verses	1/month	1/month
Sharing Christ	X	X	1-2 Testimony per month	T- 3, Share Basics of Gospel 1x
Service	X	Connection Point Only	Nursery/Weekend CM	Nursery/Weekend CM + Missions Trip
Discipleship	Initial Spiritual Conversations- What do you believe?	Mentor Driven gospel Conversations	Via WW Leader	WW Leader + YN Leader
Accountability	X	Personal response of the gospel	WW Group	YN Group
Enrichment	Can I ask That (Vol1 &2)	<i>Case for Faith (Student)</i>	<i>Grow Down</i>	<i>Ethix</i> by Sean McDowell
	GodQuest (McDowell)	More than a a carpenter by Josh McDowell	Don't check your brains at the Door (McDowell)	<i>Disciplines for Life</i> by CJ Mahaney and John Loftness
	Venti Jesus (Stier)	77 FAQ's about the Bible (Mcdowell)	Growing up Christian	
		Not a Fan (student)		
Need	Salvation Education on God's Word/ Plan	Salvation To Receive God's Plan	Stabilization Develop Personal Walk	Stabilization Develop Loyalty to God
How?	Become involved/invade their life	Meet Felt Needs	Involve them in Your life	One/One Studies
	Gospel in Comfortable setting	Confront with Truth	Keep Accountable	Special Challenge Times

Goals for:	Spiritual		Spiritual Leader	
Spiritual Discipline	Freedom	Purpose	Leadership	Mentorship
Attendance	4xs	4xs	Rarely misses	Rarely misses
Devotions	3-4x/week	4-5x/week	5x/week +	Rarely misses
Scripture Memory	2/month	2/month	3/month	3/month
Sharing Christ	T- 3, Basics-2, Persuade/Apologetics 1	T-4, Basics-2, Persuade/Apologetics 1	T-4, Basics-2, Persuade /Apologetics 1	T-4, Basics-2, Persuade/ Apologetics 2
Service	Student Leadership	SL + Leading CM or MS Small Groups	Teaching or Training others	Teaching/training others to teach/train others
Discipleship	YN Leaders, Occasional 1-on-1s	YN Leaders, Regular Mentor	YN Leaders, Regular Mentor who provides Leadership Training	YN Leaders, Regular Mentor who provides training on Leading Leaders
Accountability	YN Group - individuals throughout the week	YN Group - initiate with individuals regularly	Regular Mentor Meetings	Regular Mentor or self-initiated peer Accountability Group Meetings
Enrichment	Dare2Share Manual		<i>Spiritual Leadership</i> J. Oswald Sanders	<i>Next Generation Leader</i> by Andy Stanley
	Christian Beliefs - Grudem	Do Hard Things	<i>What Every Small Group Leader Should Know</i> - Larry Kreider	<i>Sustainable Youth Ministry</i> by Mark DeVries
	Get Lost: Your Guide to Finding True Love Dannah Gresh	<i>Understanding God's desire for your life</i> (Matlock)	<i>Spiritual Leadership</i> by Henry Blackaby	<i>How Great Leaders Inspire Action</i> TED Talk by Simon Sinek
	Captivating - Stacy Eldredge	<i>A Woman's Guide to Discipling</i> Dana Yeakley	<i>Dangerous Calling</i> by Paul David Tripp	
Need	Maturation Fine Tune Blind Spots	Maturation Develop Ministry Skills	Reproduction	Reproduction
How?	Give leadership in group	Involve them with others/you	Turn them Loose	Turn Them Loose
	Fine Tuning	Ministry Skill Development		

Chapter 7: Counseling Conversations & Scripture Reference Guide

All Material is adapted from Teen Leadership Conference (Clarks Summit University) Counselor Guide

CONVERSATION STARTERS

How did you hear about “The Well”/Living Water?

Tell me about your summer.

- What have you done? Where have you gone?
- What have you enjoyed?
- What else do you have planned?

Tell me about school.

- When grade did you just complete?
- What activities were you involved in?
- Have you had any specific struggles in school?
- What are you looking forward to next year?

Tell me about your family.

- How many are in your family?
- What words would you use to describe your family? Why?
- What kind of relationship do you have with your parents? Brothers or sisters?
- What next steps do you need to take?

Tell me about your spiritual life.

- When did you trust Christ?
- What words would you use to describe where you are right now?
- Any specific struggles you are having or ones I can pray with you about?
- What next steps do you need to take?

What kind of influence do you have in your world?

- Why would you describe it that way?
- Who are some kids you are trying to have an influence on? What have you been doing?
- What kind of influence would the people in your world say you are?
- What needs to change for you to become a more effective influence?

After high school, what would you like to do?

- What abilities has God given you?
- What do you enjoy doing?
- What have you been doing right now to get ready or see how God might use you?

This year at “The Well” I hope I.....

- Just make a short list of some of the things they say.
- Ask them what they think they need to do this week for those to happen
- Ask them what they think they need to avoid for those to happen
- Maybe create some specific goals. Not only spiritual ones
- Think about what you have just talked about.

How to Lead Someone to Christ

by Don Bunge

"And when were you saved?" I asked. "The first time was when I was six years old. Then, when I was 22 years old, I really got saved."

It was at an Awana Leadership Training Conference when I was teaching a workshop on the subject, "Following Up the New Convert," that this conversation took place. I mused to myself, "How could this poor lady, as a leader in a girls' club, ever lead young people to Christ if she is that confused?"

I asked her to explain what she meant. She admitted her utter confusion about salvation when it was presented to her as a child. Several other leaders also shared similar experiences.

My wife and I could relate to her problem. When we were students in a very reputable Bible college, we became similarly confused as we attended a required course entitled "Public Evangelism." At that time, two schools of thought prevailed. One was that salvation should be clearly presented to an audience. Then listeners should be invited to trust the Lord Jesus for salvation right while they sat in their pews or chairs. The other was that one should never conclude a service without urging listeners to "come forward," indicating their decision through a public response. Our college teacher stood with the first as correct, but proceeded to instruct us always to urge prospective converts to respond publicly to a salvation invitation. As a result of all this confusion, I decided to study the Word of God. I wanted to see for myself what the Bible says concerning how to lead a soul to Christ.

I have the utmost respect for the many fine men and women who are engaged in a public ministry through which they have opportunity to share the gospel. Unfortunately, many of them are using salvation invitations which are not biblical. Some of these are:

"Won't you give your heart to Christ tonight?"

"Come and confess your sins to the Lord and get saved."

"To go to heaven, my friend, you need to make a commitment."

"Won't you come and let Jesus come into your heart?"

By contrast, let's consider four examples from the Word of God describing people receiving Christ. Please read about Nicodemus in John 3:1-19; the Samaritan woman in John 4:1-19; the Ethiopian in Acts 8:26-37; and the Philippian jailer in Acts 16:25-31. Notice in all four examples that the dominant word is BELIEVE!

How then do we lead a sinner to Christ?

The simple steps needed to point sinners to salvation are few, but very important. Help the prospective convert to...

...accept the Bible as God's Word without reservations.

...believe what the Bible says about his/her sinful condition. Explain that if he/she were to die without justification, he/she would be lost forever. He/she must realize that because God is holy, no sin is allowed in His presence. Hence, no unjustified sinner is allowed near Him.

...acknowledge God's love for him/her in that He sent His only Son to pay the price for man's sin. Explain that Christ died for our sins by shedding His blood on the cross (Gal. 3:13; Lev. 17:11; Heb. 9:22). Emphasize that He was buried, and rose again the third day according to the Scriptures. This is all good news. Take the person to Calvary and let him/her see what a price was paid for our salvation.

...answer affirmatively the question: "Do you now believe that the Lord Jesus, by His death, paid the penalty for your sin?"

If the person still doesn't understand, go over the plan of salvation again. When it becomes clear that he/she believes, then you might have him/her thank the Lord. Prayer is not a requirement for salvation, but can have a part after a person is saved. Does a baby cry before it is born? Does it cry to get born? Of course, the answer is "NO." It cries after it is born as evidence that it is alive. so it is with new babes in Christ; they can't get saved by crying to the Lord. Let them be born first and then let them cry to the Lord (*What Happened to the Word, Believe?* by Don Bunge).

Why can't we use the terms the Bible uses when talking to children about the Lord? Use biblical words such as *trust*, *receive*, *accept*, *born again*, *believe*, and *faith* to lead others to Christ.

About the author: Don Bunge has pastured for 18 years. In 1966, he and his wife, Mary, became the first full-time Awana missionaries. Presently, they are Missionaries-at-Large.

Quick Scripture Guide

Overcoming Sin - Living Life in the Spirit

Romans 8:1-14 1Therefore, there is now no condemnation for those who are in Christ Jesus, 2because through Christ Jesus the law of the Spirit of life set me free from the law of sin and death. 3For what the law was powerless to do in that it was weakened by the sinful nature, God did by sending his own Son in the likeness of sinful man to be a sin offering. And so he condemned sin in sinful man, 4in order that the righteous requirements of the law might be fully met in us, who do not live according to the sinful nature but according to the Spirit.

5Those who live according to the sinful nature have their minds set on what that nature desires; but those who live in accordance with the Spirit have their minds set on what the Spirit desires. 6The mind of sinful man is death, but the mind controlled by the Spirit is life and peace; 7the sinful mind is hostile to God. It does not submit to God's law, nor can it do so. 8Those controlled by the sinful nature cannot please God. 9You, however, are controlled not by the sinful nature but by the Spirit, if the Spirit of God lives in you. And if anyone does not have the Spirit of Christ, he does not belong to Christ. 10But if Christ is in you, your body is dead because of sin, yet your spirit is alive because of righteousness. 11And if the Spirit of him who raised Jesus from the dead is living in you, he who raised Christ from the dead will also give life to your mortal bodies through his Spirit, who lives in you. 12Therefore, brothers, we have an obligation—but it is not to the sinful nature, to live according to it. 13For if you live according to the sinful nature, you will die; but if by the Spirit you put to death the misdeeds of the body, you will live, 14because those who are led by the Spirit of God are sons of God.

Galatians 5:16-25 16So I say, live by the Spirit, and you will not gratify the desires of the sinful nature. 17For the sinful nature desires what is contrary to the Spirit, and the Spirit what is contrary to the sinful nature. They are in conflict with each other, so that you do not do what you want. 18But if you are led by the Spirit, you are not under law. 19The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery; 20idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions 21and envy; drunkenness, orgies, and the like. I warn you, as I did before, that those who live like this will not inherit the kingdom of God. 22But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, 23gentleness and self-control. Against such things there is no law. 24Those who belong to Christ Jesus have crucified the sinful nature with its passions and desires. 25Since we live by the Spirit, let us keep in step with the Spirit. 26Let us not become conceited, provoking and envying each other.

Temptation

God Tempts no one

James 1:13-15 13When tempted, no one should say, "God is tempting me." For God cannot be tempted by evil, nor does he tempt anyone; 14but each one is tempted when, by his own evil desire, he is dragged away and enticed. 15Then, after desire has conceived, it gives birth to sin; and sin, when it is full-grown, gives birth to death.

God will never give you more than you can bear

1 Cor 10:13 13No temptation has seized you except what is common to man. And God is faithful; he will not let you be tempted beyond what you can bear. But when you are tempted, he will also provide a way out so that you can stand up under it.

Bitterness - See the grace of God

Heb 12:15 15See to it that no one misses the grace of God and that no bitter root grows up to cause trouble and defile many.

Lust - Don't dwell on how to fulfill your sinful desires.

Rom 13:14 14Rather, clothe yourselves with the Lord Jesus Christ, and do not think about how to gratify the desires of the sinful nature.

1 Pet 2:11 Dear friends, I urge you, as aliens and strangers in the world, to abstain from sinful desires, which war against your soul.

Forgiveness of sin - God forgives our sins

1 John 1:9 If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness.

Pro 28:13-14 13 He who conceals his sins does not prosper, but whoever confesses and renounces them finds mercy. 14 Blessed is the man who always fears the LORD, but he who hardens his heart falls into trouble.

Forgiving Others - Forgive as God forgives

Eph 4:31-32 31Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. 32Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.

Forgive a repentant friend and love them

2 Cor 2:7-8 7Now instead, you ought to forgive and comfort him, so that he will not be overwhelmed by excessive sorrow. 8I urge you, therefore, to reaffirm your love for him.

Fear and Anxiety

Phi 4:6-7 6Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God. 7And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.

1 Pet 5:6-7 6Humble yourselves, therefore, under God's mighty hand, that he may lift you up in due time. 7Cast all your anxiety on him because he cares for you.

Growing in Grace-Sanctification

2 Pet 3:18, Col 3:16, 1 Pet 2:2-3, 2 Tim 3:16-17, Heb 4:12, Heb 12:1- 2, 1 Tim 4:7-8; 2 Tim 3:16-17, Ps 1-:7-8,
Phil 3:12-14, 2 Pet 1:5-7

God's Sovereignty

Eph 1:11, Ps 104, Ps 145, Ps 147, Pro 16:4, Pro 16:9, Pro 21:30, Ps 135:6

Sexual Sins

Col 3:5-7(Put them to death)

Mt 15:19-20 (They come from the heart)

1 Cor 6:12-20 (Sins against God and your body, God can cleanse you from sin)

Gal 5:16-18 (You can overcome them through the Holy Spirit)

1 Th 4:3-6 (God expects believers to avoid sexual sin and control their own bodies)

A Guide to “Confronting” a Friend with the Gospel

Introducing the Conversation

To begin, say, “I just have a few questions for you.” Then, ask:

1. When would you say that you became a Christian? What happened at that time? What does being a Christian mean to you?
2. If you were going to share tell someone who wasn’t a Christian how to become a Christian, how would you explain that to them?
3. So, theoretically (because I don’t think it happens this way), but, theoretically, if you were to die today (because any of us could die at any point), so if you were to die today and stand before God in heaven, and He was to say to you, __ (Name) __, why should I let you into heaven, what would you say?

Allow them to answer....

People typically respond in a few different ways to this question:

1. Unsaved (sinner - sees that, is sad about that), “I don’t know. I don’t think God should let me into heaven. I’m a sinner.”
2. Unsaved (sinner - doesn’t see that, hopes good works are enough), “I don’t know. I guess I would say that I’m a pretty good person – go to church, help people, and that I would hope that would be enough and that God would be kind and let me into heaven.”
3. Saved (has accepted Gospel, but lacking assurance of salvation), “I don’t know. I believe in Jesus and I try to do what’s right, but I know I’m a sinner, and don’t deserve heaven, so I hope God would let me in, but I’m not sure He would.”
4. Saved (Accepted Gospel – assurance of salvation), “I guess I would say something like: Even though I’m a sinner, I’ve trusted Jesus Christ to forgive me and save me, and You promise that if I do that, I will be saved and spend eternity with You.”

The truth of God’s Word is the same for all of these people, but their responses help us to focus our explanation of the Gospel to meet their needs and reveal the truth that is most relevant to their current situation. Unless someone responds with the 4th response and is walking in a manner consistent with Christ, I would still take them through all the steps included in this guide.

As we now endeavor to share the Gospel, we need to realize that there is no “fool-proof” plan for evangelism. We want to do our part by clearly articulating the truth of the Gospel. Ultimately, the Holy Spirit must use us and our words to convict the hearts of the hearers to respond to Him. And sometimes people respond to the Holy Spirit right away, sometimes later in life, and sometimes, very sadly, not at all. So, pray, do your best, and entrust the rest to God.

First, the Bad News...

Help Them See We Are All Sinners Who Cannot Save Ourselves.

Ask: Do you think you have done wrong things? Like have you ever lied, stolen, thought something mean or lustful towards someone?

God's Word says "All have sinned (rebelled against God and done evil things)" – including me and you. Let's read some passages that confirm this. Read each of these passages aloud (either you or them if they are willing.)

1. Isaiah 64:6 – Righteousness is like filthy (period/menstrual) rags
2. (if applicable, 1 Corinthians 6:9-10) – sexual sins – will not inherit the kingdom of God
3. Romans 3:10-21 – No one is righteous, no one seeks God, no fear of God before their eyes; all mouths stopped, whole world held accountable to God.
4. Romans 3:23 – All have sinned and fall short of the glory of God.
5. Romans 6:23a – The wages (result/fair punishment) for sin is death.
6. Revelation 21:8 – And that death means separation from God, others, and being thrown into "the lake that burns with fire and sulfur".

Bottom Line – We have all done wrong/evil. God is just. He can't just let sin go without punishing it. If He did, it would be like a judge letting someone who murdered your family member go free with no penalty. God has to punish evil. And because of the evil we have done, we deserve to die and burn in hell, separated from God and others forever. This is really bad news. There is no being "good enough". We deserve death for what we have done against the Holy, Loving, Just God of the Universe and against other people.

So, that's the Bad News. Now, don't leave your friends hanging here. Help them to understand the Good News.

Next, the Good News...

God Loves Us and Offers Us Salvation through Jesus.

The Good News is: God loves us, and He wants to save us from the punishment we deserve. So, Jesus, God, the Son, came to earth as a Man, and was the only human ever to live a sinless, perfect life. Then, out of His love for the world, He gave up His life on the cross. In dying on the cross, Jesus paid the price required by God (the Father) for our evil ways. He endured the punishment of death that we all deserve to get for our sin. But, because He is God, He didn't stay dead. He rose back to life three days later and proofed once and for all that He has power of sin, death, Satan and the demons. He made a way for us as humans to be forgiven of our sins and have a relationship with God again – one that starts now and last forever. This means God, the Holy Spirit, comes to live in us now, and that when we die, we will go to heaven to live in the presence of God forever.

These verses help us to see this truth:

1. John 3:16 – God so love the world that whoever believes in Him will not perish but have eternal life.
2. Romans 3:23-24 – All have sinned, fall short of the glory of God – but are justified by His grace as a gift through the redemption that is in Christ Jesus
3. Romans 5:8 – God demonstrated His love while we were still sinners by sending Christ to die for us.
4. Romans 6:23 – The wages of sin is death, BUT, the gift of God is eternal life in Christ Jesus our Lord.

Finally, the Response...

Help Them Understand that We Must Believe in Christ to Receive Salvation.

So, this is great news! But, does this just mean we can all go around happy that Jesus took the punishment for sin, so now we will just automatically go to heaven? The Bible is clear that the salvation that God offers is a free gift. That means that we can't do anything to earn it. But, like with any gift, we still have to decide whether or not to accept it. We have to decide if we believe that this gift God offers is real. And if it is, and if we want it, we have to agree with God that we need this gift in the first place, and ask Him to forgive us and save us because of what Christ has done on our behalf.

The Bible says:

1. Romans 10:9-10 – If we confess (agree with God) with our mouths, that Jesus is Lord (God and Rightful Ruler of the Universe), and believe (truth fully) in our hearts that God raised Him from the dead, we will be saved.
2. 1 Corinthians 15:1-4 – We are saved by believing the Gospel - that Christ died for our sins, was buried, and was raised as God's Word's says
3. 1 John 1:8-9 – If we confess (agree with God) about our sins, He is faithful and just to forgive our sins and cleanse us from all unrighteousness.
4. 1 Corinthians 6:9-10 – Even those of with significant (sexual or other) sin can be washed, sanctified, justified (made right with God) in the name of our Lord Jesus Christ and by the Holy Spirit.
5. John 14:6 – Jesus is the ONLY Way to God (salvation).

Ask Them If They Are Ready to Respond Right Now.

So, the question for each of us to consider is, how will we respond to these truths from God's Word? Will we believe that Jesus is both 100% God and 100% Man and really lived, died in our places for our sins, and rose back to life? Will we agree with God that we have done evil and ask Him for the forgiveness and salvation that only comes through Jesus?

(If they gave the 3rd response, ask: have you ever done this before? If so, you can say with confidence that the reason God should let you into heaven has nothing to do with your ability to be good and everything to do with your faith in what Christ has already accomplished through His death and resurrection. However, if they gave the 1st or 2nd response or gave the 3rd but say they have never accepted Jesus as Savior before, continue with the last steps.)

Tomorrow may be too late. I encourage you to respond today to the gift of forgiveness, salvation, and a relationship with God that is available through Jesus Christ. God is offering each of us a gift. We can either reject it and “drop the gift on the floor” or respond to the offer and receive the gift Christ offers. Are you ready to respond?

Do you agree with God that you have done wrong? Do you agree with God that you can’t save yourself and need His help? Do you agree that the only way to be saved is by believing in and accepting the forgiveness and salvation that He offers through Jesus death and resurrection?

If so, talk to God about that right now. Just talk to Him like you would to a friend. It’s not the words the exact words you pray that save you, it’s if you believe the truth of the words you say.

Say something like this:

Dear God, I agree with you that I have done many wrong things against You. Because of that I deserve death. But, I believe that Jesus is God and came and died in my place to take the punishment I deserve for my sins. I believe that He came back to life 3 days later and that He can give eternal life too. God, because of what Jesus has done, please forgive my sins and give me a relationship with You that starts now and lasts forever. And please help me to live my entire life in thankfulness to You. Amen.

Be sure to encourage your friend to connect right away with other believers/church at least weekly (including you if possible), with God in prayer, and with God’s Word. I have included a simple “Journey through Psalms & Proverbs” devotional that is a starting point for them in God’s Word.

Psalms & Proverbs Devo - Sample

Instructions

- 1. Read one Psalm and one Proverb every day to match the day of the month.**
 - So, if it is the 27th, then, read Psalm chapter 27 and Proverbs chapter 27.
 - OR if you want to read through it for a few months, read the next Psalm listed for that day of the month and the Proverb listed.
- 2. Then, write down you answers to these 3 questions:**
 - God, based on the truth of Your Word, what do You want me to know?
 - God, based on the truth of Your Word, what do You want me to do?
 - God, based on the truth of Your Word, what is Your purpose for me today?
- 3. Then, if you want to pray some too, pray in the PATA order:**

PRAISE God for Who He IS.

ADMIT to God the wrong things you have done and ask for His forgiveness and help to change.

THANK God for the things He has DONE for you.

ASK God for help with things in your life and others' lives.

Day 1: Psalm 1 (or 32, 63, 94, 125) & Proverbs 1

1. Read the Psalm and Proverb listed above.

2. Then, write down you answers to these 3 questions:

- God, based on the truth of Your Word, what do You want me to know?

- God, based on the truth of Your Word, what do You want me to do?

- God, based on the truth of Your Word, what is Your purpose for me today?

3. Then, if you want to pray some more, pray in the PATA order:

PRAISE God for Who He IS.

ADMIT to God the wrong things you have done and ask for His forgiveness and help to change.

THANK God for the things He has DONE for you.

ASK God for help with things in your life and others' lives.

Chapter 8: Group Night Ideas

A. At your house (combine or do separately):

1. **Have a meal** (like make-your-own-pizzas, fajitas, etc) and involve them in setting the table and making dessert (even if it is just box-mix brownies).
2. **Play some get-to-know you games** (Question Game, Funny Question Game, 10 finger, I Never) or some board games or card games.
3. **Have a bonfire** and roast marshmallows or hot dogs. Add in some fire-side songs.
4. **Watch a movie** and make popcorn and hot chocolate.
5. **Pool Party!**
6. **Play** basketball or soccer together.
7. **Make crafts** together.
8. **Celebrate a holiday or birthday with a party!**

B. At a public place:

1. **Go to Get Air.**
 - a. Make sure to have the parents sign waivers on-line.
 - b. Be prepared for it to be a little pricey.
2. **Go out to eat.**
 - a. A whole meal
 - b. Dessert (Ice Cream, Frozen Yogurt, etc.)
 - c. Coffee
3. **Serve together.**
 - a. Caitlyn Smiles
 - b. Help someone move
 - c. Help with yardwork
 - d. Visit residents in a nursing home
 - e. Write Christmas cards or bake cookies to give away.
 - f. Go Christmas Caroling.

C. At the church:

1. **Video games and pizza** in the CRC
2. **Baking and games** in the church kitchen and café tables
3. **Movie and snacks** in the CRC
4. **Pizza and games** in the CRC
5. **Play** basketball, soccer, or ultimate Frisbee.

The purpose of Group Nights is to give your Youth Night Small Groups a fun, relaxed opportunity to grow your friendships and bonds in Christ and to serve as an opportunity to engage unsaved friends of Group members.

Just remember to have 2 adults present during all Group Nights! And have fun! 😊

Section 5: HOW Do We Communicate and Keep Order?

Chapter 9: Communication Policies – for time off etc.

Communication is important to us. Students are important to us. We value your time and their time. We understand that you may occasionally need to be absent from serving due to personal/family events or emergency situations. However, we ask that you communicate to use in advance and as soon as possible when you will be absent for any reason.

A. Regular Meeting Times- Weekend Services and Bible Burst

- i. **Scheduled/Non-emergency Absences**
 - a. Contact possible replacements to switch or cover your absence.
 - b. Please e-mail the Student Ministries Assistant at least 2 weeks in advance to notify of switch, coverage, or lack of replacement with efforts made.
- ii. **Emergency/Non-scheduled Absences**
 - a. Please call the Student Ministries Pastor or Assistant as soon as you know you will not be able to serve.

B. Annual Events

- i. **Scheduled/Non-emergency Absences**
 - a. Please e-mail the Student Ministries Assistant at least 3 weeks in advance.
- ii. **Emergency/Non-scheduled Absences**
 - a. Please call the Student Ministries Pastor or Assistant as soon as you know you will not be able to serve.

C. Trips

Dare2Share and Planet Wisdom Conferences

- i. **Scheduled/Non-emergency Absences**
 - a. Please e-mail the Student Ministries Assistant at least 4 weeks in advance.
- ii. **Emergency/Non-scheduled Absences**
 - a. Please call the Student Ministries Pastor or Assistant as soon as you know you will not be able to serve.
- iii. Summer Trips – Missions and Conferences
 - a. **Scheduled/Non-emergency Absences**
 - b. Please e-mail the Student Ministries Assistant at least 2 months in advance.
- iv. **Emergency/Non-scheduled Absences**
 - a. Please call the Student Ministries Pastor or Assistant as soon as you know you will not be able to serve.

If proper procedures are not followed, the Student Ministries Staff will take steps that may include removal from your role as an Adult Leader.

Chapter 10: Trips and Event Involvement

D. Trips

The Well participates in several trips each year including annual mission trips, college visits, and conferences. The purpose of each of these events is for the spiritual development of student through providing leadership opportunities or spiritual instruction.

a. Roles and expectation for Volunteers

Volunteers for these trips are recruited from the current volunteer staff in order to further develop ongoing mentor relationships with students. Should there be additional need that current volunteers are not able to meet; The Well staff will enlist parents or other qualified leaders from the Living Water family. Should the staff reach a point in which they cannot properly staff a trip with qualified staff, they will take action to limit participation or cancel the trip.

Volunteers for trips are recruited for the purpose of spiritual direction of students while they encounter spiritual direction or accountability. Volunteers for trips will not be viewed as “chaperones” concerned for the safety of students. Rather, they should be looking to encourage and challenge the student in their relationship with Christ. Therefore the trip volunteer should be able to articulate their faith and the gospel.

b. Financial expense

Without adult volunteers The Well would not be able to take trips for the purpose of spiritual growth. Therefore, The Well staff will make every effort to fully cover the cost of the volunteer for all trips, except mission trips. Should The Well staff be unable to make this accommodation, the volunteer will be notified prior to scheduling or in sufficient time to find a replacement.

Volunteers for mission’s trip will be provided opportunity to earn funds alongside of students using The Well Mission Trip Task Force. The volunteer should be participating in scheduled workdays and opportunities as provided.

E. Events

a. Roles and expectations for Volunteers

Volunteers for events will vary based on the event. There may be specific roles needed that include task oriented assignments, in addition to the volunteers ongoing relationships with students. Responsibilities for volunteers will be determined by the event. Should a volunteer not be able to complete the assigned duties it is their responsibility to notify The Well staff as soon as possible by speaking directly, not by telephone or text.

b. Financial expense

Without adult volunteers The Well would not be able to host events. Therefore, The Well staff will make every effort to fully cover the cost of the volunteer for all events. Should The Well staff be unable to make this accommodation, the volunteer will be notified prior to scheduling or in sufficient time to find a replacement.

F. Reimbursement for Expenses

In the course of preparation for an event or trip the volunteer may incur expenses for food or supplies for the trip or event. The Well staff should provide approval prior to this expense. Submission of receipts through the church office will require The Well staff approval and may be denied should proper planning and communication not be followed.