

YOUTH HANDBOOK

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WELCOME TO THE YOUTH TEAM!

We exist to lead Youth far from God into a full life in Christ! Here is the catch- even though we exist for Youth, we couldn't exist without leaders like you! We are glad you are along for the journey. Below is the theme passage for Youth at Lifepoint...

- ¹² The righteous will flourish like a palm tree,
they will grow like a cedar of Lebanon;
¹³ planted in the house of the LORD,
they will flourish in the courts of our God.
¹⁴ They will still bear fruit in old age,
they will stay fresh and green,
¹⁵ proclaiming, "The LORD is upright;
he is my Rock, and there is no wickedness in him.

Psalm 92:12-15 (ESV)

Our prayer is that every student we lead would ultimately get planted in the house of the Lord. Statistics show that 60% of students will walk away from the faith after they graduate High School. We believe that this verse is the answer to that to that statistic.

ONBOARDING PROCESS

PHONE CALL/MEET AND GREET

This will be a brief phone call or meeting with either the Youth Director or other appropriate team members. This will give us an opportunity to get to know a potential new leader, discuss the onboarding process, and ensure that the Youth team is the right place for the potential new leader(s)!

ORIENTATION/TRAINING

This is a 30–45-minute meeting with either the Youth Director or Coordinator, and/or other members of our onboarding team, where we will communicate the vision, expectations, and basics of Youth Ministry.

INTERVIEW

During the interview, we dive a little deeper into the personal, spiritual, and emotional life of a potential leader to ensure they align with the vision of our Ministry and the values and beliefs of our church.

SHADOWING

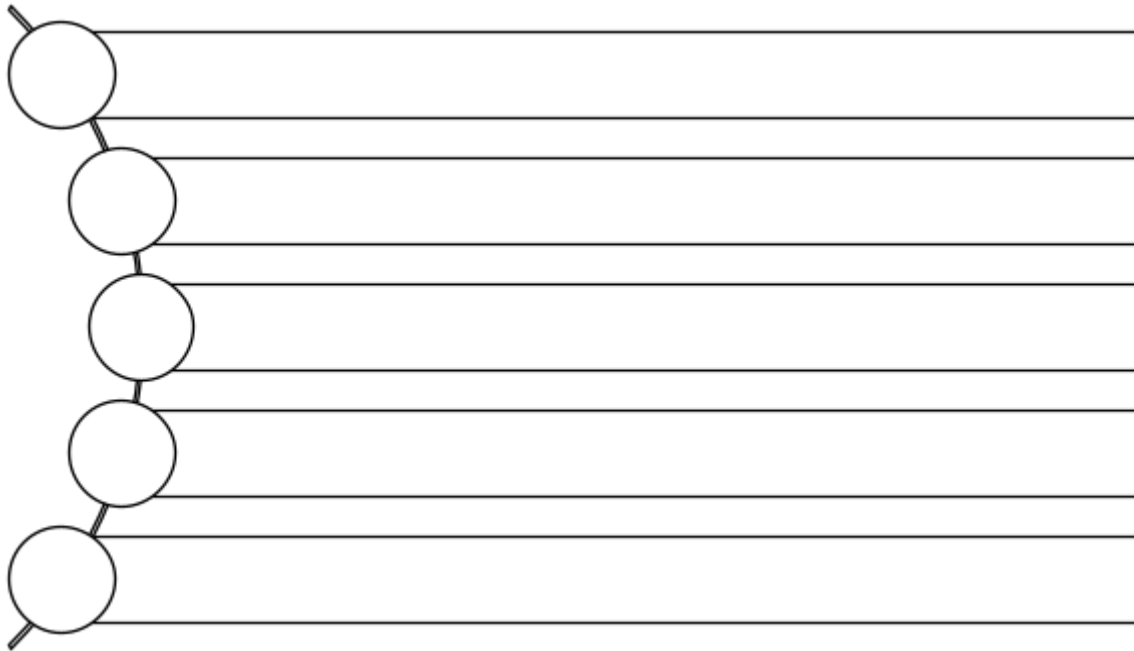
Potential leaders will be given the opportunity to observe current leaders during a Youth Group.

PLACEMENT

Once a leader passes through all of the onboarding steps, they will be placed as a leader to serve in either a Youth Group or at Youth Night, as well as assigned a coach and introduced to the team.

ORGANIZATIONAL CHART

General Campus Org Chart:



Youth Director: Youth Directors are Lifepoint Church staff members that oversee the Youth Ministry at their specific location.

Coordinator: Coordinators, along with the Youth Director, oversee different environments within the Youth Ministry at their specific campus. An example would be the middle school environment or the high school environment.

Coach: Coaches pastor and care for our Youth Leaders. Youth Leaders report directly to a coach and are expected to meet with their coach regularly. Coaches are responsible for the character and competency development of Youth Leaders.

Youth Leaders: Youth Leaders are the heart and soul of the Youth Ministry. As a Youth Leader, you are pastoring and leading either middle school or high school students by building relationships with them, communicating with them regularly, and leading them to take next steps in their spiritual journey.

OUR CULTURAL VALUES

LOVE GOD- You are passionate about talking about Jesus. You consistently set aside time in your day to pray and meet with the Father. You are disciplined in reading the Word of God daily. You understand the concept of giving and are consistent in tithing by giving your first 10%. You honor God by observing the Sabbath regularly. You periodically implement the spiritual discipline of fasting to grow your faith and intimacy with the Holy Spirit. We can't lead youth if we don't first lead ourselves.

LOVE PEOPLE- You extend grace to others, fill in "the gap" with trust rather than distrust, believe the most in people, and are a speaker of life and potential. You are selfless and possess a servant's heart.

PURSUE EXCELLENCE- You make things better. You are rarely late (having an 'early is on time, on time is late, and late is unacceptable' mindset). You don't miss deadlines. You pay attention to the details. You follow through and are diligent in all things and are not lazy or slothful.

BE LIFE GIVING- You are a life-giving, atmosphere lifting, glass-half-full thinker. You are enthusiastic and you **SMILE EASILY AND OFTEN.**

OUR LEADERSHIP COMPETENCIES

CAST VISION- This is the ability to move people with your words. When you say something, people easily follow you. When you speak, people are inspired. You know how to communicate the "WHY" behind something.

COMMUNICATE CLEARLY, OFTEN, AND HONESTLY- You respond to emails, text messages, Slack, and phone calls promptly. When you speak, it is easily understood and comprehended by others. Whatever you say is completely true and not inflated to make yourself look better, earn attention or affection, or get out of trouble.

CULTIVATE AN ENVIRONMENT OF "WE"- You have a heart for community. You are a gatherer of people. You make everyone feel welcomed and cared for. You lead everyone with the same amount of care and attention. You don't do anything alone; you always bring other people along with you.

CREATE OPPORTUNITIES FOR OTHERS- You are always looking for ways to empower those that you lead. Even if you are good at something, you enjoy giving others the chance to grow in that gifting. You bring people along with you to teach them what you know. You lead through other people, rather than doing everything yourself.

CONVEY AN ATTITUDE OF HUNGER- You go over and above in everything you do. You take initiative. You are an anticipatory leader. You do things before being asked to do them. You are consistently seeking to learn, consistently wanting more and more opportunities to lead. You crush everything given to you (in a good way).

EXPECTATIONS

Youth Leader – Serves Students weekly through Youth Groups.

1. **Serve with Passion.**
 - o As a Youth Small Group Leader, you are the one God has trusted to pastor and lead a small group of middle school or high school students.
 - o They will look to you for what it means to be a follower of Christ.
 - o Each week, come prepared and expectant for what God will do through you.

2. **Develop Yourself.**
 - o As a leader, students will not only listen to what you say, but become who you are. Leadership is all about duplication.
 - o Your focus should be on developing yourself and your relationship with Christ. As you continue to lead, grow your relationship with Christ through:
 - o Attending our regular weekend worship experience.
 - o Studying God's Word on a consistent basis.
 - o Engaging in a small group during the spring, summer, and fall semesters.
 - o We are invested in you the person over you the Youth Leader and we want to help you grow into the leader that God has created you to be. As you build a relationship with your Coach and Coordinator, we would love to help you grow in the nine areas of the leadership framework we focus on at Lifepoint Church:
 - o Character: Love God, Love People, Excellence, Attitude.
 - o Competency: Casting Vision; Communicate Clearly, Often and Honestly; Create Opportunity; Cultivate and Environment of We; Convey an Attitude of Hunger.

- o See above for Cultural Values and Core Competencies definitions.
 - o If you are interested in continuing to grow your leadership capacity, we would love to talk with you about attending Lifepoint College.
3. **Execute with Excellence.**
- o As a leader, your job is to grow in relationship with your students and help them take next steps in their spiritual journey.
 - o You are a relationship builder, not a teacher. To do this well, your small group will need to meet consistently each week and be focused on building relationships through conversations. Focus on getting to know the students that God entrusts you with by asking questions like:
 - o What is your name?
 - o What do you enjoy doing in their free time?
 - o What are your dreams?
 - o How do you engage with God outside of Church?
 - o A good gauge for this is when the students contribute to 70% of the conversations and leaders contribute 30% or less. You can do this by asking more questions than you give answers to.
 - o These four things will help you be a great small group leader:
 - o **E**ncourage your students
 - o **S**hare Scripture at your small group/**S**pend time with your small group
 - o **P**ray for your students by name daily
 - o **N**ext step
 - o See Below for Definitions
4. **Invite Others.**
- o In Youth Ministry, we exist for students, but cannot exist without leaders.
 - o As a leader, you have the unique opportunity to invite others to join you on the Youth team so that we can reach more students who are far from Christ.
 - o Who do you know that God could use on the Youth team?
 - o Connect them with your Coach and connect them to Growth Track.
5. **Communicate Effectively.**
- o In Youth Ministry, we have the unique opportunity to lead Youth and families.
 - o Communicate consistently through text, email, and phone call about any events we are doing as a Youth Ministry.
 - o Post on social media and share images with your students that they can post about events that they can be a part of.
 - o Make it a priority to communicate with the parents of the students you lead about how their student is doing.

- o Communication with your coach is essential in making sure Lifepoint Youth continues to grow and pastor families well.
- o Please communicate ASAP if you will be unable to lead your group on a particular week.

Team Specific Expectations, Meetings & Rhythms

- Serves at Youth Night once a month.
- Serves in Youth Group once a week.
- Attends meetings once a month (See Campus Youth Director) .
- 1-1 with Coach once a month.

PROCESSES, SYSTEMS, AND RESOURCES

Youth Night:

Youth Night is a once-a-month environment that serves as a place that both church and unchurched youth love to attend. This environment fulfills the “Know God” portion of our spiritual pathway as a church.

Youth Group:

Youth Group is a weekly environment that serves as a place where youth can walk in freedom and be disciplined as followers of Jesus. Times and locations vary per campus.

SLI:

SLI, or Summer Leadership Intensive, is an annual environment that takes place in the summer-where we focus on developing youth as leaders and disciples of Jesus. This is a more focused curriculum that takes the content of Youth Groups and goes a little deeper.

Youth Conference:

Youth Conference is an annual 3-day event geared to help youth grow in their relationship with God and prepare them for the upcoming school year. Our goal at Youth Conference is to facilitate moments that will mark them forever.

SLACK: (Communication)

Slack is our main communication platform as a team. Within our Slack workspace, there are channels for various items such as *general information*, *specific Youth Group information*, *Youth Nights*, *prayer request*, and *outreach opportunities* for students. Slack allows us to communicate as a team, creating unity in everything we do!

Mandatory Reporting Policy:

ABUSE OR NEGLECT:

Being legally bound, Lifepoint Church has a policy of mandatory reporting. Please note that these procedures are subordinate to global Lifepoint safety and security procedures.

If a Youth Leader has reason to suspect that a child is being abused or neglected, they must report the matter **immediately** to a Lifepoint Church Staff member by phone or in-person. If abuse or neglect is suspected, an incident report is to be filled out following conversation with staff.

ABUSE/SELF HARM FOR YOUTH TEAM:

All information shared with you regarding students or from students should be confidential, except for when you are made aware of a dangerous situation such as abuse, depression/suicide, or substance abuse. Abuse, whether self-inflicted or from another person, must be reported to the Campus Pastor and Youth Director of said campus. If the abuse or suicide is an immediate danger or imminent, call 911. Campus Youth Directors will be responsible for documenting the incident by way of Lifepoint Church's Incident Form. Link found below:

<https://form.jotform.com/90705094702151>

The following are possible situations that require reporting:

- Physical/Sexual Abuse
- Verbal Abuse
- Depression/Suicidal Tendencies
- Self-Harming
- Substance Abuse

Be prepared to give your Campus Pastor and Youth Director the following information:

- Youth Name
- Youth Phone
- Guardian Phone
- Guardian Email

- An account of the encounter which led to your suspicions.

If the abuse or suicide is an immediate danger or imminent, call 911. After you have called 911, please call your Campus Youth Director. If your Campus Youth Director cannot be reached, please call any member of your campus staff, including your Campus Pastor.

Your Campus Youth Director and your campus staff will create a crisis plan for the student.

ESPN: (Definitions)

Encourage your Youth.

We encourage our students through our words and our actions. We care for them, creating environments where they can feel safe, seen, and heard. We text students regularly throughout the week to build relationships with them and earn the right to speak into their lives. "Since you have purified your souls by obedience to the truth so that you have a genuine love for your brothers, love one another deeply, from a pure heart." 1 Peter 1:22.

Spend time with your Youth.

Building relationships with students means spending time with your students, not only at Youth Group, but outside of Youth Group as well. We meet our students wherever our students are. We encourage Youth Leaders to meet outside of Youth Group with students, text students, attend their sporting events, music concerts, invite them to attend service with you, etc. Be invested in their lives.

Pray for your Youth.

Prayer changes everything. Your students are fighting battles every day at home, in school, etc. Praying for your students regularly is essential to pastoring and leading. Covering your students in prayer and interceding in prayer for your students is to invite the Holy Spirit into this ministry. "If you want to be a great leader, pray for your students every day. If you want to be a good leader, every week, a decent leader, once a month. If you're not praying, you're not leading."

Next Steps for your Youth.

We are spiritual tour guides. Not only do we lead students to take next steps, but we also celebrate them like crazy. Next steps are things like baptism, attending Growth Track, and serving. They are also things like praying out loud for the first time at Youth Group or reading their Bible on their own for the first time. The list goes on. ALWAYS be looking for next steps your students can take/are taking and celebrate them!

THANK YOU

We exist for youth but couldn't exist without leaders. Welcome to the Team!