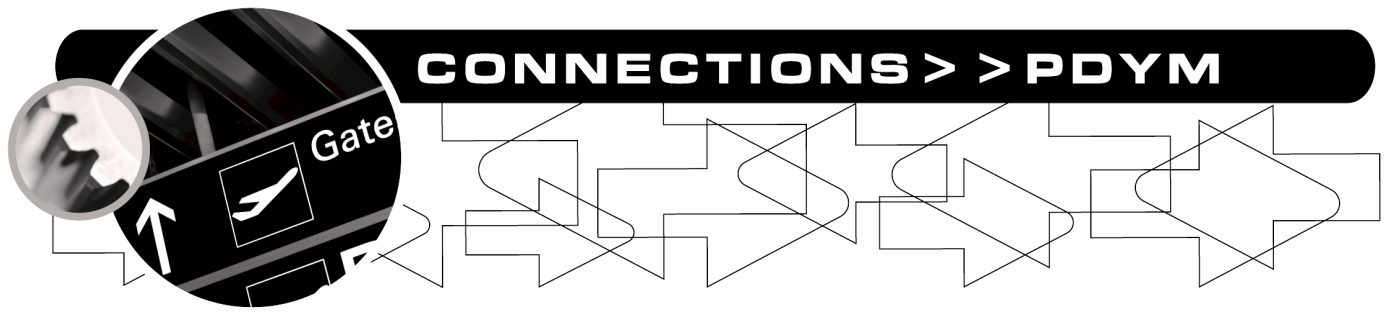


# PDY M

PURPOSE DRIVEN  
YOUTH MINISTRY  
CONFERENCE WITH  
**DOUG FIELDS**



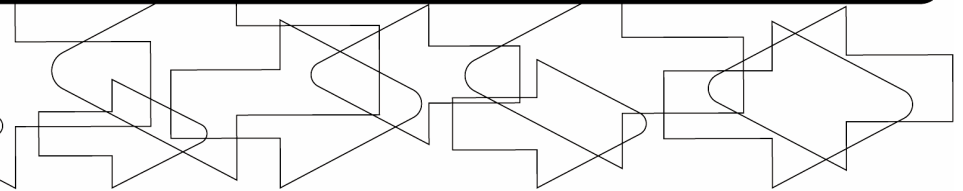
## What is a Purpose Driven Youth Ministry?

A Purpose Driven Youth Ministry has godly leaders working together to faithfully pursue, reflect, and deepen the biblical purposes in the church body and individual lives for God's glory.

### Here's one route toward this

- 1. Commit to pursue the “more important” in youth ministry. Session 1
- 2. Discover God's purposes. Session 2
- 3. Decide if youth ministry is going to pursue God's purposes. Session 3
- 4. Evaluate current youth ministry based on God's purposes. Session 4
- 5. Communicate God's purposes. Session 5
- 6. Identify the potential student targets. Session 6
- 7. Put it all together! Session 7
- 8. Constantly repeat... these actions are on-going. Session 8





Session 1 >>

## **Commit to pursue the more important in youth ministry**

*Even though we can list what many might think are impressive credentials... all the things I once thought were so important are gone from my life. Compared to the high privilege of knowing Christ Jesus as my Master, firsthand, everything I once thought I had going for me is insignificant - dog dung. I've dumped it all in the trash so that I could embrace Christ. Philippians 3:4, 8 (Msg.)*

### **IMPORTANT**

### **MORE IMPORTANT**

Activities

---

Programs

---

Numbers

---

Quality

---

Adult chaperones

---

Relevance

---

Attraction

---

Models of Youth Ministry

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Students

---

Talking about God

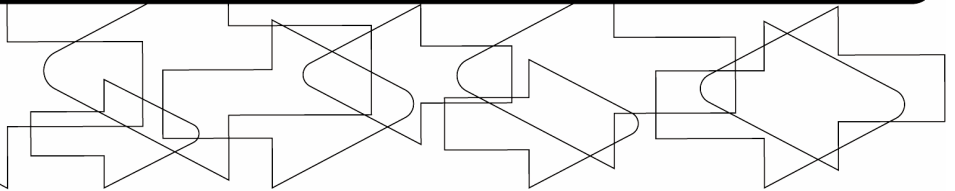
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*Although he died on the cross in weakness, he now lives by the mighty power of God. We, too, are weak, but we live in him and have God's power - the power we use in dealing with you. 2 Corinthians 13:4*





# CONNECTIONS >> PDYM



When I focus on...

**Important**

**More important**

Personally, I feel...

\_\_\_\_\_ vs. \_\_\_\_\_

My life is characterized by...

\_\_\_\_\_ vs. \_\_\_\_\_

I consider...

\_\_\_\_\_ vs. \_\_\_\_\_

The easy answer

The right answers

My vision becomes...

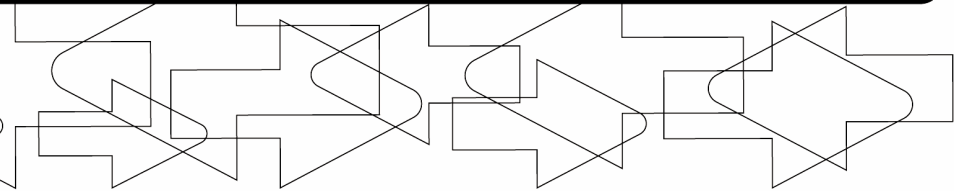
\_\_\_\_\_ vs. \_\_\_\_\_

I must...

\_\_\_\_\_ vs. \_\_\_\_\_

**A Final Thought:** Both the important and more important lead to a dependence on God...one route is less painful, more rewarding, empowering of others. A commitment to focus on the more important will keep you \_\_\_\_\_, \_\_\_\_\_ students and \_\_\_\_\_ God.





Session 2 >>

## Discover God's Purposes

1. Search the Scriptures and \_\_\_\_\_ the biblical purposes instead of creating your own

There are no purposes you could create on your own that would be more complete than the five God has already divinely created for you

While there are several New Testament passages that describe these purposes, there are two passages by Jesus that seem to summarize all the others

### The Great Commandment

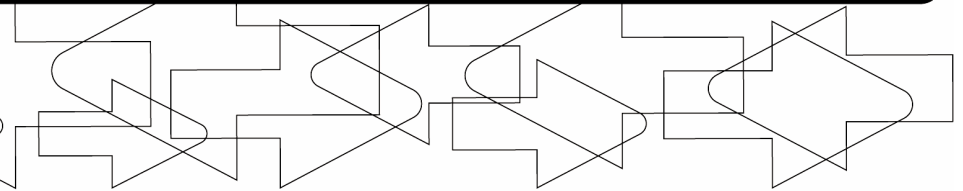
*"Jesus replied: **1** 'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: **2** 'Love your neighbor as yourself.'" Matthew 22:37-40*

### The Great Commission

***3**"Therefore go and make disciples of all nations, **4** baptizing them in the name of the Father and of the Son and of the Holy Spirit, and **5** teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."  
Matthew 28:19-20*

1. "Love the Lord your God with all your heart" \_\_\_\_\_
2. "Love your neighbor as yourself" \_\_\_\_\_
3. "Therefore go and make disciples of all nations" \_\_\_\_\_
4. "Baptizing them" \_\_\_\_\_
5. "Teaching them to obey" \_\_\_\_\_





2. A discovery of God's purposes can either leave you \_\_\_\_\_ or \_\_\_\_\_

3. Dig deeper and discern the biblical purposes so they become clearly defined and therefore \_\_\_\_\_

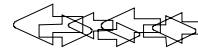
Below the surface: Fellowship isn't the same as food, worship isn't synonymous with only singing, etc...

### Benefits of Discovering God's Purposes

1. Biblical purposes will clarify a ministry's

\_\_\_\_\_

The 'why' must be answered for the 'how' to have long-term, meaningful impact



"If you are doing big things, you attract big people. If you are doing little things, you attract little people."

Some Prime Minister of France

2. Biblical purposes will minimize \_\_\_\_\_

Without grasping God's purposes for your ministry, personal agendas and motives will appear

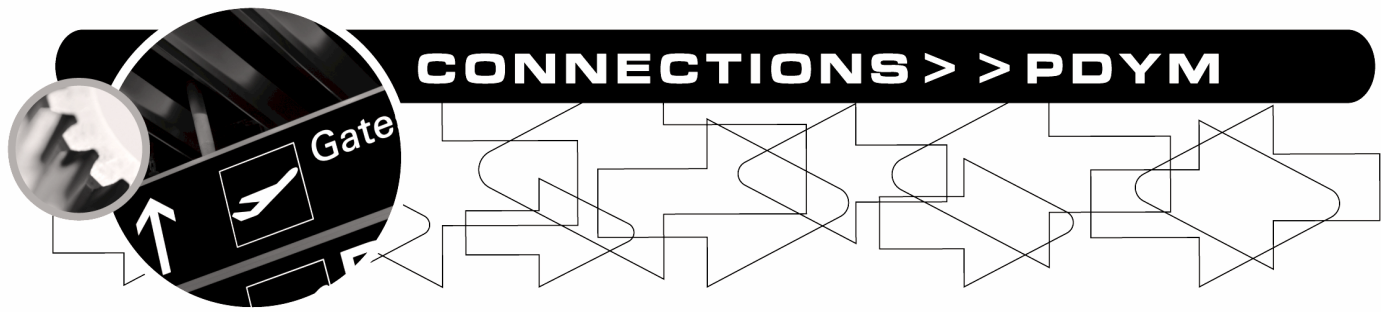
Conflict will be minimized as leaders serve in the area of ministry that represents their biblical passion

Dissimilar people will unite under a common vision when the vision is greater than their desire to go their own way

3. Biblical purposes will create \_\_\_\_\_

Most people are followers and will cheerfully follow leaders who are excited about God's purposes and can express them with a sense of direction





## Miscellaneous Thoughts...

1. A Purpose Driven Youth Ministry is not \_\_\_\_\_, but it is \_\_\_\_\_

Call it whatever you want: purpose driven, healthy, balanced, or biblical

You succeed in what you emphasize

2. A Purpose Driven Youth Ministry can require some \_\_\_\_\_  
and \_\_\_\_\_

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

*"Pride ends in humiliation, while humility brings honor." Proverbs 29:23*

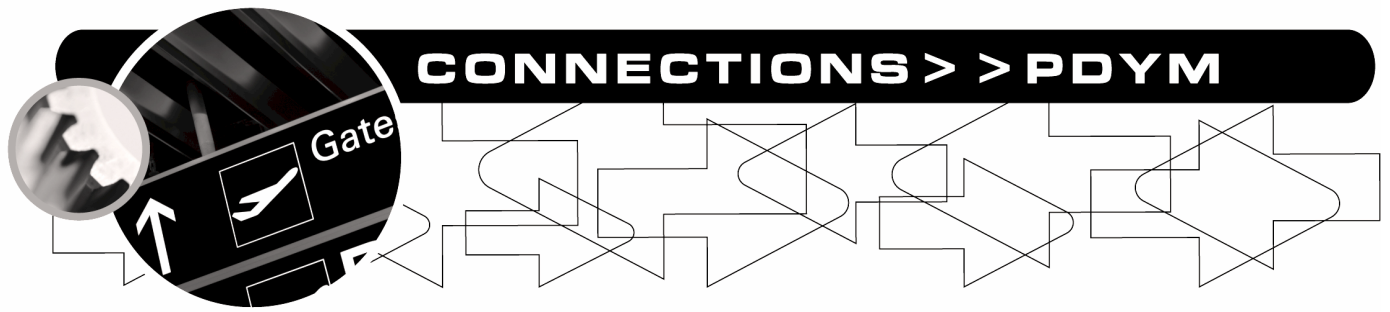
Catch a wave, don't try to create one

Join our youth ministry "family" and e-mail list at [www.simplyyouthministry.com](http://www.simplyyouthministry.com)

Serve and interact with other like-minded youth workers

[Contact [neely@purposedriven.com](mailto:neely@purposedriven.com)]





Session 3 >>

## **Decide if youth ministry is going to pursue God's purposes**

There is no way that I or anyone else can answer this for you. I've learned, over many years of teaching PDYM, that this is the "sticking point" for many youth workers and churches. It's my prayer that God will use the time that you're here to reveal to you his direction for your ministry. Please know that I'm not asking you to become like Saddleback Church, I'm challenging you to consider if you'll pursue, reflect and deepen these purposes in your church body, in your community context, with the people who are available within your community.

### **Discussion/Journal questions:**

Do I want to be part of a youth ministry that emphasizes the five biblical purposes?

What would need to change within me to be part of a purpose-driven youth ministry?

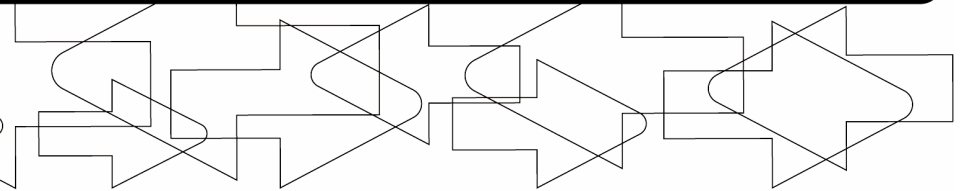
What do I have to offer this type of ministry in terms of talent, time and resources?

What hurdles will we face to become a ministry that reflects these biblical purposes?

Am I willing to go through conflict to pursue these purposes?







Session 4 >>

## Evaluate current youth ministry based on God's purposes

### What do I evaluate?

**People:** and their understanding and receptivity to God's purposes?

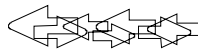
**Programs:** what biblical purposes do they reflect?

If you want to go after the 'most important' you must take time to evaluate. Evaluation isn't easy, it can create chaos, it may make people feel uncomfortable, it might disrupt comfort, but it will lead to health. Consistent evaluation is one of the benchmarks of a healthy and vibrant ministry.

### People

Do people "get" the biblical purposes?

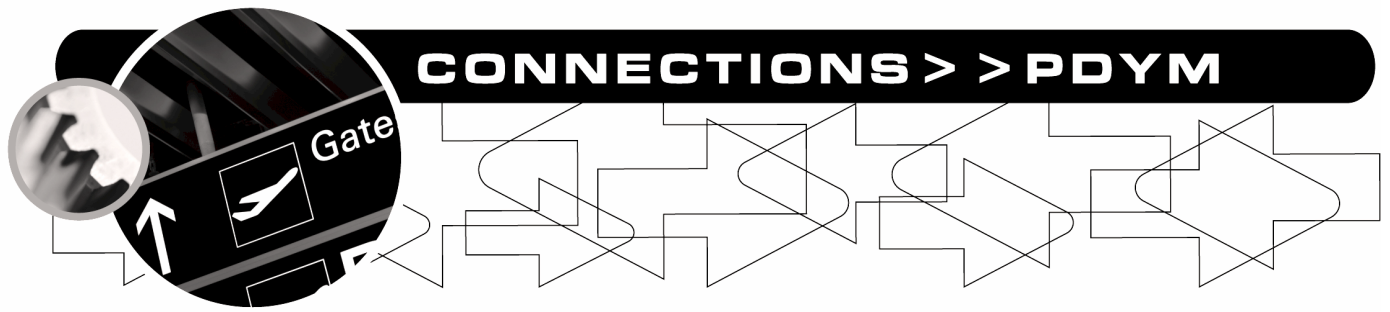
People	What's Next?	
Me?		
The "point-person"?		
Volunteer staff?		
Students?		
Parents?		
Pastor?		
Church body?		



**What's next ideas:**

- Conversation
- Communication
- Lobotomy
- Tapes/DVD of PDYM training
- Time
- Observation
- Prayer
- Teaching
- Book/article
- Encouragement
- Reflection
- Study





**Programs: How to evaluate programs**

1. List your program(s)

- Sunday School
- Wednesday night Bible Study
- Mission trip
- Etc...

2. What biblical purpose does this program fulfill?

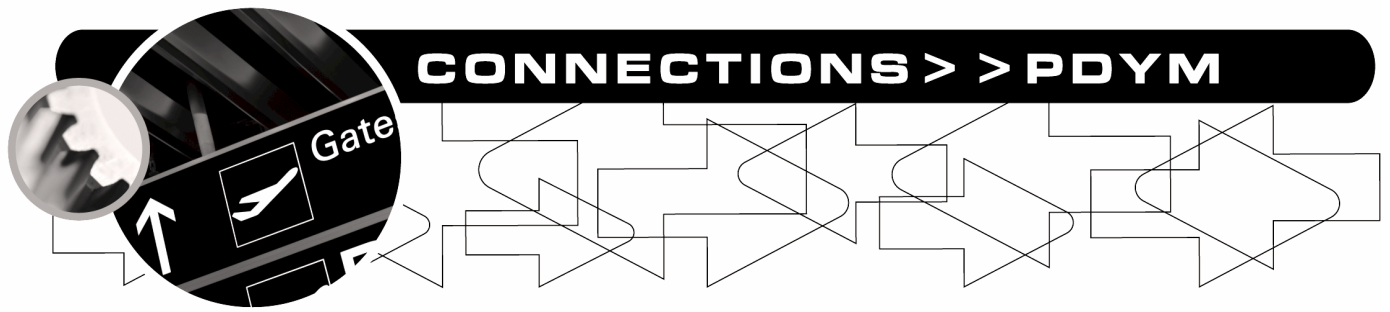
- Is there a defined primary biblical purpose to the program?
- Is there a natural “secondary” biblical purpose that appears in that program?

3. What “type” of student typically attends that program?

- Non-Christian/non-churched
- Regular; but not committed/not connected
- Connected and spiritually interested
- Spiritually growing on their own
- Spiritual leader/ministry-minded

<b>Program</b>	<b>Biblical Purpose</b>	<b>Secondary purpose</b>	<b>Student</b>
Sunday School	Discipleship	Fellowship	Regular



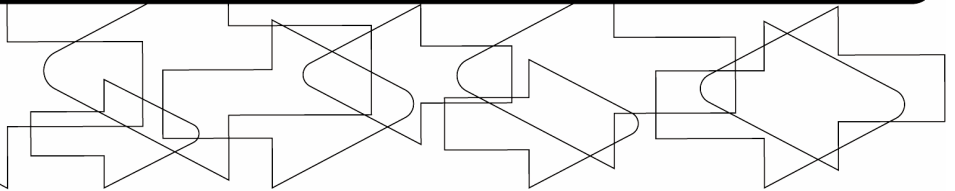


#### 4. What would happen to our youth ministry if we stopped this program?

Tip: We have found that our healthiest programs are the ones which have [1] an identifiable, primary biblical purpose, and [2] target a specific spiritual commitment.

**Thoughts, notes, ideas, questions...**





Session 5 >>

## Communicate God's Purposes

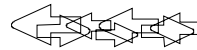
Strong communication happens...

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_



### **Saddleback Church's purpose statement**

Saddleback Church exists to bring people to Jesus and MEMBERSHIP in his family, develop them to Christ-like MATURITY, and equip them for their MINISTRY in the church and life MISSION in the world, in order to MAGNIFY God's name.

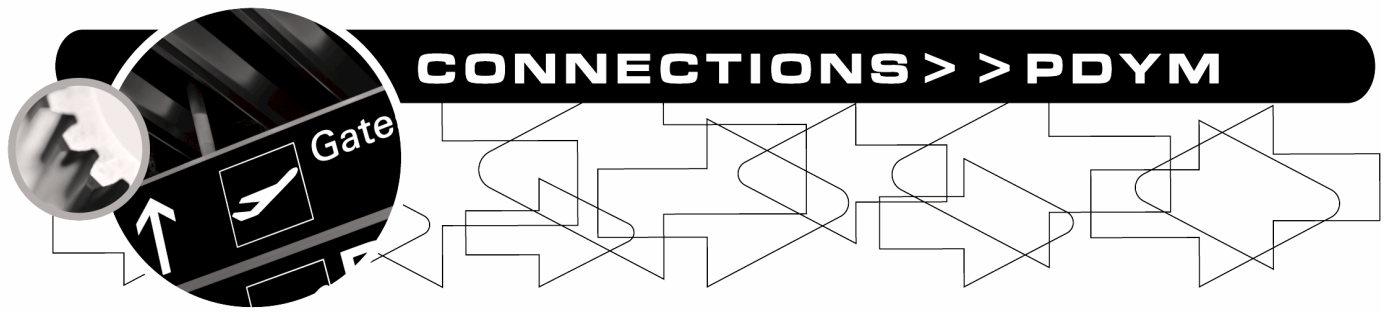
### **Saddleback's Student purpose statement**

Our youth ministry exists to REACH non-believing students, to CONNECT them with other Christians, to help them GROW in their faith, and to challenge the growing to DISCOVER their ministry and HONOR God with their life.

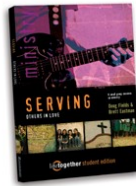
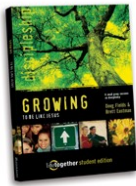
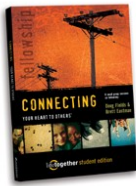
Use student-friendly words to form a purpose statement

If your church or pastor doesn't want you to write a new purpose statement. . . that's okay. The joy of leadership isn't crafting new words, it's putting leadership behind the biblical purposes, and helping your ministry pursue, reflect and deepen them.





5. \_\_\_\_\_



**Strong communication can be measured when...**

1. Personally, I \_\_\_\_\_ it

Your programs and your ministry style may reflect your personality and creativity, but God's purposes reflect his plan and love for the church

2. Volunteers \_\_\_\_\_ it

Teach your way into changes. . . teach your way out of problems

Begin by affirming the purposes that are currently strong in your youth ministry

Acknowledge that "some" of your youth ministry problems may point back to an absence of the purposes

**Volunteers**

Require them to memorize the purposes as part of their commitment to youth ministry

Record yourself explaining the purposes, and give it to them on an audio tape to review

Ask them to teach on the purposes in their small group at least once a year

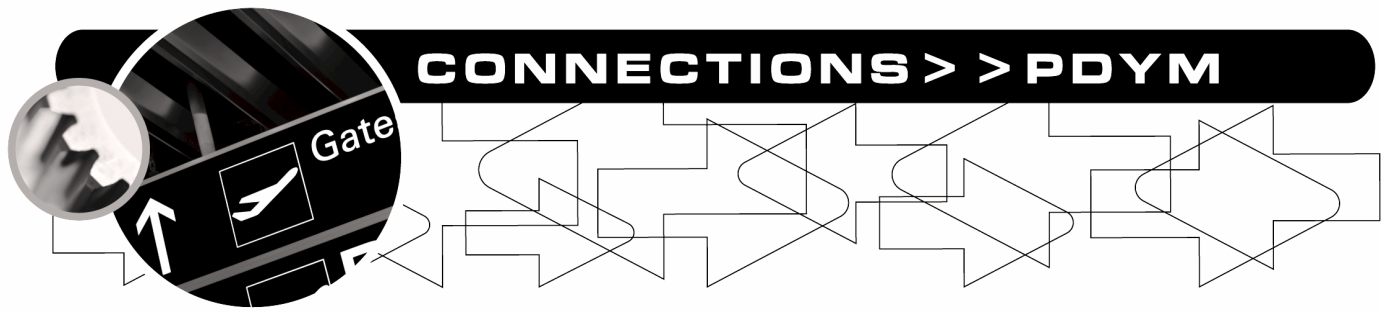
Regularly, ask them if they know the purposes and the main programs.

Play the purpose statement challenge

**Seven steps to help you create a purpose statement**

1. Teach everyone in your ministry the purposes  
[Make sure they understand these are God's eternal purposes for a healthy youth ministry and not your own creation]
2. Have your leadership team put their thoughts and key words in writing
3. Seek the wisdom of others. Great purpose statements don't necessarily have one author "Plans fail for lack of counsel, but with many advisers they succeed." Proverbs 15:22
4. Get final support from your pastor
5. Launch your purpose statement with enthusiasm and visibility
6. Give your leaders an opportunity to evaluate their future participation
7. Put leadership behind your purpose  
[A purpose statement without leadership is nothing more than nice words on paper]





### 3. Students \_\_\_\_\_ it

If they don't get it, they won't support it long-term

You can measure if they "get it" by their attendance, involvement, and how they describe programs to their friends

#### **Students**

Use your key terms over and over again (i.e. REACH, CONNECT, GROW, DISCOVER, HONOR)

Put your purpose statement on all your literature. Your students should see your purposes every week

Teach on each of the five purposes throughout the year

Challenge your committed students to memorize the purpose statement

Make your purposes visible with a banner or poster in your meeting room

Resources; Doing Life Together books; Transcripts; Why We Do What We Do and You; Road Rules for the Real World, [JH] What's the Point, [HS] Welcome to the Planet



### 4. Parents \_\_\_\_\_ it

Don't expect all parents to agree with it before you move forward

#### **Parents**

Explain the biblical purposes at every parent meeting

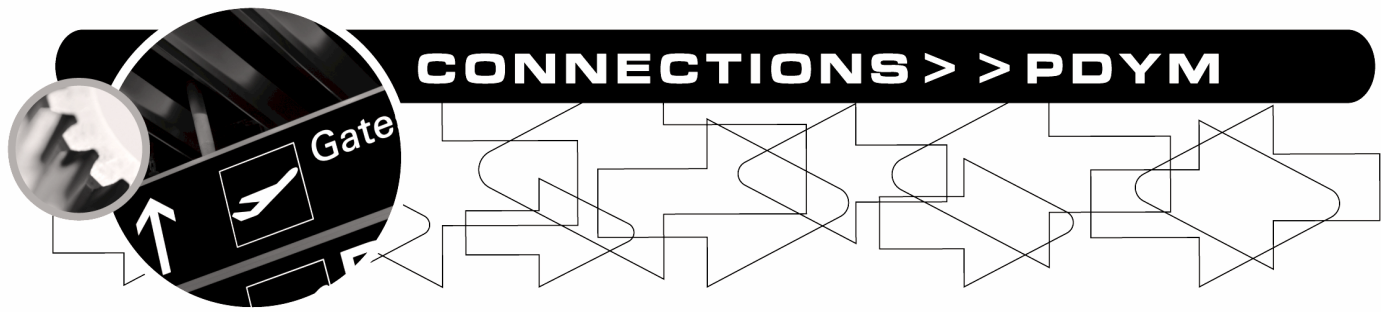
Put the purposes on letterhead

Ask and assign parents to pray specifically for one of the biblical purposes

Write a parent's letter every other month explaining one of the purposes [repeat this until the rapture]

Show them how every youth ministry program is designed to fulfill a biblical purpose





5. The church leadership \_\_\_\_\_ it

Send each person in leadership a copy of your purpose statement and a brief description of each purpose and the programs attached to them.

Ask a specific elder or church leader to pray specifically for one of the purposes

When explaining your programs to church leadership always say, "This program fulfills the biblical purpose of [Fellowship, Worship, Discipleship, Ministry, Evangelism]"

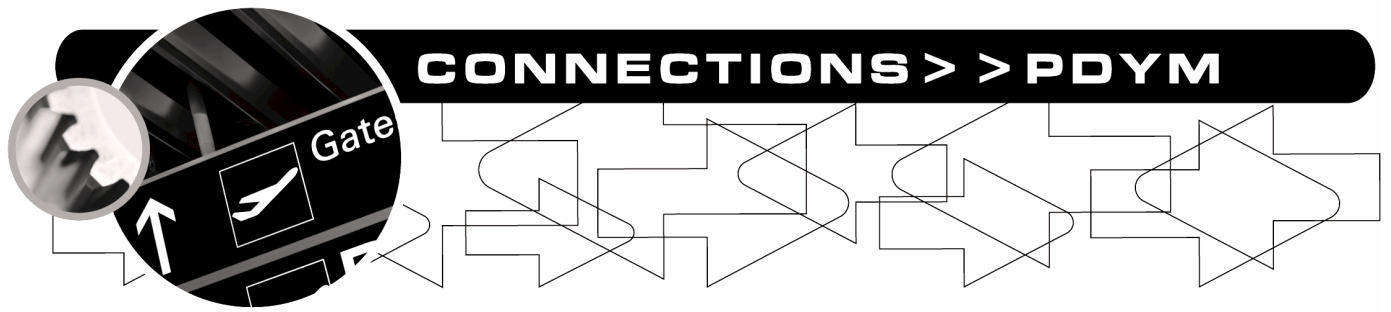
6. The church body \_\_\_\_\_ it

There is a sense within the church that there's something special, unique or different going on within the youth ministry.

A buzz begins to happen

**Thoughts, notes, ideas, questions...**





Session 6 >>

## **Identify the potential student targets**

### ***Assumptions prior to designing programs***

1. Students' spiritual commitments \_\_\_\_\_
2. Programs can be helpful to minister to students' \_\_\_\_\_ needs
3. One program doesn't meet \_\_\_\_\_ spiritual needs

## **Therefore**

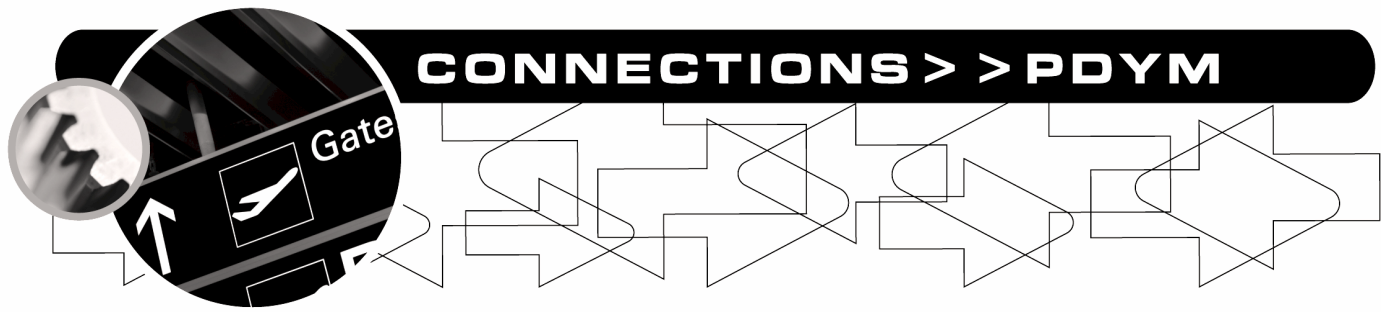
Healthy programs have a primary biblical purpose and a specific student target

Ending tip from session 4: We have found that our healthiest programs are the ones which have [1] an identifiable, primary, biblical purpose, and [2] target a specific spiritual commitment.

Since we've already discussed the biblical purposes, let's move to how we identify spiritual commitments (not the only way, simply one way... the way we currently do it at Saddleback).







## How we identify *spiritual commitments*

1. We put some spiritual commitments into a \_\_\_\_\_ language and a \_\_\_\_\_ picture

### Concise language:

#### The Community Student

This student has no spiritual commitment, they are living apart from Christ. Community students don't attend church and have no spiritual commitment.

#### The Crowd Student

This student is committed to hearing about Christ. Crowd students attend church but aren't necessarily Christians

#### The Congregation Student

This student is committed to a relationship with Christ and to other Christians

#### The Committed Student

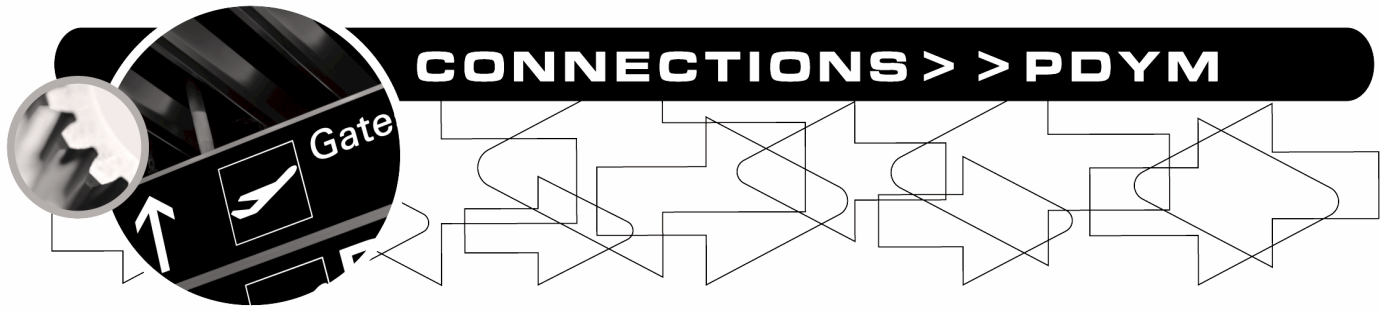
This student is committed to growing in Christ, on their own, through spiritual disciplines such as personal Bible study, prayer, accountability with another believer, Scripture memorization, and giving

#### The Core Student

This student is committed to serving because of Christ and to sharing him with others

Note: As students grow to the next spiritual commitment, they remain committed to the previous spiritual commitments





Clear picture:



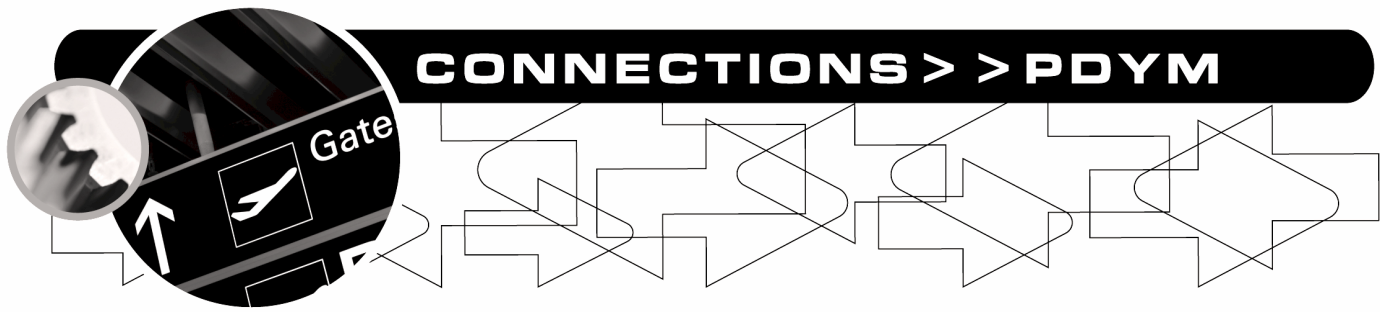
1. [**Community**] Non-churched, Non-Believing
2. [**Crowd**] Forced, Visitor, Apathetic, Seeker, Interested in attending
3. [**Congregation**] Christian, Interested in growing
4. [**Committed**] Growing spiritually on their own
5. [**Core**] Serving others through ministry and evangelism

2. We designed our programs to \_\_\_\_\_ a spiritual commitment and fulfill a primary biblical purpose

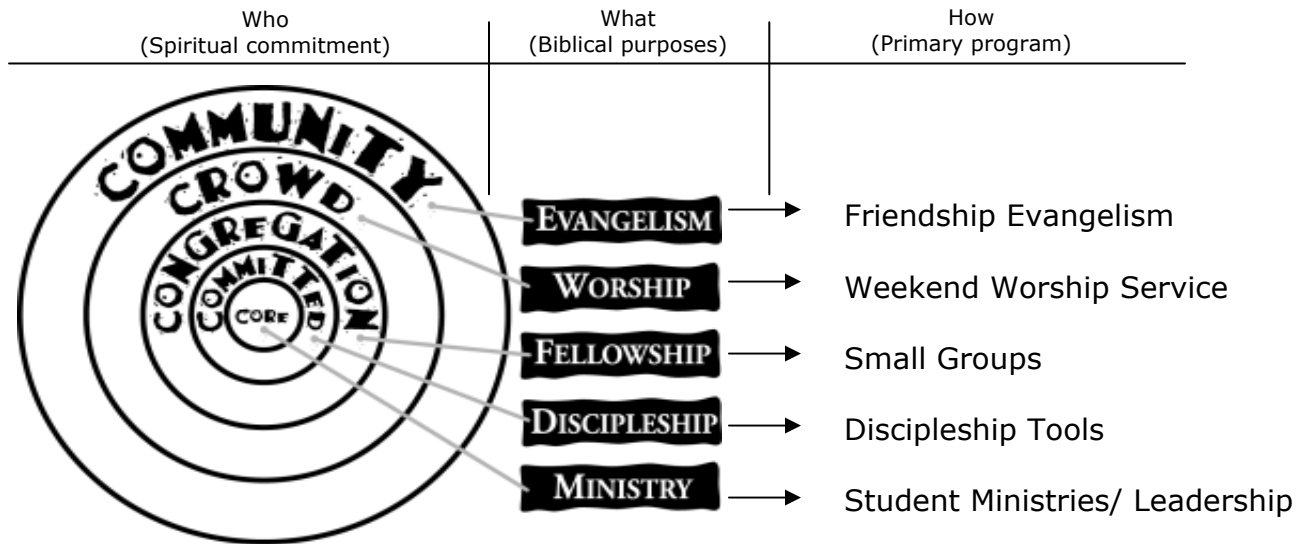
spiritual commitment + biblical purpose =

who + what =





**One way to do it...**



3. We rely on godly adults to view our primary programs as a \_\_\_\_\_ to assist in a student’s spiritual journey

4. We hold our programs with a “\_\_\_\_\_” and trust that God will use them (and our leaders) to pursue, reflect and deepen his purposes in the hearts of teenagers

The constant tension with ministry programs is to not allow them to become sacred

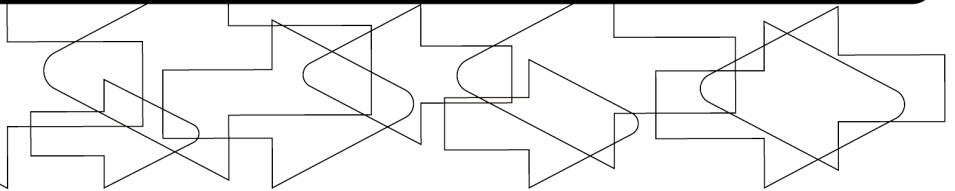




**Student Evaluation Profile**

	<b>Spiritual Commitment</b>	<b>Students' Names</b>	<b>Needs</b>	<b>Programs</b>
	What are these students committed to spiritually?	Write the names of your students next to the potential audience	What do these students need to help them grow to the next commitment?	What program(s) might assist their growth?
Community Student	Living apart from Christ			
Crowd Student	Hearing about Christ			
Congregation Student	Relationship with Christ and other Christians			
Committed Student	Growing in Christ through spiritual disciplines			
Core Student	Serving because of Christ and sharing him with others			





## WHY WE DO WHAT WE DO AND YOU

Our youth ministry exists to REACH non-believing students, to CONNECT them with other Christians, to help them GROW in their faith, and to challenge the growing to DISCOVER their ministry and HONOR God with their life.

### THE FIVE BIBLICAL PURPOSES

#### REACH: EVANGELISM

Sharing the Good News with others

#### CONNECT: FELLOWSHIP

Creating and maintaining authentic relationships with other believers

#### GROW: DISCIPLESHIP

Growing spiritually: Learning more about God's character, the world, and oneself while personalizing and deepening God's purposes

#### DISCOVER: MINISTRY

Meeting needs with love, serving others with one's God-given SHAPE

#### HONOR: WORSHIP

Celebrating God's presence

### POTENTIAL AUDIENCE

Not everyone is the same! Students are at different places in their spiritual maturity and journey. By defining specific commitments we recognize their differences (so we don't treat them the same) and provide them some spiritual goals to pursue.

#### THE COMMUNITY STUDENT

- A Community student is any non-churched teenager who lives within a realistic driving distance to our church.
- Spiritual Commitment: None. Living apart from Jesus.

#### THE CROWD STUDENT

- A Crowd student is anyone who attends our Weekend Worship Service.
- Spiritual Commitment: Hearing about Jesus.



#### THE CONGREGATION STUDENT

- A Congregation student is one who gets involved with other Christians in a small group. These are students who want to connect with other believers.
- Spiritual Commitment: Committed to a relationship with Jesus and other believers.

#### THE COMMITTED STUDENT

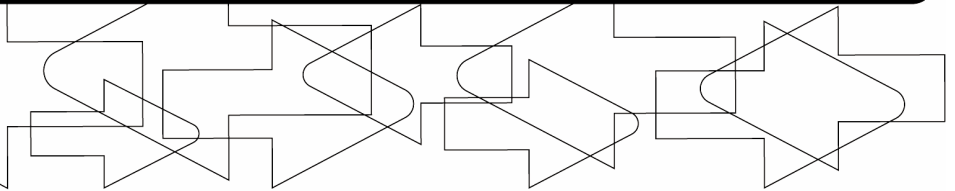
- A Committed student practices spiritual HABITS and learns to grow spiritually on his/her own.
- Spiritual Commitment: Committed to growing in Jesus.

#### THE CORE STUDENT

- The Core student is the committed student who has discovered their giftedness, is serving in a ministry, and shows an understanding and expression of evangelism.
- Spiritual Commitment: Committed to serving because of Jesus, and sharing him with others.

THERE'S MORE ON THE BACK!





## WHY WE DO WHAT WE DO AND YOU

### OUR PRIMARY PROGRAMS

A quick snapshot

#### WEEKEND WORSHIP SERVICES

The front door to our student ministry...we strive to create a place where Christian students feel comfortable bringing their non-Christian friends so they can hear understandable and challenging messages. Service times: Saturday nights; 6:30, Sunday mornings: 9:00 and 11:15.

#### SMALL GROUPS

Small groups are the backbone of our ministry...it's the place where we try to connect every believer with a caring adult and other Christians. These happen in homes throughout the week. For more info contact Jan at [smallgroups@saddleback.com](mailto:smallgroups@saddleback.com)

#### DISCIPLESHIP TOOLS (GROWING U & HABITS)

Spiritual maturity requires the development and consistent practice of spiritual disciplines. We've defined several HABITS that we want to help students develop and have created a variety of FREE resources to help them grow in their faith—on their own. These tools are available for every small group leader to use with their students.

#### MINISTRY TEAMS

We have several ways for students to express their ministry heart by serving. God has designed everyone for significance; we're never more like Jesus than when we are serving others. We want to help you learn how to encourage students into serving in a ministry.

#### FRIENDSHIP EVANGELISM CHALLENGE

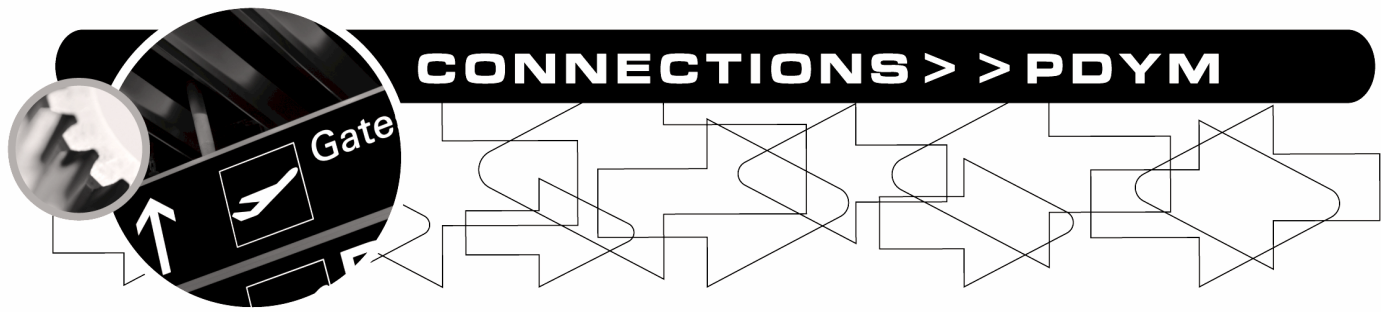
Sharing one's story (testimony) and the Good News is a successful method of evangelism. A good friend is always a trusted source! We've defined some simple "baby steps" to challenge your students to begin praying and sharing their faith with their friends. For more info, email Jan.

### SO WHAT DOES THIS MEAN FOR ME?

As an adult leader in our ministry....

- 1. KEEP LOVING THE STUDENTS GOD HAS ENTRUSTED TO YOU.**  
Relationships form the basis for everything we do...keep making strong connections!
- 2. UNDERSTAND THE BIG PICTURE OF OUR MINISTRY.**  
This handout provides a great overview of our ministry...if you want more details let's talk. The more you know about our ministry, the better you'll be able to serve students and pursue God's purposes for our church.
- 3. CHALLENGE YOUR STUDENTS TO TAKE THE NEXT STEP**  
A personal challenge or encouragement from a friend can mean so much...you know what this is like...Challenge your students to begin exploring a spiritual HABIT, join a ministry, or commit to Friendship Evangelism.





Session 7 >>

## Put it all together!

### Reaching Community Students Fulfilling God's Purpose of Evangelism

Community students essentially have no spiritual commitments

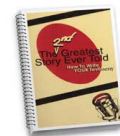
#### Reaching Non-Churched Students In Your Community

1. Emphasize an evangelistic attitude with your \_\_\_\_\_
2. Continually communicate \_\_\_\_\_ messages to your regular students
3. Appreciate the \_\_\_\_\_ that evangelism brings to most students
4. Help students see the evangelistic power of a \_\_\_\_\_

No one argues with a changed life

Encourage all your students to articulate their testimonies

Resource: The 2nd Greatest Story Ever Told

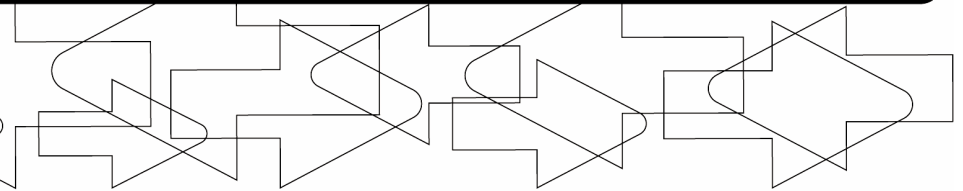


5. Challenge your regular students with evangelistic \_\_\_\_\_

Don't limit evangelism to the fearless few

Recognize that evangelism is a continual process rather than a one-time program





6. Consider the Friendship Evangelism \_\_\_\_\_

Make sure small group leaders know who commits to the challenge

<h2 style="text-align: center;">FRIENDSHIP EVANGELISM</h2> <p>Evangelism is tough work! Most Christians struggle with being evangelistic. That's why we have created the FRIENDSHIP EVANGELISM CHALLENGE; to help you share the Good News with others. If you're a believer, then you're empowered by the HOLY SPIRIT to share your faith!</p> <p>If you're willing to make this commitment, follow the 3 steps on the right side of this card. Once you've completed this card, begin to pray consistently for your friends. Ask God to provide opportunities for you to share with them about your faith. Below are five steps to help you do this. Begin to work through all five at your own pace! Don't feel like you need to do all five steps in one week. The important thing is that you set some goals and make progress, following the lead of God's SPIRIT!</p> <p style="text-align: center;"><b>R</b> reveal that you are a Christian  <b>E</b>xtend an invitation to a weekend service  <b>A</b>sk if it's okay to share your faith story  <b>C</b>ommunicate how &amp; why you became a Christian  <b>H</b>elp your friend to know Christ personally</p> <p><b>FRIENDS</b> I'm praying for</p> <p>1 _____          2 _____          3 _____          4 _____          5 _____</p>	<h2 style="text-align: center;">commitment card</h2> <p><b>1</b> Start by completing the following information--don't forget to write clearly!</p> <p>MY NAME _____          SCHOOL _____          GRADE _____          PHONE _____          EMAIL _____</p> <p><b>FRIENDS</b> I'm praying for</p> <p>1 _____          2 _____          3 _____          4 _____          5 _____</p> <p><b>2</b> Copy these names to the LEFT side of this card</p> <p><b>3</b> Cut along this line...you keep the LEFT side, turn the RIGHT side into HSM (or mail it to Matt McGill at 1 Saddleback Parkway, Lake Forest, CA, 92630)</p>
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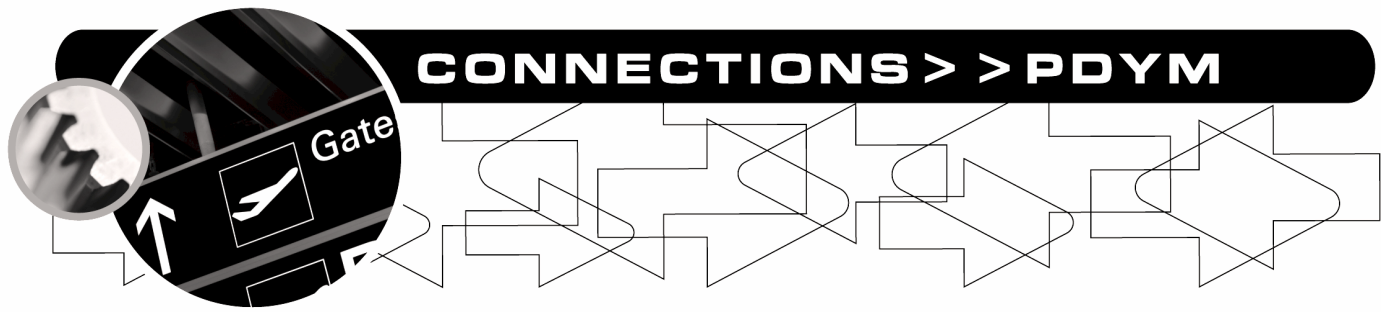
7. Allow the students who commit to the Friendship Evangelism challenge to

\_\_\_\_\_ your "entry" program

Entry refers to the "appropriate" program for step 2 on the Friendship Evangelism card







8. Utilize occasional \_\_\_\_\_ to supplement Friendship Evangelism

If Friendship Evangelism is your primary evangelistic strategy, the pressure of running a lot of activities will decrease

9. Consider the early church's connection between evangelism and \_\_\_\_\_

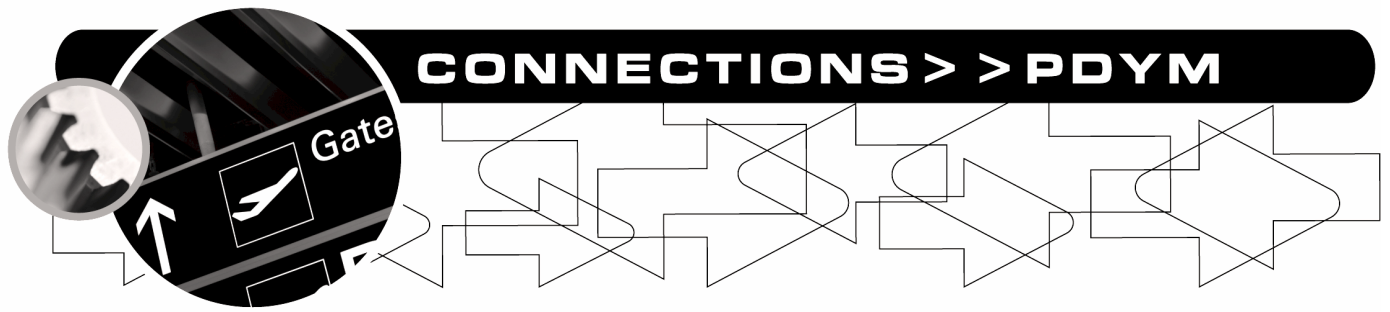
Worship is a powerful witness to unbelievers if God's presence is felt and the message is understandable

When you consider the early church's connection between worship and evangelism you have a great example of how a worship/celebration experience can be a powerful witness to unbelievers. The crowd's reaction at Pentecost [Acts 2] was mixed... some mocked what God was doing and others were amazed. We believe this will happen any time you have non-believers together... be it a recreation service (where you play a lot of games) or a celebration service... some students will mock and others will be amazed.

While non-Christians don't worship, they can be ministered to and amazed by authentic worship, celebration, relationships, love, and understandable teaching. God loves variety and it takes a variety of worship styles to reach a variety of students. The Bible doesn't teach us on worship style, rather we're instructed to worship in love and in truth [John 4:24]. If your worship service focuses on those two elements—[love and truth]—you'll win!

**Thoughts, notes, ideas, questions...**





## Keeping Crowd Students

### Fulfilling God's Purpose of Worship

Crowd students are committed to hearing about Christ. Crowd students attend church but aren't necessarily Christians

### Part 1: A Bigger Perspective of Worship

When you simply define "worship" as "singing" you limit the totality of what it means to "love God with all our heart." Worship is expressed through many ways:

Prayer [Ps. 95:6]

Hearing the Word [John 17:17; Deut. 31:11]

Giving [1 Cor. 16:1-2]

Baptizing [Rom. 6:3-4]

Meditating [Hab. 2:20]

Lord's Supper [1 Cor. 11:23-26]

*In Romans 12:1 we are told, "Offer your bodies as living sacrifices, holy and pleasing to God this is your spiritual act of worship." Everything we do in youth ministry is done to honor and worship God with our lives.*

### Consider...

1. Defining worship as "celebrating \_\_\_\_\_"

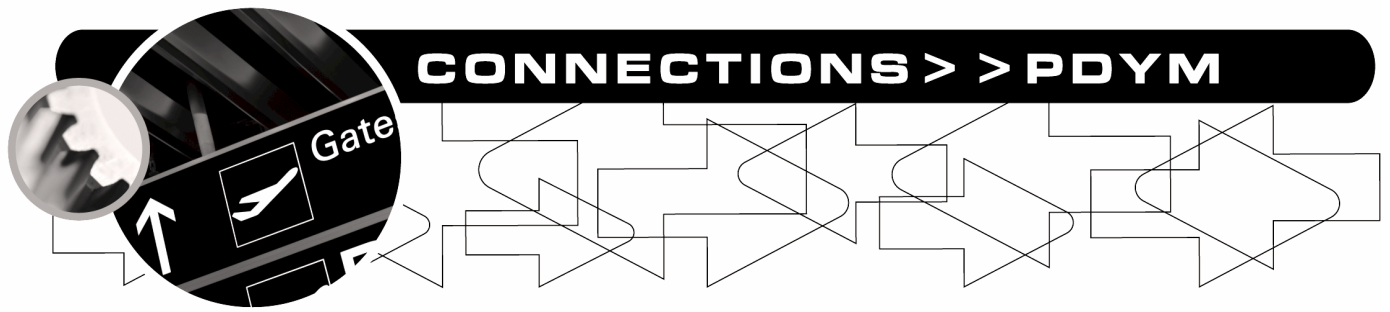
Saddleback's definition of worship: "Worship is expressing our love to God for who He is, what He's said, and what He's doing"

2. The possibility of a crowd worship celebration shattering the \_\_\_\_\_ of non-Christians

Non-Christian misconception: Church is boring

*"I was glad to go to the house of the LORD. . . Worship the LORD with gladness. . . "*  
*Psalm 122:1; 100:2*





### 3. Allowing your non-Christian target to influence your \_\_\_\_\_ but not to compromise the message

*"So if the whole church comes together and everyone speaks in tongues, and some who do not understand or some unbelievers come in, will they not say that you are out of your mind?"*  
1 Corinthians 14:23

God loves variety and it takes a variety of styles to reach a variety of students

People's preference of worship style is more sociological than theological

*"For God is Spirit, so those who worship him must worship in spirit and in truth." John 4:24*

The message doesn't need to be shallow, just understandable

## Part 2: Keeping Your Crowd

As you plan for your crowd student, try to think like (a) a visitor, (b) a genuine seeker, and/or (c) a disinterested student forced to attend. If the purpose of evangelism is emphasized within your youth ministry, your regular students will be bringing their non-churched, community friends to your entry-level program. These visitors and genuine seekers arrive with many preconceptions of what "church" is going to "look like." I believe a good crowd program can shatter their preconceptions (which are mostly negative). Regardless of the size of the crowd, or how often you meet, a healthy crowd program will have some of the following components.

### 1. A crowd program needs an \_\_\_\_\_ message

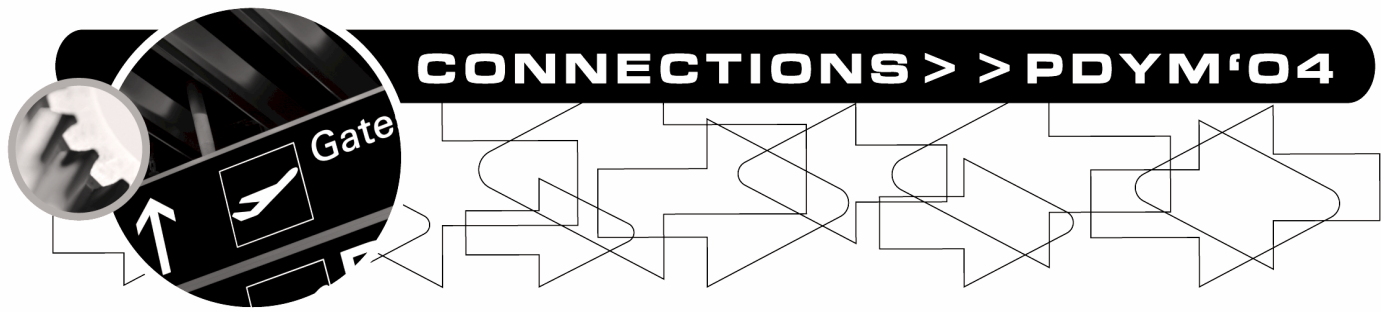
Understand the questions students ask:

Can I trust you?

Do you care about me?

Do you know what you're talking about?





Give your message a creative title

How to Find Love When You Feel Like Puke [Jonah]

How to be Attractive Without Looking Good [Galatians 5]

Perform Your Own Heart Surgery [Matthew 12]

Develop an introduction to capture interest- preferably a failure story

Simplify your message

Use Bible passages that are clearly understandable

Provide some note form (i.e. fill-ins, PowerPoint, etc. . . ) so students can follow along

Resources: Super-series, 26 Teaching Outlines, Downloadable messages with PowerPoint



## 2. A crowd program needs a \_\_\_\_\_ environment

*"Be wise in the way you act toward outsiders; make the most of every opportunity."*

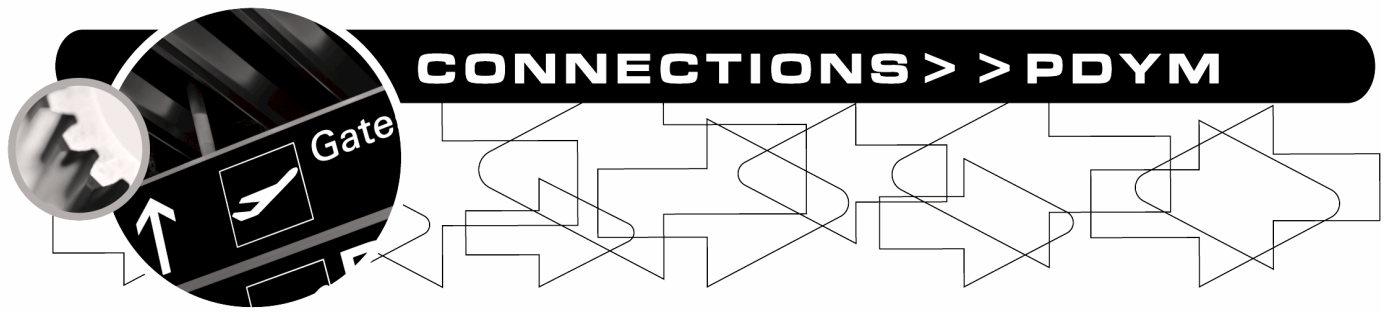
*Colossians 4:5 (NIV)*

Develop the "ten-minute rule"

Use appropriate touch

Design a greeting plan

**Saddleback's focus:** less of a program, more of a celebration



3. A crowd program needs an element of \_\_\_\_\_

Use your mind for idea space... not memory, you can file your ideas

Resources: PowerPlay 1 & 2



4. A crowd program needs \_\_\_\_\_

Create easy access to get involved without spiritual testing

Turn need-based opportunities into ministry teams:

- |              |               |              |           |
|--------------|---------------|--------------|-----------|
| Art          | Drama         | Message prep | Recycling |
| Audio        | Encouragement | Photography  | Set-up    |
| Band         | Environment   | PowerPoint   | Singers   |
| Construction | Greeting      | Prayer       | Video     |

Use students during teaching times (ie. Spontaneous Melodramas, role-plays, etc.)

Encourage the use of student testimonies [Romans 1: 12]

Ask, "Are adults doing anything that students could be doing?"

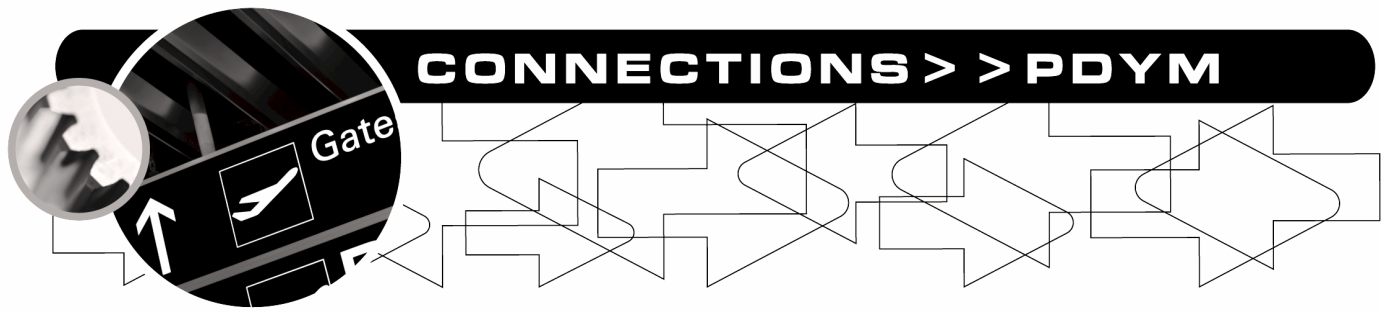
5. A crowd program needs to highlight \_\_\_\_\_

*"But to all who believed him and accepted him, he gave the right to become children of God."  
John 1:12*

Crowd students are thinking, "Don't just tell me you love me, show me"

This is one area of youth ministry where "the world" can't compete with "the church"





## Deepening Your Congregation Students Fulfilling God's Purpose of Fellowship

Congregation students are committed to a relationship with Christ and other Christians

A Crowd program might focus on attracting and keeping students while a Congregation program is about deepening the students God has entrusted to you. While the Community and Crowd move us to think growth [through evangelism], congregation moves us to think connection [through fellowship].

In other words, the Crowd begins with artificial community and the Congregation pursues authentic, relational community.

Healthy youth ministries have an intentional smallness factor. Basically, smaller connections are a long-term solution to the "bigness" students feel in our culture.

*"Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!" Matthew 25:21*

1. Our primary goal for fellowship is to connect a \_\_\_\_\_ life to an \_\_\_\_\_ life.

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

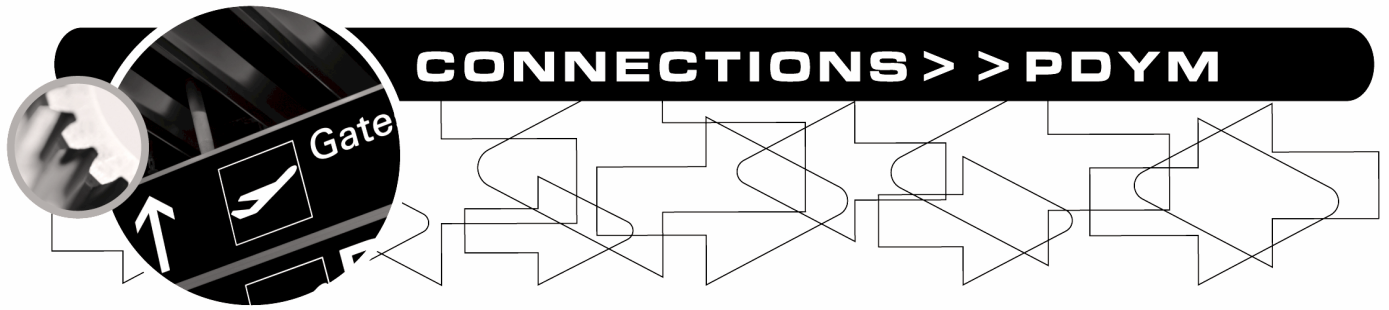
### **There are many ways to utilize small groups:**

Option #1: Small groups as an "attachment" to an existing program [Our College ministry]

Option #2: Small groups as a "significant part" of the program [Our HS ministry]

Option #3: Small groups as the "stand-alone" program [Our JH ministry]





2. Life on life allows the biblical \_\_\_\_\_ to appear

*"Your love for one another will prove to the world that you are my disciples." John 13:35*

- Love one another [John 13:35]
- Serve one another [Gal. 5:13]
- Accept one another [Rom. 15:7]
- Forgive one another [Col. 3:13]
- Greet one another [Rom. 16:16]
- Bear one another's burdens [Gal. 6:2]
- Be devoted to one another [Rom. 12:10]
- Honor one another [Rom. 12:10]
- Teach one another [Rom. 15:14]
- Submit to one another [Eph. 5:21]
- Encourage one another [1 Thess. 5:11]

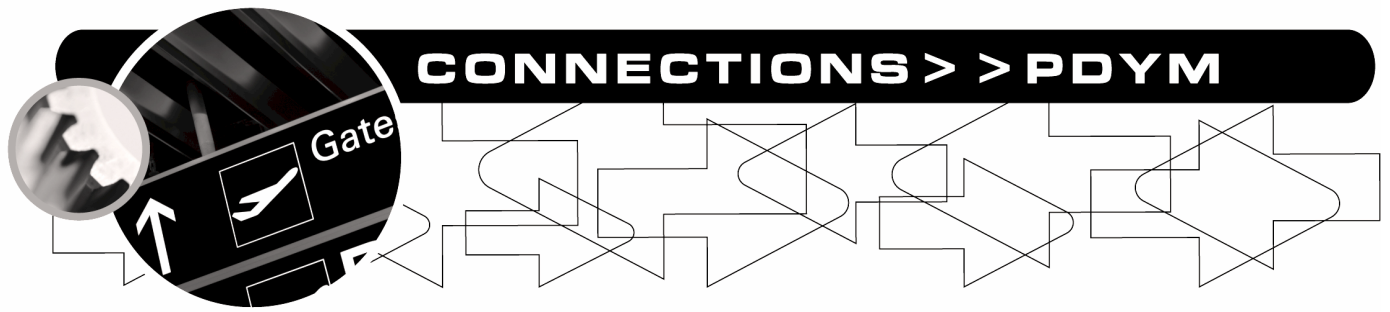
*"And all the believers met together constantly and shared everything they had...And each day the Lord added to their group those who were being saved." Acts 4:4 & 4:7b*

3. A life on life plan creates opportunities for " \_\_\_\_\_ " to become

\_\_\_\_\_

There is an undeniable element that God's people impact God's people





**Small Groups Are A Big Deal In A Healthy Youth Ministry because...**

1. In small groups, students are \_\_\_\_\_

2. In small groups, students can \_\_\_\_\_

3. In small groups, students can be \_\_\_\_\_

4. In small groups, students are held \_\_\_\_\_

Imagine a small group where every student is challenged to develop spiritual habits

5. In small groups, students can make \_\_\_\_\_ commitments

Imagine a small group where every student is challenged to discover their unique contribution (S.H.A.P.E.) and use it in a ministry

6. In small groups, Christian \_\_\_\_\_ appears

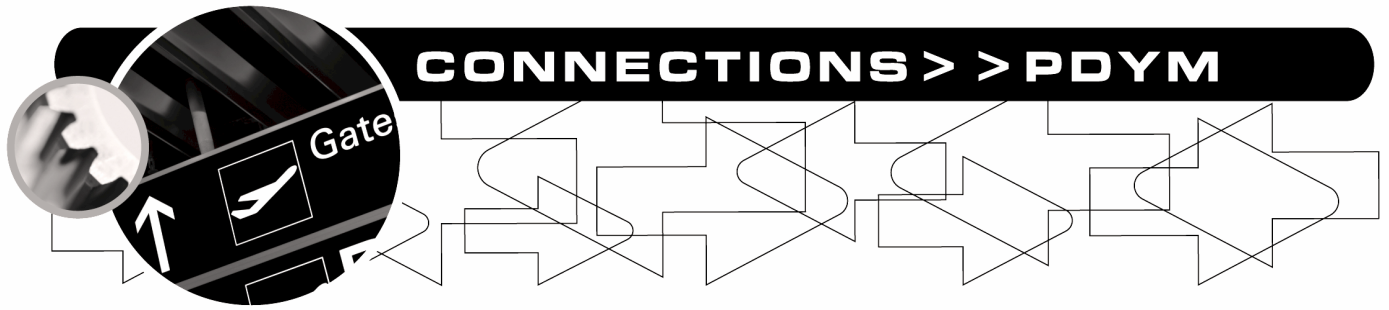
Repentance, Faith, Forgiveness, Reconciliation, Joy, Struggle

7. In small groups, students \_\_\_\_\_

Students grow best in an atmosphere of trust and acceptance when they know they are valued  
Relationships have the power to move people toward growth







8. In small groups, student ministers can be \_\_\_\_\_

Imagine a small group where every student is challenged to discover their gifts and discern a ministry.

### What does a *small group emphasis* require?

1. The \_\_\_\_\_ finding, training, and encouraging of small group leaders

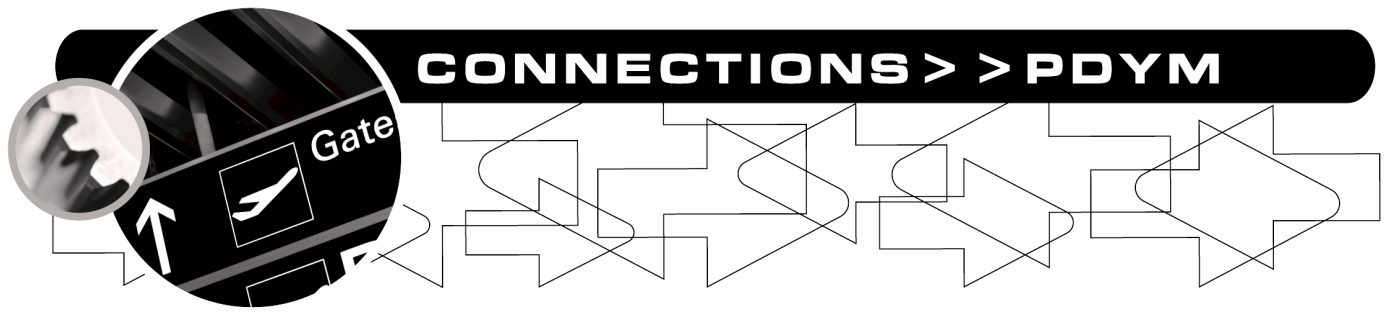
2. A \_\_\_\_\_ plan



3. A lot of \_\_\_\_\_ and problem solving

4. Constant communication and \_\_\_\_\_





## What we do at Saddleback Church:

### 1. We prefer to meet in homes.

Homes are more comfortable than classrooms

Homes get families involved in the ministry

Homes spread out, allowing more pastoral opportunities for volunteers

Homes provide easier access to more students

### 2. All our small groups study/discuss the same material.

We write our own curriculum and small group questions so we have some sense of educational consistency. Although, we are open to groups expressing unique needs

### 3. A "typical" small group schedule looks like this:

#### **Junior High (C Groups)**

7:00 Welcome students as they arrive to prearranged homes

7:15 Ice-Breaker

7:30 Prayer, Bible study and discussion time

8:30 Leave

#### **High School (Area Bible Study Small Groups)**

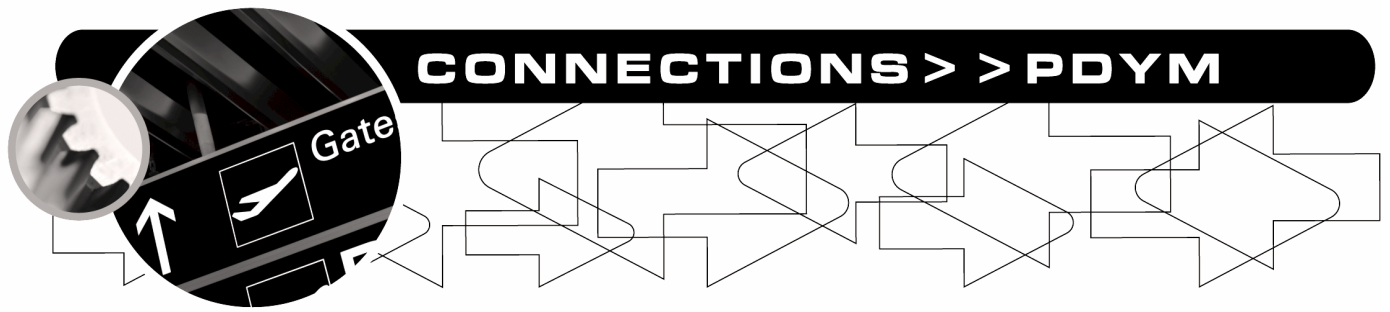
7:00 Students arrive at a home closest to their school/home

7:15 All the students meet in the living room for teaching/Bible study

7:45 Students then break into their small groups and meet within assigned locations in the house. This small group time includes application, questions from Bible Study, sharing, prayer requests. They meet in the same small group each week

8:45 Leave





### **College Ministry (CRAVE)**

7.15 Music/singing

7.45 Message

8.30 Music/singing

9.00 Small Groups that meet throughout the church property

8:45 Crave ends and students and staff mingle after Crave

9:00 Small Group leaders and Students head to prearranged rooms on campus

9:00 prayer, topical and biblical discussion time

10:00 [optional]: return to the Tent for coffee bar/socializing

## 4. We attempt to divide up care.

Student

Small Group Leader Cares for 4-8 students\*

House Leader Cares for 2-10 small group leaders within house\*\*

Community Leader Cares for 3-4 House Leaders

Youth Pastor Cares for all the Community Leaders

\* Ideal: Whenever you grow into 8 or more, break into two groups of 4

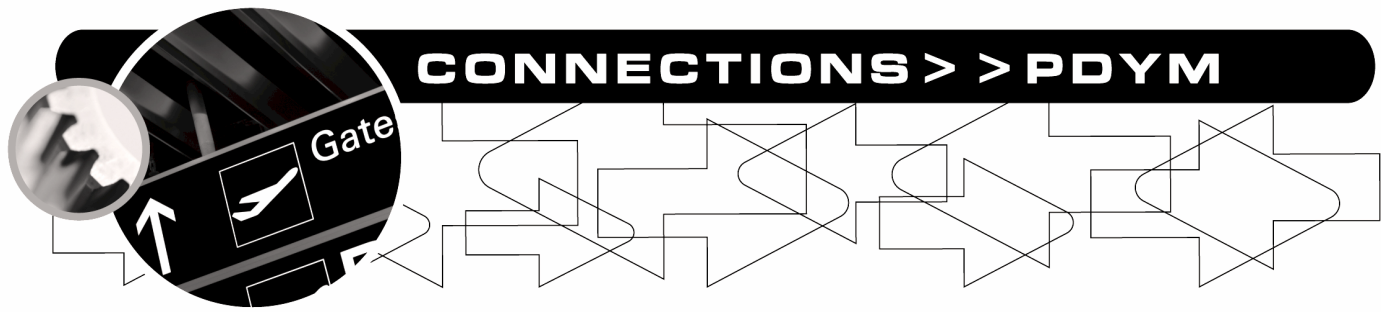
\*\* Coaching and encouragement is the key to maintaining quality small group leaders

## 5. Our small groups meet...

During the school year: weekly

During the summer: most groups disassemble until the school year





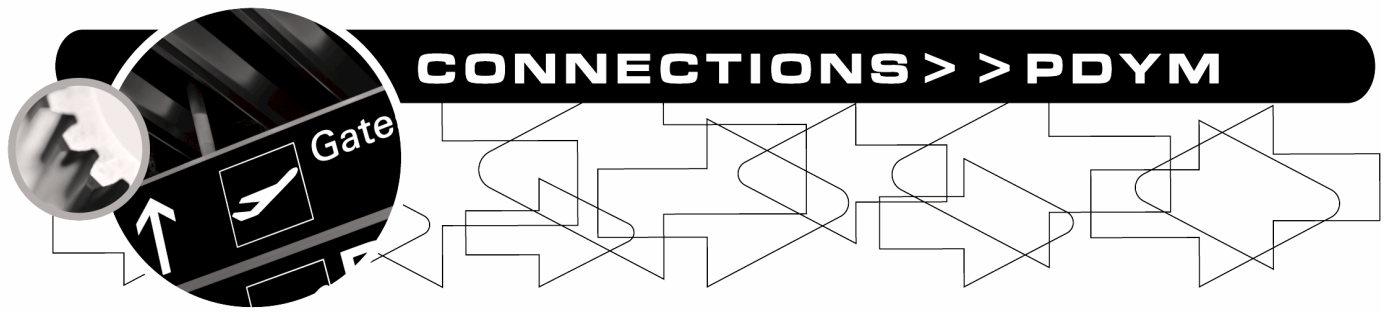
## 6. We assign our students to their small groups.

They sign up and show interest in being in a small group. We ask them to write the name of the friends they want to be with and we make two promises; [1] you'll be with at least one and [2] you won't be with everyone you want.

We try to consider everything; new believer, school, school success/failure, where they live, are they part of a ministry team, etc... We recognize the power in affinity groups.

Then we problem solve; Small groups are definitely messy at first and much more difficult than staying in a larger group.





## Preparing Your Committed Students Fulfilling God's Purpose of Discipleship

Committed Students are committed to growing with Christ on their own

### Growing Spiritually Without More Programs

I believe you need to look at the committed students and ask, "Where will these students be when they don't have programs to attend and people to be with?"

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

*Philippians 2:12 (NIV)*

1. To create less dependence on programs and people, traditional discipleship must be \_\_\_\_\_

#### **Model A**

100% classroom

#### **Model B**

50% educational and 50% relational programs

#### **Model C**

33% education [teaching]

33% demonstration [modeling from leaders]

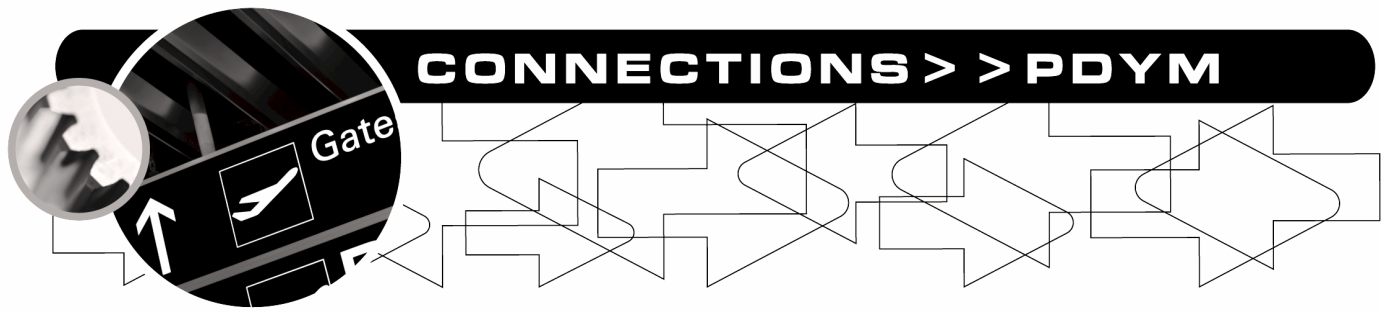
33% preparation [tools/resources for individual growth]

**When I hear, I forget**

**When I see, I remember**

**When I do, I understand**





2. Committed students need spiritual habits not \_\_\_\_\_

If students are going to maintain their faith over the long-haul they must develop some habits (spiritual disciplines) that will help them grow on their own

These habits must move them toward a commitment to Christ and not reinforce their commitment to more programs

Knowledge + Perspective + Conviction + Skills = Christ-like Character

[Model A] + [Model B] + [Holy Spirit] + [Model C] = Christ-like Character

### Helping Students Develop Spiritual Habits...

1. Define some \_\_\_\_\_ of a committed Christian

**One example: (in no order of priority) he/she . . .**

Has a consistent time with God through prayer and Bible reading [quiet time]

Has an accountable relationship with another believer

Memorizes Scriptures

Is involved with the church body through attendance and/or serving

Gives finances back to God [tithing]

Knows how to study Scripture [beyond reading]

2. Clearly \_\_\_\_\_ the defined habits

**H**ang time with God

**A**ccountability with another believer

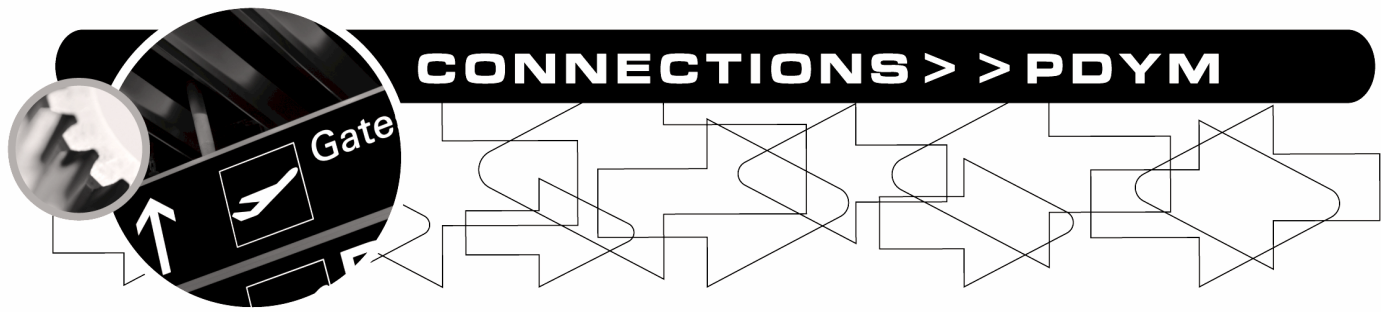
**B**ible memorization

**I**nvolved with the church body

**T**ithing commitment

**S**tudy Scripture





3. Find or create the \_\_\_\_\_ to help students develop the habits

It's a step further than "teaching them to fish," now you're giving "tools"

Give the tools/resources to students as gifts

Homemade resources can't compete with a publisher's quality, but publishers can't compete with your heart

When it's simple, then it is reproducible, when it is reproducible, it is rapidly expandable

Resource: HABITS Production Pack, Growing U

4. Require small group leaders to \_\_\_\_\_ the HABITS

model

distribute the resources to help develop

challenge students toward

talk about

encourage

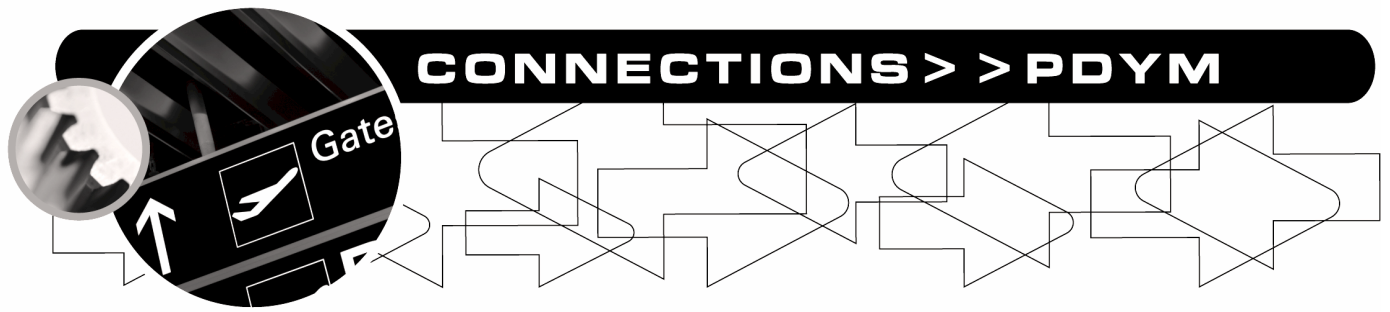
create new resources for

5. Encourage \_\_\_\_\_ to participate

Show them the simplicity of how and when

6. Be more concerned about \_\_\_\_\_ of the habits than attendance at programs





7. Keep growth expectations \_\_\_\_\_

A self-feeding HABITS "culture" takes time to catch on

Think "long-term" and don't allow yourself to get discouraged... How many years do you have with a student?

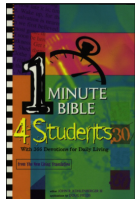
8. Continue supplemental \_\_\_\_\_ once the habits have been implemented

Bible, theology, and apologetics influence knowledge and perspective

What is not fed does not grow

Resource: Bible Institute

**Saddleback's Discipleship Tools**



**Junior High**

"Growing U" is a set of self-paced, easy-to-use booklets designed to help junior high students grow in their knowledge and commitment to Christ. This is an introduction idea to what the High School uses with their HABITS' program (HABITS' Lite). Included in this pack are four "courses" that, when assembled, provide eight individual booklets:

Quiet Time Ed.

Giving Ed.

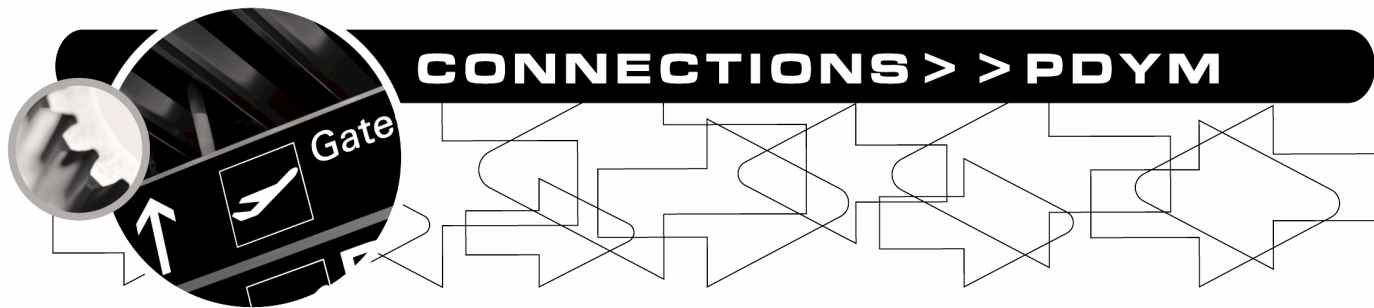
Evangelism Ed.

Scripture Ed. [Psalms, Proverbs, John, Acts, 1 & 2 Corinthians].

*All material is included on a CD-ROM and stored in Microsoft Word files.*



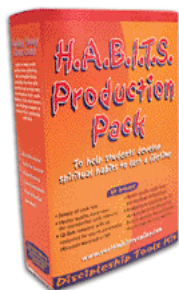




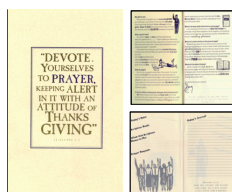
## High School

The tools in this package were developed to help aid students develop spiritual disciplines necessary to grow on their own.

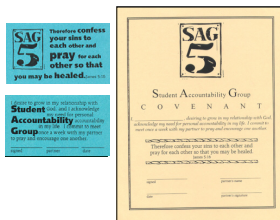
The H.A.B.I.T.S. Production Pack includes a sample of each tool, a ready-to-copy version of each resource, and a CD-Rom which allows you freedom to make any changes to the tools.



- H**ang time with God  
(Quiet Time Journal)
- A**ccountability with another believer  
(SAG Five)
- B**ible memorization  
(Hidden Treasures)
- I**nvolve with the church body  
(No Resource)
- T**ithing commitment  
(Bank of Blessings )
- S**tudy Scripture  
(Rootworks)



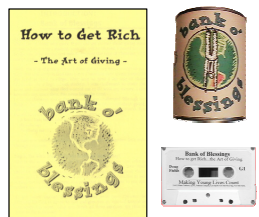
Hang Time with God



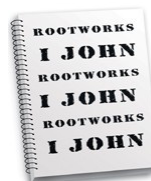
Accountability



Bible Memory

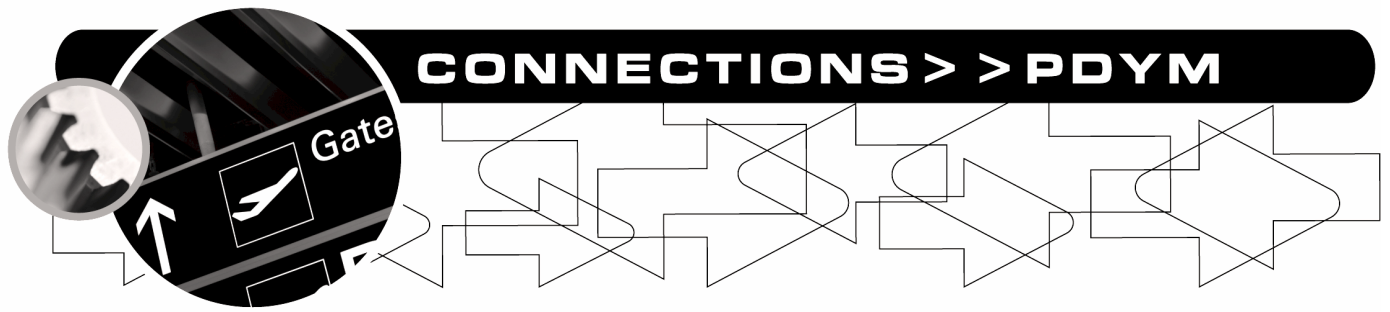


Tithing



Study Scripture





## Challenging Your Core Students Fulfilling God's Purpose of Ministry

Core students are committed to serving because of Christ and sharing him with others

### Challenging Students to Become Ministers

#### 1. Provide ministry/service opportunities for \_\_\_\_\_

Your options for ministry will intensify as you move ministry options toward the core [i.e. Crowd students may help stack chairs at church while Core students may stack chairs on a foreign mission trip]

#### 2. Promote your needs as \_\_\_\_\_ opportunities

Turn need-based opportunities into ministry teams

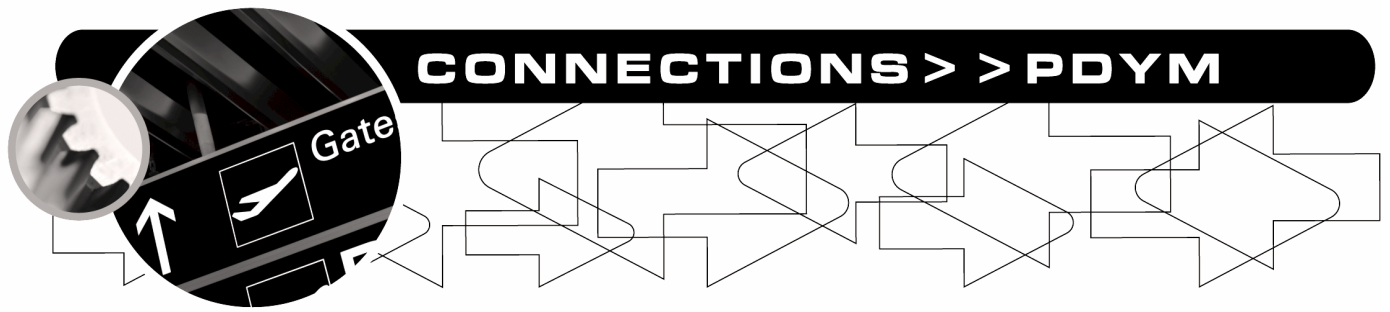
Art needs	becomes the	Art ministry
Greeting needs		Welcome ministry
Clean-up needs		Environment ministry
Computer needs		Geek Ministry

Do not promote all of them at once. Repetition is the key to creating a ministry climate

#### 3. Encourage small group leaders to “\_\_\_\_\_” ministers

Learn this language, “Congratulations! You’re gifted!”





4. Challenge everyone to \_\_\_\_\_ their S.H.A.P.E.

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

**S**piritual gifts

**H**earth

**A**bilities

**P**ersonality

**E**xperience



**Every Christian is . . .**

- created for ministry (Eph. 2:10)
- commanded to minister (Mt. 20:26-28)
- saved for ministry (2 Tim. 1:9)
- rewarded according to his or her ministry (Col. 3:23-24)
- called into ministry (1 Pet. 2:9-10)
- needed for ministry (1 Cor. 12:27)
- gifted for ministry (1 Pet. 4:10)
- to be prepared for ministry (Eph. 4:11-12)
- authorized for ministry (Mt. 28:18-20)

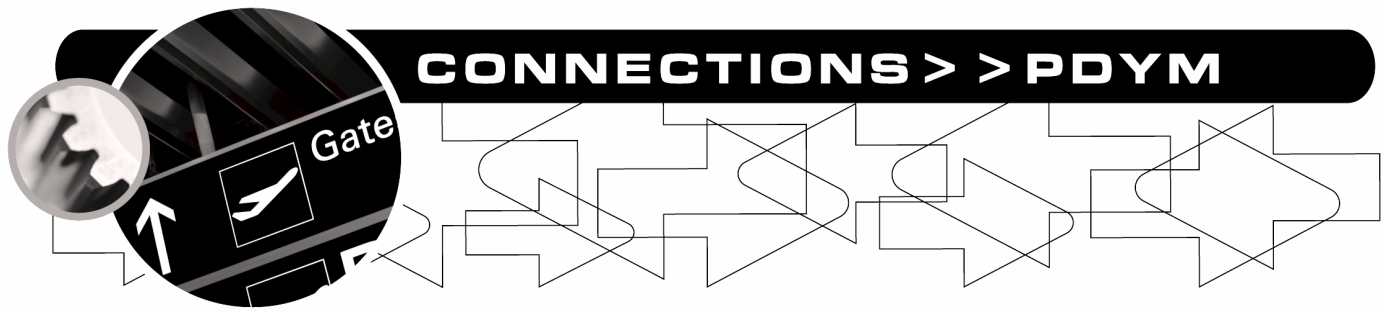
5. Go one-on-one with the few who \_\_\_\_\_

6. After the S.H.A.P.E. discovery, place these students in an existing ministry or help them \_\_\_\_\_ a personalized ministry

7. Prepare yourself and students for \_\_\_\_\_

8. Take spiritual \_\_\_\_\_ in student ministers





Session 8 >>

## Constantly repeat ...the actions are on-going

Instead of teaching some principles on the importance of repeating the steps, I asked some of my PDYM friends to write why they believe it's important to continue to evaluate. Their wisdom is current, real, from the trenches and better than I could give you. Take some time to read them and learn from these 15 wonderful youth ministry friends.



My staff team and I regularly evaluate the ministry programs and activity we do. Our desire is that we would develop a ministry that is 100% purpose-driven in programs, leadership, and relationships. We've been working toward that end for the last seven years and every year we evaluate and discover new areas of our ministry that can be better driven by biblical purpose. Because we constantly revisit the steps of implementation, the ministry remains fresh and challenging. Without evaluation, the strategy can become mere words without genuine meaning.

Mark Began  
Student Ministries Pastor  
Rolling Hills Community Church--Tualatin, Oregon



I am a veteran of 10+ years in student ministry and I just re-read, [Your First Two Years of Youth Ministry](#). I have dents on my forehead from slapping it every time I read something I already knew, but failed to keep in front of my mind! God's purposes never change, but the means to how we fulfill God's purposes can change. I need to never stop learning, never stop evaluating, and never stop loving students. Thanks for the great reminder.

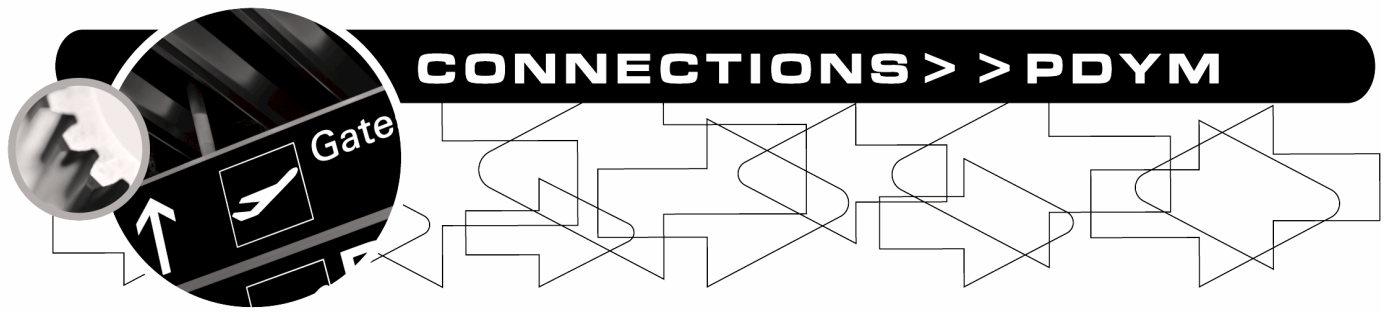
Mark Thrash  
Pastor to Youth & Families  
Community Bible Church--Stockbridge, Georgia



The one thing I love most about being purpose driven is continually keeping the focus on what God wants. The first PDYM conference I went to was an experience like none other. The most difficult process after the conference was evaluating how much of the ministry was mine and how much was God's. After saying, "God this is yours, do your will," everything started to fall into place. Giving control of your life and ministry over to God is never easy, but God's plans are exponentially greater than our own."

Shaun Blakeney  
High School Pastor  
Savannah Christian Church--Savannah, Georgia





PDYM is not a fad. It is not just a cute break from 'youth ministry as usual'. It is nothing short of the very re-birth of youth ministry. PDYM is the intentional pursuit of ministry that gauges its success solely on how well all five of God's eternal purposes are becoming the framework around which students' lives are balanced and built. If your students are developing purpose-driven lives, and you are helping them toward that end, then you have, by definition, a healthy youth ministry.

But every group of students is different--not only yours from the one across town or in another state or another country, but your own students from this year to next year. That requires that you continually re-evaluate whether you are, in reality, helping your CURRENT students engage with and develop God's purposes in their lives today. Individuals and cultures always develop and change (especially students and their culture) but God's purposes never do. Therefore we must constantly ask the hard questions—"Am I helping fulfill God's eternal purposes in THIS generation?"

If you have been in youth ministry for very long at all, then you will resonate with the truth of this statement--and if you are new to youth ministry, it may depress you, but you need to hear it nonetheless--'In youth ministry, you will never "have arrived".' No matter what pinnacle of youth ministry perfection you think you have attained, tomorrow always comes. And, as Jesus promised, 'each day has enough trouble of its own.' Great student leaders graduate or move away. Difficult students enter the ministry as their families seek God in the midst of desperate situations. 8th-graders become freshmen.

So PDYM is not about building the golden calf of youth ministry in order to worship at its feet. PDYM is a holy marathon. There's no race quite like it."

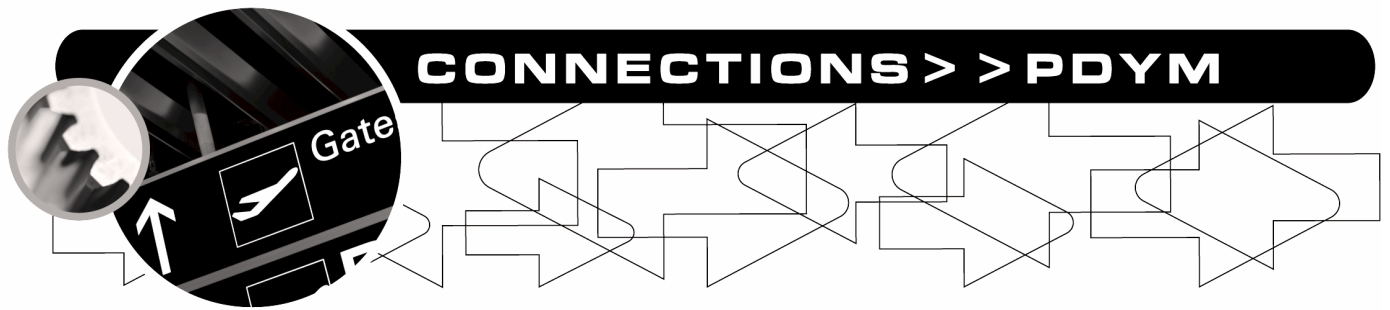
Ben McClary  
Pastor of Student Ministries  
Community Christian Church--Hemet, CA



Every year we do a "MAJOR overhaul" of the PDYM engine, and we use each quarter to evaluate certain programs. Having PDYM as a foundation has helped evaluations to be more efficient because we all speak the same language! Now I have volunteer directors who know the WHY behind the WHAT. This knowledge makes them more confident in making changes to fit with our changing youth culture without feeling like they are changing the unchanging biblical purposes.

I don't think we'll ever feel like we've "got all 5 purposes nailed down", rather it is a continual re-calibration of methods and programs. Because my leaders understand PDYM and have lived in it for 3 years, there's a better sense of where we are headed, and an excitement to improve areas where we are challenged in. Now that my volunteers feel a sense of ownership it's easier to go back to step 1-7 because they are not just talking philosophy but practical on-the-job evaluation. Each time we go back we see another aspect of the PDYM model we didn't see the previous time (or wasn't in a place where we needed it!).





Overall, PDYM has helped me share the joy of being a pastor with a group of volunteers who had a heart for youth but not a biblical understanding of youth ministry. Now we teach each other, and share the rewards of seeing students grow in Christ.

Thys Wallwork  
Youth Pastor  
Faith Fellowship Church--Silverdale, WA



Without a doubt, developing a 'healthy' youth ministry takes time—if it doesn't, it sure hasn't happened quickly at my church. Simply going through the PDYM training one time with my leaders had little lasting effect. Our first PDYM training we only had five leaders interested. Five! I was embarrassed. But, over the last three years we have completed five PDYM trainings with over 50 leaders participating (I didn't need Doug—I just used his videos and workbooks). Now, we are starting to achieve health. This has come as a result of a lot of repetition of language and process. Now, people in our ministry speak the same language and have a common vision. It really is incredible! God bless you in your ministry, don't quit!

Chris Foss  
Director of Young Adult & Student Ministries  
Chapel Hill UMC--Oklahoma City, OK



As the Pastor of Students at my church, it is my responsibility to continually develop, balance, and strengthen our Youth Ministry strategy. The outstanding implementation of the PDYM model and the solid performance that has come from our middle school, high school, and college-age ministry teams are not an end objective, but rather the residual results of a never-ending cycle of assessment and improvement. There is no ultimate finish line. Our leadership team has developed the habit of continuous evaluation and upgrading by revisiting the steps taken to become a Purpose Driven Youth Ministry.

Chris Reed  
Pastor of Student Ministries  
Calvary Baptist Church--Bellflower, CA



One of the greatest dangers in youth ministry is trying to find the next big "thing" to grow your ministry. While its true that students and society are ever changing, the biblical principles of reaching students and meeting their needs should never change. Unless of course, you think you can come up with a better idea than, say.....God.

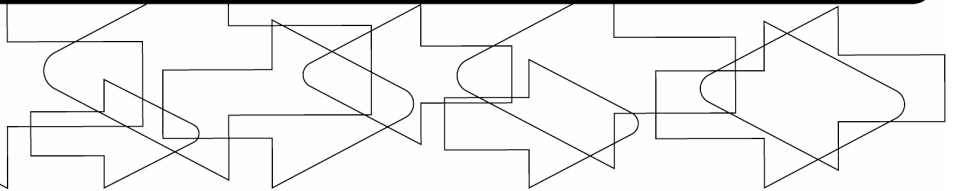
I think one of the biggest mistakes many youth workers (me included!) make is wasted energy – giving our time and effort to the wrong things (which means the really important things get neglected.). That's why its so important to evaluate and check yourself on a regular basis. Asking questions like, "Why are we doing this?" and "What's my motive for doing this?" are critical questions that can help you stay on course for a long and healthy career in youth ministry.

In 15+ years of caring for students, my most effective and rewarding times have come when I've been willing to re-trace our steps and ask the tough questions to make sure we are focusing on the right things. (By the way, there have been plenty of rough times too. You're not alone!)





## CONNECTIONS >> PDYM



As a fellow youth worker, I want to encourage you to take your time and do youth ministry right according to God's purposes. We need you around for the long-haul! Students need you!

Steve Farris  
Pastor to Students  
Grace Baptist Church--Knoxville, Tennessee



Our ministry has been purpose driven for almost nine years. Over the last two years we have learned the hard way why it is so important to be evaluating our PD balance and determining whether we are hitting our target audience. Going through the PDYM steps helps us continually meet the ever changing needs of the youth culture and fulfill the purposes of God's Kingdom.

Mike Katzenberger  
High School Pastor  
Calvary Community Church--Thousand Oaks, CA



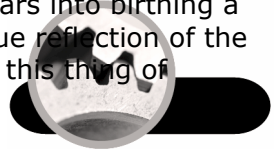
Committing to continually working through these steps over the long haul will maximize your personal effectiveness and your health as a ministry. Every time I take the time to get away from the office and evaluate how well our Student Ministries are applying the five biblical purposes I see something new. The Holy Spirit often leads me down a new path that gives me a new perspective on our ministry. There's always something that needs to be tweaked and changed in order for us to find better balance. I find that it's also so important to do this as a team with staff, interns, volunteers, etc. Not allowing pride to get in the way but honestly dialoguing about strengths and weaknesses. In the years I've spent evaluating ministry according to the five biblical purposes it has become clear to me: Evaluation is to healthy ministry what communication is to healthy relationship."

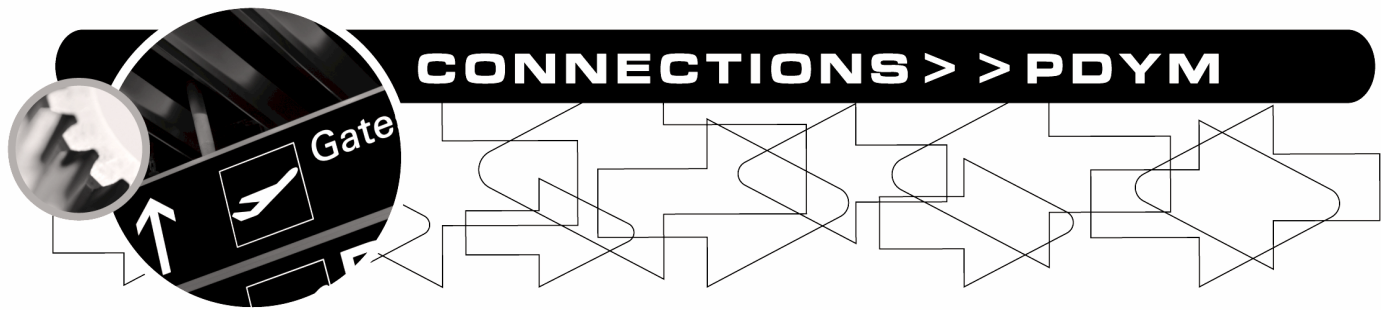
Josh McQueen  
Student Ministries Pastor  
Overlake Christian Church--Lakeview, Wa



I've been doing youth ministry for about 6 years now and birthing a new church and youth ministry I still find myself needing to recommit to the purposes and the process of fleshing out those purposes. One thing I've learned is that anything and everything will fight for your time and attention and it is a constant battle to eliminate the "important" to stay focused on the "more important" of walking students through the process of purposed growth. We have had to decide if we will do the more difficult of committing to and pursuing God's purposes for the church and transfer them to our setting in youth ministry or if we will do the easier task of just coasting along with some fun activities without any true direction. Through this evaluation, we have learned we must be committed for the long haul. Taking the difficult path of balancing the biblical purposes causes conflict and takes time to see the fruits from it. Healthy growth is slow growth and sometimes is painful. But, through that conflict, if we stick with it, can come the greatest of blessings. We've learned it takes steady, continuous, creative communication of the purposes to work through this conflict.

Rediscovering the biblical purposes is also a continuous commitment. As a student ministry and staff we are constantly in the process of rediscovering how the purposes will drive us and what we will do to balance them through each new season of ministry. As we do this, just three years into birthing a new church and youth ministry, I feel we are just now beginning to see the first true reflection of the purposes in our students and programs. We have a long way to go as we try to do this thing of





balancing the biblical purposes, target students in ways that will inspire them to commit to the process of living the purposes and continually walking through these 7 steps to discover God's future for our ministry.

Jason Sowell  
Pastor of Student Ministries  
LifePoint Community Church--Tampa, FL



I have learned that PDYM creates an awesome skeleton for doing ministry. The purposes are biblical, transferable, and easy to implement. Once you get the skeleton in place, you can add the elements you need to create a very biblical ministry. Just always keep asking where it fits in (worship, evangelism, discipleship, ministry, fellowship).

Always remember, as soon as you feel like you are doing one purpose well, another will need some adjusting. Ministry is a fluid environment where things are always in the process of change. The purposes provide an anchor for the ministry, but the environments you create within your ministry change. There are untold number of ways to do worship, evangelism, discipleship, ministry, and fellowship.

Twice a year, we do a health assessment on our ministry and ask how are we doing in each of the five areas compared to six months ago, 1 year ago, 3 years ago. Ministry is about growth, but not necessarily numerical growth. It's about your personal growth as a minister and your ministry's growth into health. The greatest dilemma facing youth ministry today may be that most ministries I encounter are very unhealthy. They are based on a personality rather than on biblical principles. They focus way too much on the content of youth ministry (what are we going to do) and not enough on the calling of youth ministry (to bring about life-change in students).

As a leader, spend more time with your leaders. Gather others to minister to the crowd and congregation, you focus as much as you can on committed and core. This creates healthy foundations within your ministry.

Matt Haines  
Student Pastor  
Westwood Baptist Church--Alabaster, AL



I have been attempting to put in place the principles of Purpose Driven Youth Ministry and Purpose Driven Church for the last four years. I am amazed that as I keep reading both books I discover new principles and new insights as I re-read and reflect on the principles. Of course that makes sense because the principles are Scriptural and we can continually learn from God's word. I am still learning how to put the principles of purpose driven youth ministry to practice, but that is the fun and adventure. Purpose Driven Youth Ministry has given, the compass and the map, now I get to live the adventure with my leaders of navigating the waters.

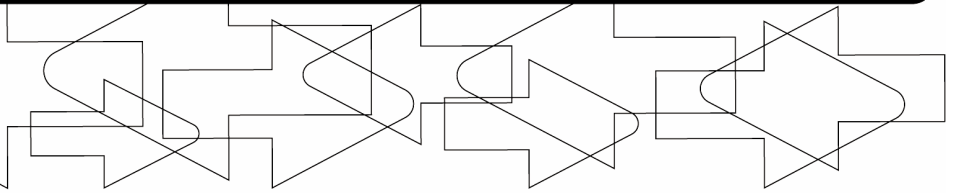
Tom Corcoran  
Church of the Nativity--Baltimore, MD  
Repeating the essential steps is critical for two reasons in my ministry:







## CONNECTIONS >> PDYM



1. There is a constantly changing roster of students and youth staff in my ministry--new believers coming in, students moving churches or moving into town, youth staff coming on-board, etc. With each of these changes there's a need to communicate the PDYM strategy and incorporate these wonderful new gifts into the plan. If I don't re-evaluate my situation and repeat the steps I find myself following a plan that was tailor-made for people who're no longer in the picture and that ignores the resources I've now got on hand.

2. A story. When I was coaching basketball, one of the kids called me over toward the end of the year and asked me to watch him. He dribbled the ball down the court and made a lay-up. I wasn't impressed--I mean, A LAYUP is what you want me to watch you do? If he had dunked, made a half-court shot or bounced it off the ground and into the basket I would've understood. Then it occurred to me...he's right-handed and he made the lay-up left-handed! He had practiced so hard and so often that I forgot that a left-handed lay-up wasn't a natural motion for him! That's why repeating these steps is sooo important--the parts that aren't natural and seem clunky at first start to become so natural that no one notices the steps, they just see the end result as normal.

Finally, I'm finding that God puts me in situations that are the opposite of the character traits He wants to build into me, so if I find myself struggling in one of the first 7 steps, I take that as a cue that God wants me to intensify my focus particularly in that area. It's a process--I'm not going to be perfect the first time or maybe even the 10th time, but God will honor my persistence in desiring a first-rate student ministry for Him.

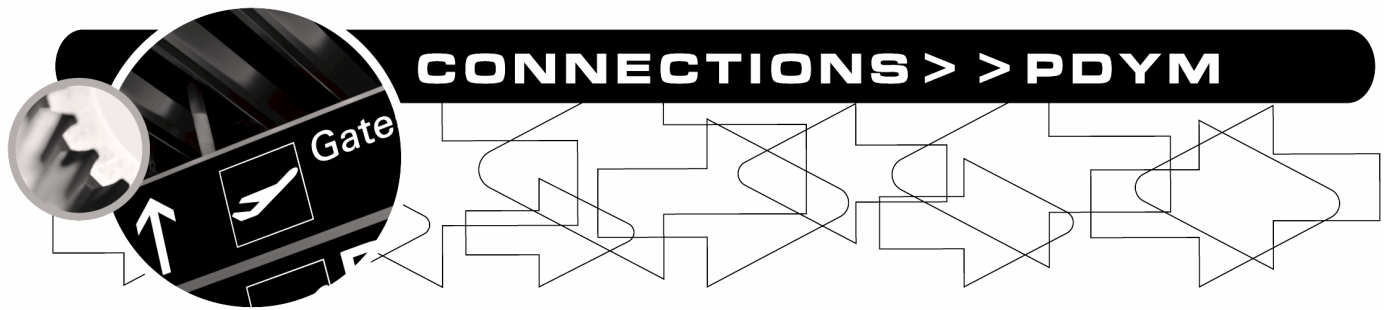
Ken Mann  
Student Minister  
First Baptist Church--Brandon, FL



The first thing I did personally was see where our purposes were out of balance and it wasn't pretty. Chances are, you are strong in a few already - so really it's just a matter of fine tuning those and bringing the others up to speed. Rather than be overwhelmed, write your goals for year one, and write a vision for five - forming a team around you with the same goals and passion for healthy student ministry. Then repeating this 8-step process at least annually will help you see what areas are strengths and what areas are weaknesses - what areas are out of touch and which areas lack leadership. It's important because some people in your congregation undoubtedly will see these things easily, and without intentional evaluation you'll be the only one to miss them.

Our way of walking these steps over and over again is at our last monthly STEAK-OUT of the year. All of the youth leaders get together to grill (and in the Michigan winter that is funny to see!) and we tackle the good, the bad and the ugly of student ministry. We took the key purpose leaders and had them give reports and cast vision for the upcoming year. It is a great time to celebrate success, to adjust programming to purposes and to look to the future. The result was seeing a team truly unified. Ours this past January was absolutely one of the highlights of the last 7 years in student ministry.



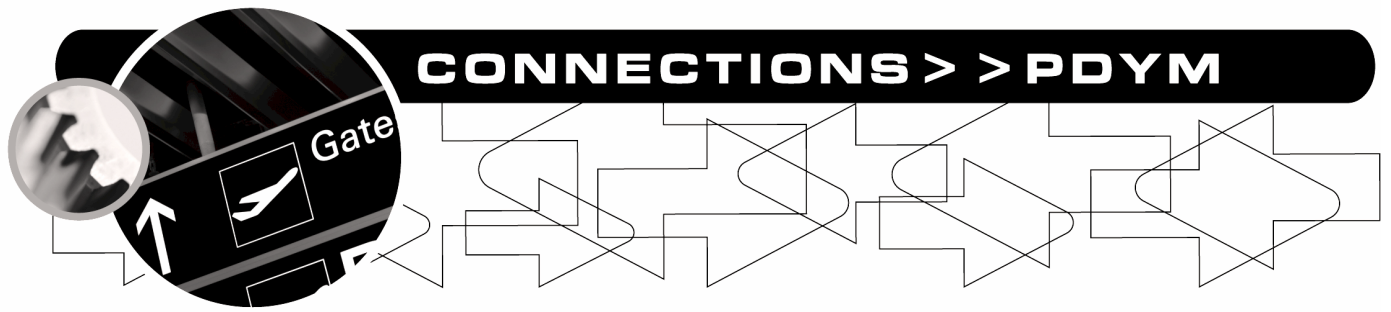


Our goal is to do some pretty strong evaluation. If you're just starting out, realize there may be more cutting than creating to become healthy. Be sure to teach an annual series on the 5 purposes during a month with 5 weekends. Don't be afraid of 'experimenting' (don't tell your hormone-crazed students that - ha!) with programming. Continuing to assess the programs is well worth it - making sure the ministry hasn't swayed from the Biblical purposes is of utmost importance.

It takes time and determination to stay on track - but well worth it.

Joshua Griffin  
Pastor to Students  
Volinia Student Ministry





## Addendum: Navigating the uneasy nature of change

As you make plans to become purpose driven you may need to pursue some changes within your ministry. In doing so, you will create tension and you will most likely be misunderstood. I can't guarantee pain-free change, but I can give you some ideas to think through the change process and minimize its negative impact. But, there will be impact! That's the nature of change and as your ministry grows (in numbers and in health) you will need to make changes.

1. Realize that every change can act as a \_\_\_\_\_ against you and/or your ministry

People hate change even when it's in their best interest

2. Surround all changes in \_\_\_\_\_

*"Cry out for wisdom. Beg for understanding. Search for it as you would for silver. Hunt for it like hidden treasure." Proverbs 2:3-4*

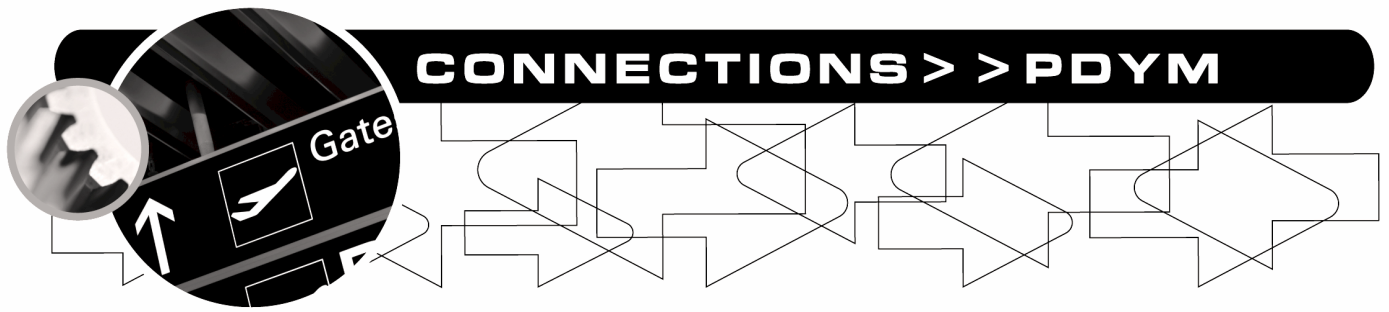
*"Depend on the Lord in whatever you do. Then your plans will succeed." Proverbs 16:3*

Honestly evaluate the pros and cons of each change

3. Discuss significant changes with your " \_\_\_\_\_ " before going public with them

*"Perfume and oils make you happy and good advice from a friend is sweet." Proverbs 27:9*





4. Be aware of your churches \_\_\_\_\_ structure

Focus on a new definition of politics; "politics is your ability to gain support"

People don't need to investigate before having an opinion... and most won't

Are you gathering support for the ministry God has called you to?

Help other leaders realize "perception" is stronger than "fact" in the eyes of the uninformed

Gather people support, especially from older people who have been there longer than you

5. Meet one-on-one with your most \_\_\_\_\_ and \_\_\_\_\_  
leaders, parents, and students

Term your change "an experiment"

Go in confident, positive and with a caring spirit

Most people want to be heard and understood

6. Plan on \_\_\_\_\_

Critical people are often people who are hurting and want to say, "I am in desperate need of attention and I don't know any other way to get it." Or, "I feel powerless in every other area of my life and this ministry is the only place I can experience any form of control."

Conflict can have the incredible effect of keeping you from becoming proud

7. Start \_\_\_\_\_

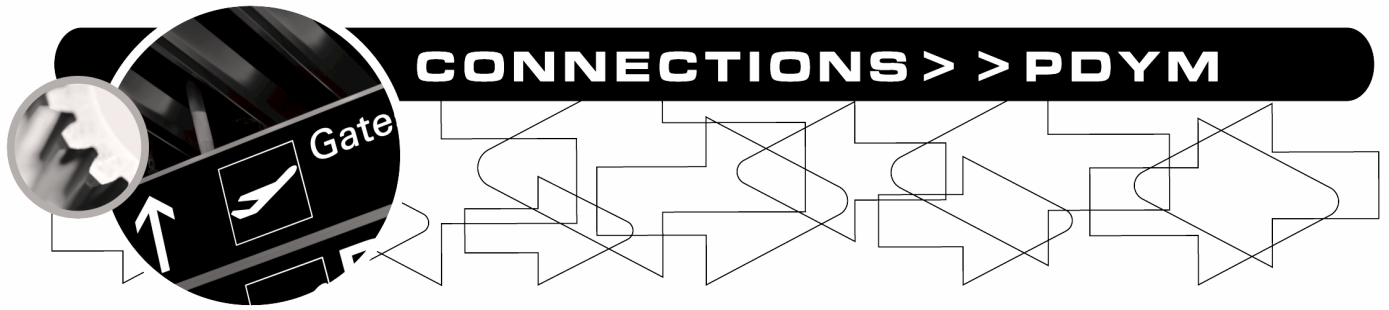
What's easy to change?

What's necessary to change?

What's realistic to change?

Where do we start?





8. Consider your changes with a realistic \_\_\_\_\_

Best time of the year to make significant changes:

January [after Christmas break]

June [after Graduation]

September [after Summer]

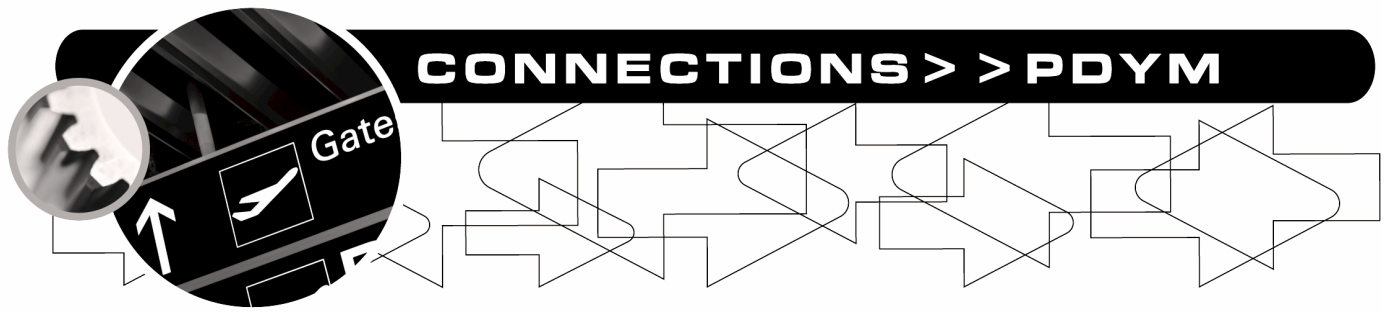
9. Plan more \_\_\_\_\_

Get people comfortable with change until you've created an environment of change...then they'll expect it

Always evaluate and change when necessary

10. Enjoy the fact that "time" will cause \_\_\_\_\_





A Purpose Driven Youth Ministry has [Godly leaders] [working together] [to faithfully] [pursue, reflect, and deepen] [the biblical purposes] [in individual lives and the church body] [for God's glory].

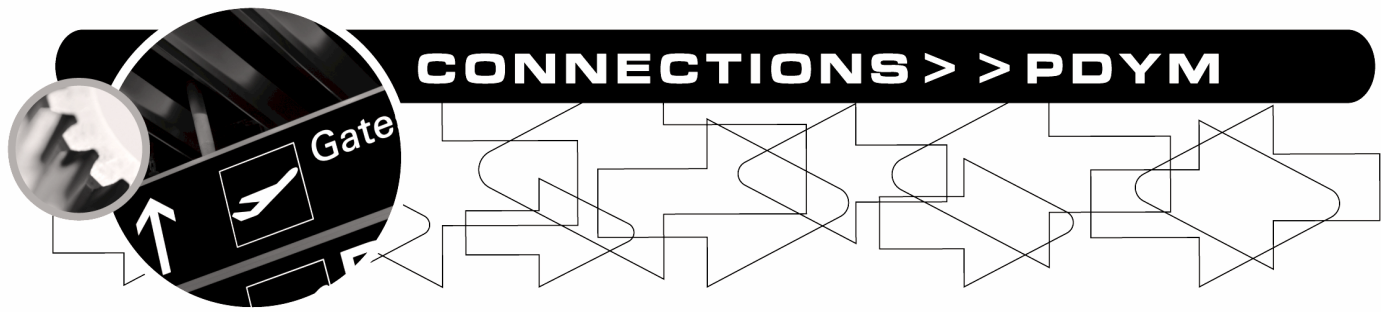
Dear God,

Where do I start?

Where do we begin as a team?

*Then I heard the Lord asking, "Whom should I send as a messenger to my people? Who will go for us?" And I said, "Lord, I'll go! Send me." Isaiah 6:8 (NLT)*

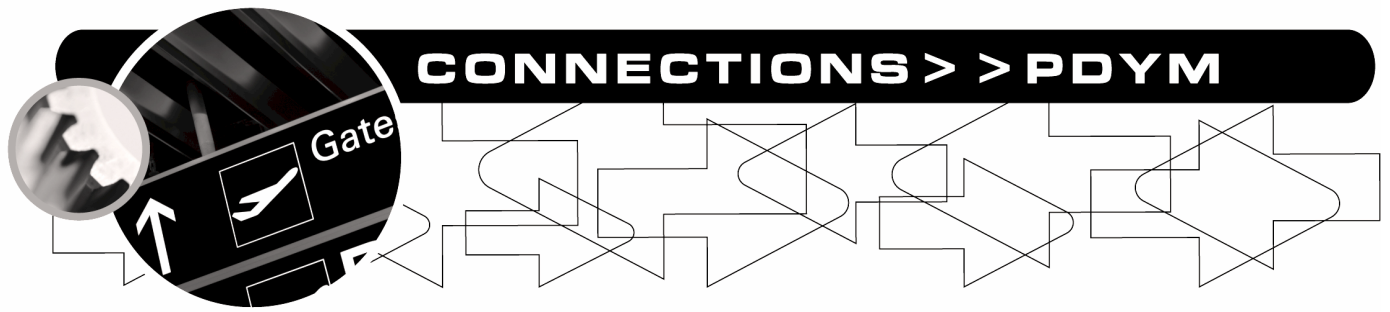




## Thoughts and Ideas

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





## Thoughts and Ideas

*Therefore, my dear friends, as you have always obeyed—not only in my presence, but now much more in my absence—continue to work out your salvation with fear and trembling, for it is God who works in you to will and to act according to his good purpose. Philippians 2:12-13*

