



Student Ministries
Leadership Manual

Mission Statement

Our Mission is to lead students into a growing relationship with Jesus Christ. Our heart is to see our students become Disciple makers, actively involved in the Church and reaching the hurting, and desperate in need of Christ's love.

What We Believe

- **We agree, support and identify with the mission statement and core beliefs of Sanctuary church** per; (www.sanctuarychurch.com/beliefs). We support and love our church, its leaders, its members and its ministries. We work together to accomplish the mission of Sanctuary Church and are co-laborers rather than competitors with others. We expect our leaders to believe and live these things.
- **At Sanctuary we believe our students aren't just the church of the future, we firmly believe they are the church today.** We exist as a church to help walk with, pray with, teach, and disciple young people to become all that God intends for them to be. If our students have accepted Jesus as their Lord and Savior, they become full-fledged members of the body of Christ and that means they have a place and a part to play. They *are* Sanctuary Church.
- **At Sanctuary we believe that Student Ministry is relational.** All ministry and discipleship flow out of relationship. Without relationships, there is no ministry. We will take the time and the effort to get to know the kids and one another.

It's our desire that we share our lives with the young people God has entrusted us with, and with one another as leaders.

7 Just as a nursing mother cares for her children, 8 so we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well. (1 Thessalonians 2:7-8)

Student ministry is sharing the gospel through the Bible, and sharing our lives together. It's being real with each other and relying on Jesus as our source for life.

Being in relationship with kids and leaders alike requires care, patience, truth and grace and time.

- **We believe that ministry is a team sport, not a solo act.**

Jesus left a body of believers with a variety of gifts, ministries, personalities and abilities (I Corinthians 12:4-11) – as well as flaws, brokenness and struggles. Together we will accomplish the will and the work of God among the youth we serve.

We expect our leaders to work and play together as one team.

- **We believe in centering our lives and this ministry around the gospel.**

We are not hoping to make kids better or nicer. We don't just want them to be good, we want them to belong to God. That only happens through the gospel of Jesus.

- The gospel involves *grace* – so we will demonstrate grace to kids and grace to other leaders and parents.
- The gospel involves *sacrifice* – so we will sacrifice to serve these kids, and serve one another, even if it is unappreciated or undeserved.
- The gospel involves *love towards the sinner* – so we will not condemn or judge kids who are not yet walking with Christ, we will pursue them with the love and kindness of God.
- The *gospel is truth* – so we will not abandon truth in our pursuit of grace. We will lovingly point out truth, sin, the Savior and the way of hope.
- The gospel involves *repentance* – so we will model repentance in our own lives when confronted by the truth.
- The gospel is the *kindness of God that leads us to repentance* – so we will treat the kids and one another with kindness, knowing that it will bear much fruit.

- **We believe that we must be connected to the vine to bear fruit.**

Apart from Jesus – we can do *nothing* (John 15:5) – but with Jesus, we can do *great things* (John 14:12).

In order for us to be effective in student ministry, we must stay connected to Jesus in an active, growing, relationship with Him in obedience to His Word. That means we are seeking Jesus, learning truth, repenting where we are wrong, and becoming more like Jesus.

That relationship is not just personal, it's corporate – meaning that we can't just be connected to Jesus, we must stay connected to one another, and the larger body of Christ.

Being in fellowship with the people of Sanctuary church is vital, healthy and helps us stay connected to Jesus. We expect our leaders to be regular attenders and plugged into the life of the body outside of youth ministry.

Who can be a Sanctuary student ministry leader?

- Members of Sanctuary Church who love Jesus, love students, and are living a life of obedience to God's word, repentance from sin, and who actively seek to grow in relationship with God and others.
- Prospective leaders will participate in an interview with Pastor Justin or a designated leadership from Sanctuary Church.
- All leaders must have cleared a background check prior to working with students.

General Guidelines & Principles for Leadership

1. Keep the Sanctuary Student Church Mission and Belief statements in mind

- (a) Are you adhering to the beliefs and mission statement?
- (b) Are your actions reflective of Christ and His calling on your life?

2. Come expecting to serve

- (c) Special Tasks
- (d) Extra Tasks
- (e) Above & Beyond in good works

3. You are responsible for your attitude and atmosphere when around students.

- (f) Enthusiasm
- (g) Participation
- (h) Servants Heart
- (i) Set the example
- (j) Be an encouraging Leader. Excitement is contagious, so are bad attitudes.

4. Every minute matters when we are with students

- (k) No "Leader Cliques". sit with students!
- (l) Be thoughtful of your words, questions, & conversations. (Are they Good, Pure, Holy, Wholesome, Godly things?)
- (m) Pour into and PULL out of student's things that need to be discussed. (Home life, School, Friends, Their Walk with Jesus)
- (n) Student minded at all times when they are present.

5. Don't JUST be one of the kids.

- (o) As a Leader we are called to be in the World but not OF the World
- (p) Be friendly with students, but don't allow inappropriate talk or actions to continue on.
- (q) Use good judgement & step up to unwholesome things and behaviors.

6. When giving advice be careful not to become the "Counselor"

- (r) Give advice based on YOUR life or Scripture, not psychiatric diagnosis.
- (s) We are leaders & shepherds not clinical or doctoral counselors.
- (t) Avoid "You Should" conversations. Approach problems with "Have you thought about...?" or "What do you think Christ would want you to do...?"
- (u) If anyone confesses to any kind of harming themselves, others, or harm that has been done to them by others you have to tell a Pastor. We are mandated by law in some instances.
- (v) Be open and tell the student that you are required to report these types of conversations. But, remind them that we will be discreet as possible in handling these matters.

7. If an issue between you and another leader arises BEFORE you talk about it to anyone else have you followed Matthew 18:15-17?

- (w) If there is a fault or offense: Go and speak "Just between the two of you"
- (x) If after a one on one conversation fails bring in another Godly Leader, or Pastor.
- (y) If that conversation, among leaders still doesn't resolve the issue - The Church leadership (Staff & Pastors) will step in.
- (z) If it can't be resolved after all steps have been exhausted the persons involved may be asked to step down from ministry.

8. Be careful with contact and one-on-one's with students.

- (aa) Meet in an open space or keep the door open when talking one on one.
- (bb) Coffee or lunch meet ups with same genders only.
- (cc) Side Hugs and short contact.

Invitation & Salvation

Often in service and at events the gospel will be preached and students will be given the opportunity to respond. The most amazing thing about this is that we see students begin a relationship with Jesus every year, and we rely on you as a leader to pray with them in this process. We want to have a one on one conversation to help a student navigate through what is happening. Here are some tips on how to have that conversation.

Get the Story:

- "Can you tell me what just happened that made you want to raise your hand?"

- Based on what they say you will direct the conversation to pray with them to receive Christ if they understand what that means. Share the gospel with them, and pray with them if they are already a Christian but just needed someone to talk to.

- Leading someone to Christ means that they should (be comfortable in communicating this)...

a. Admit their need ("I am a sinner")

b. Be willing to turn from their sins (Repent)

c. Believe that Jesus Christ died for us on the Cross and rose from the grave

d. Invite Jesus Christ to come and take control of their life through the Holy Spirit (Receive Him as Lord and Savior)

"Behold, I stand at the door & knock. If anyone hears My voice and opens the door, I will come into Him and dine with Him, and he with Me." (Rev 3:20)

"Whoever calls upon the name of the Lord will be saved." (Romans 10:13)

"If you confess with your mouth that Jesus is Lord, and believe in your heart that God raised Him from the dead, you WILL be saved." (Romans 10:9)

TRAINING: WHAT DO I DO WHEN...

1. A student informs me they are being abused, suicidal, or in any physical danger:

- Get as much information as possible about what's going on.
- Make sure that the student understands that we may have to report what they are telling us but will be done discreetly. (We are mandated reporters; we cannot legally keep suicide or abuse a secret.)
- Immediately notify Pastor Justin.
- Please know that we are here to help you in all situations with your students whether it is divorce, depression, cutting, alcohol, or etc... We have resources to guide us as we care for students.

2. (Discipline/Behavior Controls):

As a leader, you set the tone. You have the responsibility to ask students to stop doing whatever it is that is disruptive and distracting to others. But remember the gospel, grace and care. **Our purpose is to bring them to Christ – not drive them or their families away!**

Youth Meetings:

The best way to ensure a quality experience for all students at our events is to prevent problems before they occur. Here are 4 steps to take if they are needed:

1. Leaders will strategically place themselves in seating among the students.
2. Leaders will discreetly confront student(s) who are disruptive in your immediate area. Be kind, yet firm. Try to warn with minimal disruption.
3. Leaders will ask the student to move or simply sit with them.
4. If student continues to be disruptive please bring them out of the space again and they will watch the remainder of the service from a distance and sit with a leader. Please bring these situations to Pastor Justin's attention.

Camps, seminars, & special events:

Students are required to follow all rules at events. In general, we will take the same approach and warn students, and then ask them to stop the activity and spend time with a leader. If a student is discovered breaking event rules or exhibiting concerning or dangerous behaviors, refer to section below.

Serious issues and/or parent contact at weekly events or camp:

Contact Pastor Justin or designated leader regarding any students who are causing a concern, or repeated problem behavior. They will speak with the student who is having an issue if it is unresolved. If appropriate, the parents may be contacted as well. Students violating rules at camp or an event may be sent home.

Pastor Justin: (909)-844-5578

Relational Ministry: Winning the Right to be Heard

*"No one cares how much you know, until they know how much you care."
-Theodore Roosevelt*

No student will open up to a leader who has not taken the time to be his or her friend first. This is winning the right to be heard. How do you win the right to be heard?

1. Be a good listener

Find out the different interests of the students and do what you can to promote their interests.

2. Be available

Let the students know that you look forward to hanging out with them. This availability is best shown in attitude, not mere words. Don't restrict yourself to just "church times!" Consider hanging out with students outside of Sundays and Wednesdays.

3. Exercise tough love

Students want to look at you as their leader. They expect you to act like a leader and not one of their peers.

4. Be prayerful

Only God can prepare the hearts of the students, so pray that He will give you opportunities to speak one-on-one with your students. Pray for each student by name.

5. Be positive

When you live your life in front of these students, let the love of the Lord Jesus shine brightly around you.

6. Be yourself

Don't try to copy someone else's personality. Let the Holy Spirit individually direct your abilities to be used to present the savior.

Counseling Students

For your counseling to have maximum effectiveness, you must live in total dependence on Christ, seeking His will. Jesus said, "I am the vine; you are the branches. If a man remains in me and I in Him, he will bear much fruit; apart from me you can do nothing" (John 15:5).

The Seven S's of Spiritual Wisdom

With a heart of humility, realize:

1. **God's solutions are not your solutions** (John 14:26). Act prayerfully and seek wisdom from the Holy Spirit.
2. **The self-sufficiency you lean on should be replaced with Christ-sufficiency** (John 15:5).
3. **The Spirit of Christ is your counselor, enabling you to counsel with truth** (John 16:13).
4. **The sinful person should never be confronted with condemnation** (1 Peter 3:15-16).
Remember – the gospel is always centered on good news and hope.
5. **The success of your counseling is not dependent on you knowing all the answers** (Proverbs 3:5-6).
6. **The Scriptures will light the way as you help others walk out of darkness** (Psalm 119:105).
7. **The secret of victory over sin is relying on the power of the indwelling presence of Christ** (Philippians 4:13).

Just remember Thee answers are not your answers. Point your student back to Christ and if you find yourself stuck in a situation - ASK ANOTHER LEADER FOR HELP!

For Male Youth Leaders

1. Verbally communicate caring only in group settings.

There are many girls in youth who are starving for love and affection. Some girls have no love from a father figure. Many times that will make you feel like you need to feed their hunger for love, respect, and admiration. You can do that – as long as it happens in public, in front of others. Caring messages in one on one setting's are likely to fuel a girl's fantasy life. When you confine your appreciation to group settings you keep girls from feeling like you're giving them special attention. Also communicating words of love and care in a group will protect you from being accused of saying something you didn't say.

2. Don't Flirt! When you know that girls are craving someone to like them, it's not hard to understand why they can interpret your personal interactions with them as something beyond what you may be intending. When you give girls a specific encouragement, a piggyback ride, a harmless comment, or even just a lingering look, they could be thinking about it all week. Some youth leaders think certain kinds of jokes or touching are harmless. However, girls process things subjectively and it's not hard to send mixed signals because of that. Here's one rule of thumb: If the behavior or words wouldn't be appropriate for you to exchange with the pastor's wife, it's not appropriate with a teenage girl.

3. Talk often about your #1 girl If you're married (or even engaged) you can help set the standard for what the youth group girl's value by talking, often, about what you value about your wife, beyond her physical beauty.

4. Get Some Back Up! Recruit another female leader or elderly woman to lead and counsel the girls in the group. This will take all pressure off of you!

5. Don't give full frontal long embraces to the opposite gender.

6. Don't let the opposite gender give full frontal long embraces to you!

For Female Youth Leaders

1. Build Self-Awareness

Be constantly aware of the way you carry yourself. Teenage guys are extremely aware of the opposite gender and constantly battle lustful thoughts. We want to build them up and have them grow in the Lord, not hinder their growth by the way you dress.

2. Encourage them to persevere.

Pepper your language with reality-checks and hope for both guys and girls. "I know you are bombarded all day by things that lure your mind astray- but stay strong! Remember God created you to think on things that are holy and honorable." 1 Thessalonians 4:3-8

3. Reshape their views.

Many teenage guys view girls as potential "date-bait" be an example of "The family of God" and "The church as a body" these will help the teenagers understand the youth group as a true family, not a dating service. Put them in the SISTER – ZONE!

4. Get some back up!

Yes you can impact guys if you're a female, but you'll have a greater impact if you recruit a male youth leader. College age or older guys create a great open safe environment for teenage guys. Titus 2:1-10

5. Don't give full frontal long embraces to the opposite gender.

6. Don't let the opposite gender give full frontal long embraces to you!

Philosophy of Student Ministry

At Sanctuary we not only believe students are the church of the future, we firmly believe they are the church of today! We exist as a church to help walk with, pray with, teach, and disciple young people to become all that God intends for them to be. Below you will find our Philosophy of Student Ministry as we see the church today.

At Sanctuary we believe that Student Ministry is relational. In 1 Thessalonians 2:7-8 Paul gives us a model for Youth/Student ministry. Paul was speaking about being a disciple among the people and said as a disciple.....

1 Thessalonians 2:7-8 ESV

7 But we were gentle among you, like a nursing mother taking care of her own children. 8 So, being affectionately desirous of you, we were ready to share with you not only the gospel of God but also our own selves, because you had become very dear to us.

Student ministry is so much more than a weekly bible study. It's sharing the gospel through the Word of God, and sharing life through past & present experiences.

Our Mission as a Student/Youth Group is to lead this generation of students into a growing relationship with Jesus Christ. Our purpose is that those same students then become disciple makers, actively involved in His church. Reaching people in need of His love & wrecking this world for Jesus

With that in mind, we believe in an organized Student program. This includes a balanced time of teaching, community, and prayer. We believe that through building relationships with young people the adult leaders & volunteers can offer a very positive, effective, and powerful ministry to where our students are at their spiritual journey. This follows Jesus' model of ministry with the twelve disciples. He trained them up as He spent time with them eating, teaching, walking, praying, and serving with them. And through these experiences with Jesus they became the men of God that impacted their world and ours. It is because of Jesus' time with these men that we have Christianity today!! This style of relational, discipleship-oriented ministry with students translates across cultural divides to meet young people right where they are with the love of God.

At Sanctuary we also believe that there are four levels in a healthy student ministry. Each level is important and ties into the next, however all four aspects aren't always applied at the same time. The Levels are as follows.

1. **REACH:** Bringer Events
2. **CONNECT:** The Gospel being preached
3. **GROW:** Discipleship & Training
4. **SEND:** Releasing Student Leaders and fully devoted Disciples of Christ.

REACH This level is an front porch to get students involved in the Ministry by having fun activities, trips, events, and mid-week bible studies that appeal to churched, unchurched students and their friends. In this level students are met by loving, caring, adult volunteers, who've been called and equipped for ministry with Students. Also, in these time's our students are given the opportunity to meet new people, engage with other people outside their everyday interactions, and they are provided a safe, fun environment to express themselves.

CONNECT This level is to allow for spiritual input and growth through the Student community times where the young people hear the "Good News," and are challenged to accept Christ and live radically for Him. We offer several biblical services every week, where they are presented with the Gospel, through topical and expository teachings through God's word. The messages are designed to apply to the lives of students right where they're at. Then they're challenged to follow their calling in the Lord.

GROW This level is for discipleship to take place through small group Bible study times, outreach events, and times of serving, where the young people can grow in their faith and discuss relevant issues biblically as to how they apply to their lives. For instance, we have a service on Wednesday nights where our students come for community, games, worship, a message, and then enter into a time for small groups. During that time, they are asked questions related to the message, their lives, their families, and also allowed a time to ask questions themselves. These times are great for diving deep and drilling down on specific issues that are relevant to their lives and walks with Christ. We've seen tremendous spiritual growth through the discipleship level.

SEND This level is designed to train mature Christians to reach out to others and share their faith. This step is how they can become "owners" of the church today by participating and taking responsibility for tasks of leadership within the church. We believe students are gifted BY God to carry out the tasks FOR God. We believe students grow in their faith when they utilize their God-given talents to serve others for God's glory.

This four-level model of ministry is like a funnel where young people move down from first attending, to accepting Christ, to being discipled, to being released as mature disciples with the end result being that they become all that God intends them to be. Our goal is that students get connected with the church and stay connected to the church.

Although no approach to ministry is one hundred percent guaranteed, this biblical approach to building lives relationally through using the four-level strategy of solid discipleship-oriented training has proven to be effective. It is exciting to see God's hand at work in each and every life as they have an opportunity to become a world changer for our Lord and Savior, Jesus Christ!!

Student Church Leadership Contract

I WILL...

1. Maintain my relationship with Jesus as my first ministry before all others.
2. Attend Sanctuary Church on Sundays regularly (e.g. at least twice per month).
3. Follow all general principals and guidelines for student ministry leadership.
4. When arriving at Student events or services I will help set up and serve with maximum effort and a great attitude.
5. Attend all leadership meetings and retreats that I can reasonably attend based on my schedule.
6. Help to make sure our meeting space is cleaned up or torn down properly after services or events.
7. Wear appropriate and modest clothing at all times.
8. Keep the students center and focused at all times when they are present.

I will NOT do the following:

1. Abuse any substance, drug, alcohol, smoking, vaping, etc.
2. Share inappropriate photos or videos of myself or others.
3. Engage in willful acts of watching or subscribing to pornography.
4. Engage in inappropriate acts or forms of affection with any student or leader.
5. Live with or stay the night at anyone's house of the opposite sex. (excluding family)
6. Engage in premarital sexual acts of any kind.
7. Promote or push a political or self-agenda that is contrary to Scripture.
8. Text, Message, DM or Chat one on one with another leader or student of the opposite gender. (Excluding group chats) If communication is needed ask another leader to be in the chat.
9. Spend time alone with the opposite sex without proper supervision or clear lines of safety. (Be above reproach)
10. Engage in talk that is unbecoming or unwholesome as a Godly leader.

I agree that if I fail to follow the expectations of Student Leadership that it will result in my immediate suspension or termination from the Leadership Team.

Printed Name _____

Date _____

Signature _____