Greetings!

Today, the next generation is in need of godly parents and passionate leaders who will parent, lead, manage, and teach them about the Word of God and the ministry of the Holy Spirit with excellence and dedication. Though children, teens, parents, and leaders face tremendous challenges, we must not retreat, hold back, or give up.

The next generation is being bombarded with many things that distract them from pursuing a personal and ongoing relationship with Jesus. It is no surprise that many grow up without knowledge of the power and ministry of the Holy Spirit; still, they are no less capable of knowing God in a deep way.

Few of us would say that children and teens cannot hear God’s voice, pray, or influence others. Yet our next generation ministries often reflect an attitude towards them as “junior Christians” with a “junior Holy Spirit” who requires very little of them except that they “be good” and enjoy themselves.

Our view of children’s and teen ministry as primarily a babysitting service must be challenged. The Christian life and impact of a young person is just as important as any adult’s. More than simply ensuring that children and teens have supervision and entertainment while their parents attend service, our goal as leaders must be to create an environment in which they learn to preach, teach, and prophesy, and thirst to see the sick healed and the lost saved.

Because of the cultural and spiritual barriers that children and teens encounters in growing in God, and because of His high calling for their lives, we must make our approach to next generation ministry relevant. We must search for divine guidance, face and contend with the generational patterns of our culture, and empower the next generation to live in wholehearted devotion to Jesus.

Thank you for taking the time to be with me. I pray that through this time of teaching you will be changed in ways that will help you pursue with greater revelation, power, and wisdom the call to equip and release a generation to walk in power and in the knowledge of God. May God bless the investments you continue to make in the lives of those you lead and parent.

Equipping the Smaller Saints,

Lenny La Guardia

Executive Directors Children’s Equipping Center

Sr. VP of Ministries and Justice International House of Prayer – Kansas City

1. Breaking Old Molds
   1. February 5, 2001 –Abba, is there anything you would like to say next?
   2. Our journey to THE PRAYER AND WORSHIP MOVEMENT in Kansas City.
   3. It’s not a hobby – OH GOD WHAT HAVE WE DONE?
      1. The cry on God’s heart: His desire to awaken us, so that we may hear His heart’s cry for change in the ministry to the next generation.
      2. Global work force getting set in place
      3. Breaking old molds - the seeker sensitive??? – playing it safe – building so the parents stay - entertainment
      4. The spiritual diet given to children and teens - must equip them to recognize the counterfeit. (The antichrist and the systems coming)
      5. The Children Equipping Center in Kansas City has set out to convince children that they are an army God is mobilizing on planet Earth to prepare the way of His coming. They are part of the plan that ushers in His return. This really is about how the story ends and seeing Jesus face to face.
   4. The start of the Children’s Equipping Center – Kansas City Missouri
2. THE NEED for a change in leadership PARADIGMs
   1. Romans 12:5-8 “…so in Christ we who are many form one body, each member belongs to all the others. We have different gifts, according to the grace given to us. If a man’s gift is prophesying, let him use it to the proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.”
   2. 2 Kings 6:17 – Enemies were pursuing Elisha and his servant. The servant could only see the enemy troops with chariots surrounding the city. Through the lens of faith, Elisha had a different perspective. He shared his perspective with his servant, and the servant saw the hills were full of horses and chariots of fire from heaven all around Elisha.
   3. What are paradigms: Paradeigma – Greek word from which paradigm derives its meaning. It simply means patterns. Example: Tissue paper patterns used by seamstresses

Paradigms do more than just reveal to us patterns; they help shape the way things look to us. Note: Everyone who views an accident brings a different perspective to what happened.

* + 1. The word paradigm: A slippery term that many have a hard time getting their hands around. Paradigms exercise power over us. Convictions of right and wrong are often anchored in our paradigms. They are an integral part of our identity.
    2. “The real culprit in the fight for change is rooted in the often mentioned, but little understood word paradigm”, says Doug Murren in his book, Leader Shift.
    3. Paradigms are subconscious. Most of the time, few of us know we have them.
    4. Paradigms can also be the rules by which a ministry and church function. Ministries and churches have rules that dictate how they walk out church life.
    5. On occasion, churches and ministries change the way they plan and organize. It is usually during these times of change that we need to reexamine our values.
    6. Often, it is in this changing environment that we need to renew our understanding of our leadership role in children’s ministry.

William Carey, the famed missionary stood on the docks of England watching the Hudson Bay Company send out their agents to trade for fur and precious metals and other items. He saw this as a possible new “pattern” for spreading the gospel. Representatives must exist in the church and are a fundamental requirement for an expanding ministry.

Eventually these representatives would be called “missionaries”. Carey became the greatest missionary pioneer in church history. When Carey began presenting this idea/pattern to Christian associates, it was not readily accepted. They had no mental maps or paradigms to aid them in a discussion of representing Christ throughout the world. Carey kept up the pursuit even knowing there was little doctrine existing at the time, as well as any experimental interest in missions.

With patience but persistence Carey kept saying, “Why not send national representatives from the church to the nations of the world?” Eventually his new paradigm won acceptance and a “pattern” for missions was established, bringing countless millions to Christ.

1. THE HOLY SPIRIT AND THE NEXT GENERATION
   1. In light of the hour we are in and in light of the hour that is coming...
      1. How then shall we lead? – Our Devotion to the Lord
      2. What now shall we teach? – Our disciplines in His word
      3. How now shall we parent? – Heb. 12
      4. What songs shall they sing? – Standing at the Gate
   2. We stand at a critical juncture in our nation’s history. The Holy Spirit is visiting His people with power as darkness increases. The light is getting brighter as the darkness is becoming darker.

2 Behold, the darkness shall cover the earth, and deep darkness the people; but the LORD will arise over you, and His glory will be seen upon you. Isa. 60:2

* 1. The greatest revival and crisis in history is soon to come. We look with confidence to God’s promises to pour out His Spirit to empower His people to bring the gospel to all nations.

17 It shall come to pass in the last days, says God, that I will pour out of My Spirit on all flesh; Your sons and your daughters shall prophesy, your young men shall see visions, your old men shall dream dreams…18 I will pour out My Spirit in those days; and they shall prophesy… 20 before the coming of the great and awesome day of the LORD. Acts 2:17-20

14 This gospel of the kingdom will be preached in all the world as a witness to all the nations, and then the end will come. Mt. 24:14

A theological crisis is emerging across America that will perplex many who will be unable to discern between truth and deception (1 Tim. 4:1-3). The Scriptures are clear that many will fall away and depart from the faith in the midst of the crisis, as fear, offense, and deception abound (Mt. 24:9-13).

1. The UnAvoidable Need of a Paridigm Shift in Equipping the Next Generation
   1. In many of our churches today, youth ministry and youth themselves have become more of what I call a benefit package rather than a part of the kingdom of God. Much of this is because of the religious attitudes that have dominated the modern church and the poor perspective many leaders have developing next generation ministries.

Note: People see next generation ministry mainly as a burden, a duty, and a pressure.

* 1. An adult focus: In most churches the emphasis is on teaching adults to live godly lives. Since adults are more developed intellectually, financially and spiritually, they are viewed as being more important to the work of the ministry.
  2. A Me generation: Since the 1960’s, adults have been focused on self-fulfillment, creating New Age philosophies, which justify a focus on oneself. This has created a generation of church members with a great need to see their own lives succeed, causing a wasteland of children whose spiritual needs are left unfulfilled.
  3. A mindset this produced was saving the lost as a concept instead of a biblical mandate: Since churches have become more sensitive to the call to reach those who don’t know Christ, there has developed a mentality to treat children and teens as lost individuals, rather than a part of the spiritual family. This has caused many adults to overlook the opportunity to release youth into a ministry capacity.
  4. Its effect on the care of children in the church
     1. A burden to the church: The worker says, “It’s your duty to us; after all, we watch your cevery week.”
     2. A childcare department: The parent says, “It’s my duty to help after all, you watch my kids every week.”
     3. A professional baby-sitting service. Program vs. People.
  5. The Solution: A model for us to follow found in Luke 18:15-17
     1. Look beyond the external to the eternal.
     2. Treat children and teens as full members of God’s family.
     3. Impart a blessing.
     4. Jesus had faith that His life would have an affect on them even knowing the children didn’t understand intellectually what was taking place.

1. WHAT DOES AN EXPRESSION OF CHRISTIANITY LOOK LIKE?
   1. The Spirit is raising up a victorious Church that will walk in the values, doctrine, power, purity, unity, and maturity as modeled by the New Testament Church (Eph. 4:13; 5:27; Rev. 19:7).

27 That He might present her to Himself a glorious church, not having spot or wrinkle or any such thing, but that she should be holy and without blemish. Eph. 5:27

7 For the marriage of the Lamb has come, and His wife has made herself ready. Rev. 19:7

* 1. It is Church-centered: Jesus is building His Church which functions locally as a spiritual family that walks out love and honors all its members, e.g., gender, age, ethnic, economic, etc. (Mt. 16:18).

18 I will build My church, and the gates of Hades shall not prevail against it. Mt. 16:18

* 1. It possesses a missionary spirit: Each ministry is called to work together with others to fulfill the Great Commission. It demonstrates God’s love and power to others by winning the lost, healing the sick, doing works of justice (compassion to the poor, fatherless, and oppressed), making disciples, building godly families, serving in the marketplace and working to transform the seven spheres of society: family, education, government (politics, law, and military), economy (business, science, and technology), arts (entertainment and sports), media, and religion.

19 Go…and make disciples of all the nations…20 teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age. Mt. 28:19-20

* 1. It gives to the poor and does works of justice: This includes feeding the poor, caring for the needy, widows, homeless, and helping to alleviate the oppression of abortion and poverty etc.
  2. It cares for the fatherless: The end-time Church will be characterized by spirit of Elijah (prophecy, power and repentance) with a primary focus on the fatherless. The Holy Spirit is raising up the largest orphan outreach in history. The house of prayer movement will serve orphans. I believe most houses of prayer on earth will embrace God’s purpose for orphans.

5 Behold, I will send you Elijah the prophet before the coming of the great and dreadful day of the LORD. 6 And he will turn the hearts of the fathers to the children, and the hearts of the children to their fathers, lest I come and strike the earth with a curse. Mal. 4:5-6

* 1. It functions in God’s power: It walks in supernatural ministry by functioning in the spiritual gifts and using our authority in Christ. We will not regularly function in the gifts until we earnestly desire them by praying for them and using them in the day of small beginnings. Everyone is called to prophesy and function in the gifts of the Spirit.

1 Concerning spiritual gifts…I do not want you to be ignorant…7 The manifestation of the Spirit is given to each one… 31 Earnestly desire the best gifts. 14:1 Desire spiritual gifts… 31 You can all prophesy. 39 Desire earnestly to prophesy… 1 Cor. 12:1, 7, 31; 14:1, 32, 39

* 1. Each believer must be taught to receive healing and freedom and then to keep it by personally exercising the authority that they receive in Christ by standing on the Word (Eph. 6:11-17).
  2. It proclaims the supremacy of Jesus: It magnifies Jesus’ majesty, beauty, and worthiness. The conflict in the end times centers around defining who Jesus is and how we love Him. We must love God on His terms. Love for God is loyalty to His truth as seen in Jesus. Our love must be expressed in alliance with the Jesus of the Bible. We magnify His deity thus His right to establish absolute standards for which the nations are accountable to Him. He is the only way of salvation.
  3. It embraces wholeheartedness: It makes disciples that walk out Sermon on the Mount lifestyles (Mt. 5-7). The Spirit is restoring the first commandment to first place in the Church. Cultivating love for Jesus is the first priority and the first emphasis of the Spirit. This love will overflow in God’s people so that they walk out the second commandment and Great Commission. Jesus defined loving God as being deeply rooted in a spirit of obedience (Jn. 14:21).

37 Jesus said to him, "You shall love the LORD your God with all your heart, with all your soul, and with all your mind. 38 This is the first and great commandment.” Mt. 22:37-38

* 1. It embraces persecution: Scripture promises that all who are godly will suffer persecution and receive rewards (Mt. 5:10-12; 2 Tim. 3:12).

12 Yes, and all who desire to live godly in Christ Jesus will suffer persecution. 2 Tim. 3:12

* 1. It engages in God’s purpose for Israel: Jesus’ return is contingent on Jewish people turning to Him. In other words, the timing of Jesus’ second coming is linked to the salvation of Israel.

19 Repent…be converted, that your [Israel] sins may be blotted out, that times of refreshing may come from the presence of the Lord, 20 and that He may send Jesus Christ, who was preached to you [Israel]…21 whom heaven must receive [retain] until the times of restoration of all things [Millennium] which God has spoken by…His holy prophets… Acts 3:19-21)

* 1. Jesus prophesied that He would not come back to Jerusalem (from which He will rule the earth) until the leaders of Israel asked Him to reign over them as their Messianic King

39 You shall see Me no more till you say, “Blessed is He who comes in the name of the Lord!” Mt. 23:39

* + 1. The battle for Jerusalem is a spiritual, political, and military battle for the control of Jerusalem and the salvation of the Jewish people which is deeply connected to Jesus’ return (Rom. 11:26). This is one of the most significant battlefronts in the spirit today.
    2. It will be ended by Jesus’ second coming to reign over the whole earth and to cast Satan into prison (Rev. 19:11-20:3). The highest issue in serving God’s purpose for Israel is obeying Jesus’ sovereign leadership. We love Him, thus we want to do what He does and love what He loves. God requires the Church to stand with Israel in their coming persecution (Rev. 12:17; Dan. 7:21, 25; 8:24; 11:33-35; 12:7; Rev. 6:9-11).
  1. It prepares forerunner messengers: It will proclaim Jesus as Bridegroom, King, and Judge and what the Scripture says about the unique dynamics related to Jesus’ end-time plan so that people are not offended at Jesus, deceived by the enemy, fearful of the future, nor yield to compromise. Forerunners are “messengers” who function with a specific message in different spheres of life. For example, they are preachers, evangelists, artists (singers, musicians, actors, etc.), writers (internet), media, marketplace, or intercessors as well as those who disciple people one-on-one in the church, marketplace, campus, or home (moms are some of the most important forerunners).

20 The anger of the LORD will not turn back until He has executed and performed the thoughts of His heart. In the latter days you will understand it perfectly. Jer. 23:20

* 1. Its ministries flow from intimacy with God: It emphasizes intimacy with God as our Father and Jesus as our Bridegroom King. Jesus revealed the Father, in a Jewish context, which portrayed God as the transcendent creator of Genesis 1. Israel trembled before His power and holiness. Jesus taught that by understanding the Father’s affections, they could have confidence before Him.
  2. As women are called to be sons of God, so men are called to be the Bride of Christ. Both describe a position of great privilege before God for the redeemed. These privileges do not point to something that is intrinsically male or female, but to that which transcends gender (Gal. 3:28). As sons of God, we are in a position to experience God’s throne as heirs of His power. As the Bride of Christ, we are in a position to experience God’s heart and His deep desire for us. For the first time in history, the Spirit will universally emphasize our identity as Jesus’ Bride.

17 The Spirit and the Bride say, "Come!" Rev. 22:17

* 1. The essence of the message of the Bride of Christ is the revelation of Jesus’ beauty, His emotions for us, and commitments to us (to share His heart, throne, secrets, and beauty with us) as our Bridegroom God and our response of abandonment or wholehearted love and obedience to His will. Mutual wholeheartedness is the foundation for intimate partnership with Jesus.
  2. We must refuse all sensual overtones to the Bride of Christ message. Jesus is not our lover or boyfriend. We do not go on “dates” with Jesus. Receiving the “kiss of God’s Word” in Song 1:2 has nothing to do with physically kissing God!!! Neither the spiritual interpretation of the Song of Solomon nor references to the “romance of the gospel” have anything to do with sensuality, but with the adventuresome love that is filled with a spirit of abandonment that sacrificially loves Jesus as seen when Paul and Silas sang songs of love to God in prison (Acts 16:22-26).

1. The end-time prayer movement
   1. The Holy Spirit is raising up the greatest prayer and worship movement in history (Isa. 19:20-22; 24:14-16; 25:9; 26:8-9; 27:2-5, 13; 30:18-19; 42:10-13; 43:26; 51:11; 52:8; 62:6-7; Jer. 31:7; 51:8; Joel 2:12-17, 32; Zeph. 2:1-3; Ps. 102:17-20; 122:6; 149:6-9; Zech. 8:20-23; 10:1; 12:10; 13:9; Lk. 18:7-8; Mt. 21:13; Rev. 5:8; 6:9-11; 8:3-5; 9:13; 14:18; 16:7; 18:6; 22:17).
   2. The conflict at the end of the age will be between two “houses of prayer,” or two global worship movements. The Antichrist will raise up a worldwide worship movement (Rev. 13:4, 8, 12, 15).
   3. The Spirit is orchestrating a convergence of the missions movement and the prayer movement across the earth today flowing from intimacy with God. Call2All is a missions organization consisting of 1,200 ministries. In January 2008, Call2All hosted a congress in Orlando of 170 CEOs of most of the top mission organizations worldwide. In the first 2 years of Call2All congresses, leaders committed to start over 500,000 new houses of prayer.
   4. God calls or names His people the “house of prayer.” The highest identity of the redeemed throughout eternity is to be a “house of prayer.” In other words, God speaks and moves our heart and then we speak and move His heart. The result is to release God’s resources on earth. The identity of the whole Church is the house of prayer. This is not just true of ministries that focus on 24/7 prayer. God sees all ministries in a city as part of His house of prayer in that city. The Spirit is establishing a culture of prayer in the Church worldwide.

7 For My house shall be called a house of prayer for all nations. Isa. 56:7

* 1. Jesus requires night and day prayer for the full release of justice in the Church and society. The work and cost of 24/7 prayer is a practical expression of the commandment to love one another.

7 Now shall not God bring about justice for His elect, who cry to Him day and night…? 8 I tell you that He will bring about justice for them speedily. Lk. 18:7-8; NAS

* 1. Justice is God making wrong things right. The two sides of justice are salvation and judgment. Examples of God’s justice that make wrong things right include:
     1. Soul winning: God’s judgment on the kingdom of darkness is seen when people get saved.
     2. Righteous legislation: God’s judgment on unrighteous legislation (abortion laws, etc.).
     3. Healing: God’s judgment on sickness is seen in the manifestation of healing power.
     4. Holiness: God’s judgment on sin, anger, pornography, drugs, and rebellion, etc.
  2. Isaiah 42:10-15 gives us a clear picture of the place of prophetic singing before Jesus’ return.

10 Sing to the LORD a new song, and His praise from the ends of the earth, you who go down to the sea…you coastlands…11 Let the wilderness and its cities lift up their voice, the villages that Kedar inhabits…12 Let them…declare His praise in the coastlands. 13 The LORD shall go forth like a mighty man [Jesus’ coming]; He shall stir up His zeal like a man of war. He shall cry out, yes, shout aloud; He shall prevail against His enemies. Isa. 42:10-14

1. David’s revelation of worship: led by full-time singers and musicians
   1. David received revelation into how God wanted worship (1 Chr. 28:11-19). After David became king he set up a tabernacle of worship in Jerusalem (2 Sam. 6; 1 Chr. 15). He set Levites before the ark (which spoke of God’s presence) to worship God night and day (1 Chr. 16:1, 4).
   2. David established a full-time occupation for singers, musicians, and gatekeepers (administration).

37 So he left Asaph and his brothers there before the ark of the covenant of the LORD to minister before the ark regularly, as every day's work required… 1 Chr. 16:37

* 1. David established the full-time occupation for singers, musicians, and gatekeepers (administration). David provided financial support so that singers could sing as a full-time occupation. David established 4,000 full-time paid musicians, 288 singers, and 4,000 gatekeepers.

37 So he left Asaph and his brothers there before the ark of the covenant of the Lord to minister before ark regularly, as every day's work required …1 Chr. 16:37

33 These are the singers…who lodged in the chambers, and were free from other duties; for they were employed in that work day and night. 1 Chr. 9:33

* 1. David commanded God’s people to uphold the order of worship according to the revelation that he received, because it was God’s command (2 Chr. 29:25; 35:4, 15; Ezra 3:10; Neh. 12:45).

25 Hezekiah…stationed Levites in the house of the Lord with stringed instruments… according to the commandment of David…for thus was the commandment of the Lord. 2 Chr. 29:25

* 1. Solomon upheld the order of worship according to the revelation that his father David received.

14 According to the order of David his father, he appointed…Levites for their duties (to praise and serve before the priests)…for so David the man of God had commanded. 2 Chr. 8:14

* 1. When Israel went astray, God raised up spiritual reformers with a vision to restore worship as David commanded it. All of the 7 “revivals” in OT times restored Davidic worship. For example, Hezekiah’s revival (about 725 BC) included restoring singers/musicians as David commanded. Jehoshaphat’s reform (about 870 BC) included establishing singers and musicians (2 Chr. 20:19-28).
  2. Josiah’s revival (about 625 BC) restored full-time singers and musicians as David commanded.

3 He said to the Levites…4 “Prepare yourselves…following the instruction of David…” 15 The singers…were in their places, according to the command of David… 2 Chr. 35:3-15

* 1. Ezra and Nehemiah (445 BC) established full-time singers and musicians as David commanded.

24 The Levites…give thanks…according to the command of David…45 The singers and the gatekeepers kept the charge of God…according to the command of David… Neh. 12:24, 45

* 1. God commanded Israel to financially support the singers (2 Chr. 8:14; 31:5-16; Neh. 11:23; 12:44-47; 13:5-12). The order of worship that God commanded David to embrace is timeless, such as establishing the full-time occupation of singers and musicians in God’s house. The Spirit has not emphasized this throughout church history, but is now calling ministries to embrace this.

47 In the days of Zerubbabel and in the days of Nehemiah all Israel gave the portions [finances] for the singers and the gatekeepers, a portion for each day. Neh. 12:44-47

5 The tithes…were commanded to be given to the Levites and singers and gatekeepers...10 I realized that the portions for the Levites had not been given them; for each of the Levites and the singers who did the work had gone back to his field. 11 So I contended with the rulers, and said, "Why is the house of God forsaken?" I gathered them together and set them in their place. 12 Then all Judah brought the tithe…to the storehouse… Neh. 13:5-12

1. 1 Chronicles 12:32 “And the sons of Issachar, men who understood the times, with knowledge of what Israel should do, their chiefs were two hundred; and all their kinsman were at their command.”
   1. We must seek to understand the times just like the sons of Issachar and apply biblical and heavenly patterns without compromise. In addition, adopting strategies, styles, thought patterns, and attitudes that will prepare and equip the next generation.
   2. Humanistic philosophies of ministry adopted by the Church are tools of the enemy; simply a wall of deception that is meant to keep us lamenting on our past failures and inadequacies.
   3. When next generation leaders configure their ministries using humanistic philosophies, they will compromise their original calling and purpose.
   4. Mike Bickle: “The forerunner ministry announces ahead of time the unprecedented activities of the Lord that are just around the corner. They will declare what is unprecedented and uncommon in this generation. They declare these truths in order to make sense of what is happening to the people of God.”
   5. WHY? “One main reason is so that the people of God can volunteer freely with the Lord in the great commission.” Mike Bickle
2. The need for a spiritual change in Next generation ministry is obvious. Why?
   1. We are to assist the next generation with…
   2. We are to equip the next generation with…
   3. We are to empower the next generation with…
   4. We are to mobilize the next generation in…
   5. Practical application and group discussion
      1. Why do you think it might be time for a spiritual change in ministry to the next generation?
      2. What paradigms do you see changing in leadership around you?
      3. Do you think the church is compromising the truth? How?
      4. Where do you think next generation ministry has compromised the truth?
      5. What do you think is burning on God’s heart today for the next generation?
3. NURTURE AND YOUTH IN THE IDEAL OLD TESTAMENT COMMUNITY
   1. Understanding Youth Participation in Community Life
      1. The Old Testament description of the ideal community is striking for its lack of separate institutions for the nurture of children and teens.
         1. No schools
         2. No individuals are set aside to teach the young
         3. The Old Testament assumes youth will grow up as participating members of the community. It seems to be just this participation that is the central feature of Mosaic nurture.
      2. The Calendar: The cycle of weeks and year was a basic feature in the on-going nurture of the whole community. Each cycle affirmed basic truths about God and Israel’s relationship with Him.
         1. The Sabbath: The release from work to assemble for talk and worship. Reaffirming creation and God as the shaper of the universe was always held before Israel.
         2. Recurring Festivals recapitulated significant events in salvation history. At Passover each family relived together the tense moments in Egypt before God worked deliverance.
         3. Exodus 12:25-27 “When you enter the land that the Lord will give you as he promised, observe the ceremony. And when your children ask you, “What does this ceremony mean to you?’ Then tell them, “It is the Passover sacrifice to the Lord, who passed over the houses of the Israelites in Egypt and spared our homes when he struck down the Egyptians”.
         4. March/April – Passover – Redemption – Exodus 12, 13, 34; Lev. 23
         5. May/June – Pentecost – Sustenance – Exodus 23, 34; Lev. 23; Num. 28; Duet. 16
         6. September/October – Rosh-Hashana, Day of Atonement, Tabernacles – Civil New Year, Forgiveness, The Exodus – Lev. 23; Num. 29; Duet. 16
      3. Institutions: The Mosaic blueprint features only one set of institutions: they centered on worship. Later on the Prophets appear and central government but first, it was worship.
         1. The altar was a constant reminder of sin and forgiveness. No matter how poor an individual was, God was ready to meet with him.
         2. As children and teens participated in the worship of Israel, they were introduced to symbols that would be with them as they matured and grew old. Symbols that would take on even deeper meaning along with a growing understanding of faith through worship.
      4. Memorials: They were another feature of the educational process woven by God into the fabric of ideal Israel.
         1. Mound of stones standing at the edge of the Jordan below Jericho spoke of the miraculous crossing.
         2. Jacobs Well. Abraham’s burial cave. Throughout Palestine there were multiple reminders of Israel’s heritage in the Lord. Reminders each generation could see, touch and feel.
   2. The Instructional Component of the Ideal Nurture System
      1. Deuteronomy 11:5 captures the dilemma of nurture.
         1. “It was NOT your children who saw what He (the Lord) did for you in the desert until you arrived at this place. Duet. 11:5
         2. What one generation has known through personal experience with God must somehow be communicated to a new generation that lacks those experiences. Faith must be communicated.
         3. The new generation must come to know, love, and obey the God of their parents.
         4. How can adults communicate faith?
      2. Two Old Testament passages repeat the same guidelines. Each is found in Deuteronomy.
         1. Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. Deuteronomy 6:5-6
         2. Fix these words of mine in your hearts and minds; tie them as symbols on your hands and bind them on your foreheads. Teach them to your children, talking about them when you sit at home and when you lie down and when you get up.  Deut 11:18-19
      3. These passages describe the instructional component in the ideal nurture system of the Old Testament. Each draws our attention to three factors:
         1. The Family
         2. The Teacher
         3. Daily Life
      4. The Family: The family is consistently viewed in the Old Testament as the primary source of instruction.
         1. Each parent is called of God to impress God’s words on their children. Parents need a time when to get near to God so that the children ask why they are doing it and parents can help them know God. They are to instruct their children in daily life.
         2. Deuteronomy 6:1-9 – Deuteronomy 11:18-21 These passages describe the instructional component in the ideal nurture system of the Old Testament.
         3. Next generation ministries have a responsibility to partner with the family and stay in line with the corporate vision and message.
         4. We didn’t create the separate situation – we were handed it. We need to move to a Malachi 4:6 mandate, Joel 2 content, and a Daniel 9 lifestyle.
      5. The Teacher: The personal spiritual life of the teacher is instruction’s first consideration.
         1. Instruction in God’s Word calls for a teacher who himself or herself is personally responsive to God.
         2. Each of the Deuteronomy passages speaks of a love for God that finds expression by taking God’s words into the heart and mind and living them out in behavior.
         3. Thus the one who communicates the Word must be the one who lives it. Communication of a living faith calls for one who lives it.
      6. Daily Life: In the Old Testament, ideal instruction is never isolated from life experience, either by time (to take place at a special hour) or by place (to take place in a special classroom). Instruction is to be woven into daily life as life is shared by parents and children.
         1. Instruction is to be woven throughout the day, given as conversation about God’s word as family members sit together at home, walk along the road, lie down at night, or rise in the morning.
         2. The assumption is that it seems that life is lived together.   Ideal instruction was never isolated from life experience. There was no special school and no special classroom.
         3. There is no school found in the Old Testament. Instruction is to infuse all of life, as parents share those truths of Scripture that are needed by a child to interpret his or her experiences.
         4. We can discern that the nurture processes is woven through the life of the community.
         5. Unfortunately, values, beliefs, and behaviors eroded. The foundations of the faith began to be shattered. The godly Israelite lived in a shattered world with ungodliness competing for the commitment of each emerging generation.
         6. Without the supportive role intended for community, the family was forced to carry a heavy nurturing load - a load it was never intended to carry alone.
   3. Developing a Next Generation Ministry Based on Deuteronomy 6
      1. Adopting a pattern of nurture based on the Old Testament, we should seek to develop a ministry to children that:
         1. Takes place in the context of a loving, holy community.
         2. Features participation by children and teens in the life of the community.
         3. Calls for instruction by and within the family unit.
         4. Includes Teaching and Training

Teaching – the communication of an experience, something lived.

Training – the development of capacities, something the trainee has not lived or experienced. Helping someone else to have an experience.

* + 1. Impact History - Heart - Head - Home
       1. Build history with children and teens.
       2. Create memorials to remind children and teens of God.
       3. The teacher must live it out.
       4. The institution should center on worship.
       5. Include them on festivities.
    2. In-road to a young heart – honor their parents and let them know they can talk to them and to God
    3. We have to drive ministry from programs back to the heart of God. Children and teens can teach, preach, prophesy, heal the sick, etc. – active participating members of the community.

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| Concept | Principle | Old Testament Expression |
| Modeling | The whole community is to live out and thus model faiths lifestyle. | Youth are brought up within a community of adults who form loving, holy community guided by the Mosaic idea |
| Participation | Children share with adult those experiences that give meaning to faith. | Youth participate with adults in the worship, symbolism, and events that teach about God and faith relationship with Him |
| Instruction | Teaching is woven into the daily experiences of adults and children. | Parents who love God and have taken His Word to heart teach that Word that has given their own lives shape and meaning. |

1. Family & Nurture in Proverbs
   1. The book of Proverbs is a unique Old Testament work. It contains a collection of sayings, each understood to express a general principle that is applicable to all humankind.
      1. Each generalization in the Proverbs is understood to admit exceptions.
      2. The nurture concepts found in Proverbs are descriptive rather than prescriptive.
   2. They reflect the notions that were accepted in Israel as generally true, but not as having the same force as law. When one sifts through the Proverbs for nurture concepts, we find reflected the perception of godly Jews, nearly a millennium before Christ’s birth.
   3. The Goal of Nurture in Proverbs: This is the clearest message in Proverbs.
      1. It is a guide for a generation to receive wisdom.
      2. Nurture has a goal to guide the new generation to choose the way of wisdom.
   4. In Proverbs, as it is in the rest of the Old Testament, *wisdom* is a moral term. Wisdom is not related so much to *intellect* as it is to *will* for it implies a *personal choice* of holiness.

Then you will understand what is right and just and fair – every good path. For wisdom will enter your heart, and knowledge will be pleasant to your soul. Discretion will protect you, and understanding will guard you. Pr. 2:9-11

Thus you will walk in the ways of good men. Pr. 2:20

Do not withhold good from those who deserve it, when it is in your power to act. Do not say to your neighbor, “Come back later; I’ll give it tomorrow” when you now have it with you. Pr. 3:27-28

* 1. The holiness toward which Jewish education was directed was practical above all. It was the doing of good: it was following the pathway marked out so clearly in the law.
  2. *The nurture process*: One may ask how does a young person walk in the path of wisdom? The writer of Proverbs clearly fixes the responsibility on the family and suggests the tools the family would use.
     1. Verbal instruction.
        1. “Listen, my son,” echoes a repeated saying, “to your father’s instruction and do not forsake your mothers teaching” Pr. 1:8
        2. These commands are a lamp, this teaching is a light, and the correction of discipline are the way to life. Proverbs 6:20, 23
     2. *Modeling*: less clearly seen, but still reflected.

The righteous man leads a blameless life. And blessed are his children after him. Pr. 20:7

My son, give me your heart and let your eyes keep to my ways Pr. 23:26

He who walks in the wise grows wise, but a companion of fools suffers harm Pr. 13:20

* + 1. *Discipline*: Proverbs lays great stress on discipline. Discipline is modeled on that which is provided by the Lord for His people. The rod is wielded, not with anger, but in love.

My son, do not despise the Lord’s discipline and do not resent His rebuke, because the Lord disciplines those He loves, as a father the son He delights in. Pr. 3:11-12

* + - 1. Punishment is not the only way to correct. Natural consequences join instruction as part of the disciplinary armory. Proverbs 29:15 reflect that the rod of correction must be used to impart wisdom for a child left to himself disgraces his mother.
      2. Punishment is not a pleasure for parents but a duty and responsibility linked in love.

Folly [moral evil] is bound up in the heart of a child, but the rod of discipline will drive it far from him Pr. 22:15

* + 1. Little is said of praise as the way to encourage a child to choose wisdom, although the guidance of which punishment is only one part may imply warm and loving encouragement.
    2. *Responsibility for response*: Proverbs clearly focuses on the responsibility of each child to respond to instruction. Parents are to instruct, model, and discipline.
    3. The young are encouraged to accept, to heed, to remember, and to keep the parents’ word.

My son, do not forget my teaching, but keep my commands in your heart Pr. 3:1

Listen my son, accept what I say, and the years of your life will be many Pr. 4:10

* 1. Summary:
     1. Proverbs does not speak specifically of the training of the very young.
     2. It does reflect clearly vital concepts of nurture.
     3. Nurture is intended to lead a child to a personal commitment to practical holiness.
     4. Responsibility for nurture rests on the home.
     5. Proverbs emphasizes individual responsibility.
     6. Each youth growing up into adulthood will make his or her choices between right and wrong.
     7. Each youth will succeed or fail to listen to internal guidance. Each will choose or reject godly companions.
     8. Each will reach out trustingly for a faith relationship with God, the starting point for all wisdom, or will turn away.
     9. We can influence the individual, but he or she must choose.

1. Mobilizing A Malachi 4:6 Strategy All Across the Earth
   1. To continue to build as we have built in the past while the world we are trying to reach is drastically changing would mean that our religious blindness has put us out of touch with reality. The battle is intensifying: Changes in economic structures. Changes in social behaviors. Changes in technology. Changes in church government. Enhanced awareness of the end times.
   2. In light of the hour we are in and the hour that is coming we need to seek the answers to the following questions:
      1. How then shall we lead? - Leadership
      2. What now shall we teach? - Content
      3. How now shall we parent? - Family
      4. What songs shall we sing? - Worship
   3. Malachi 4:6 - And he will turn the hearts of the fathers to their children and the hearts of the children to their fathers. Otherwise, I will come and strike the land with a curse.”

The great Compromise: Priests - Worship - Money

* 1. We are in need of obtaining the relevant tools and strategies that will produce victorious change. The Father wants us to be shaped into victorious leaders, not victims. It’s time to move forward while never looking back. For most of us this means to bury the past. The nature of next generation ministry
     1. The leader God is reshaping and retraining today must understand that change must work for us rather than against us. Though change can cause a discomfort to us, it does not have to become a tool for enemy invasion.
     2. 2 Corinthians 9:12 Turning the Burden into a Calling: Service = Servant hood = Priestly Duties
  2. Being influenced by kingdom patterns will break the limitations of our own inadequacies and weaknesses, causing us to draw freely from the supernatural power of God and the ministry of the Holy Spirit.
     1. We need to be pursuing a greater outpouring of kingdom authority and the presence and love of the Father!
     2. Passion and anointing to run with a forerunner’s heart and a prophetic perspective and a godly attitude!
  3. We need to be leaders seeking to be renewed daily with kingdom thought patterns and strategies. These kingdom thought patterns need to produce for us clear understanding of how we should draw our spiritual resources from God first and foremost.
  4. Complacency that comes through comparing others and their programs is the most deadly venom that can poison a ministry to the next generation.
     1. We should desire to be leaders that cannot be dominated or fashioned by our environment. Our need is not to be men and women that are products of the environment, but vessels that are created and molded by God’s grace and power to influence.
     2. We sometimes find ourselves searching for the newest strategy, product, curriculum, or principle of leadership instead of seeking the Lord.

Example: Tuesday morning staff meetings – Illinois

* + 1. Successful leaders in the days ahead will be the ones that develop strategies that can release and empower individuals into their full potential in God by developing and embracing a model of leadership that builds and blesses.

1. UNDERSTANDING THE HEART OF A PIONEER
   1. Leaders today must adopt and appreciate the heart of a pioneer. This is a huge test and depending on how we position our hearts, tongues, and motives, we could easily disqualify ourselves from ministry and our mission.
   2. The Lord desires us to have a passionate appreciation and burning heart for those who ran the race before us. By having this appreciation and heart, we will be freed to run our races with love and humility.
      1. Pioneers stand in the gap. They possess an ability to live in the present, and yet, possess a prophetic perception of what the future holds.
      2. Pioneers stand in the gap between two different time periods that will produce two distinctive generations.
      3. Pioneers take people into uncharted waters.
      4. Pioneers begin new moves of God.
      5. Pioneers chart the course for the whole colony.
      6. Pioneers establish lifestyles and standards.
      7. Pioneers are visionaries and raise the level of faith in people. A strong pioneer’s strategy involves everyone.
   3. Pioneers need to develop spiritual and mental energy that will prevent them from suffering from burnout. Pioneering pitfalls may be the following…
      1. Inability to communicate intelligently the contents of the vision.
      2. Inability to define and bring understanding to the vision that God gave to them.
      3. Pioneers must be the primary proclaimers of the vision.
      4. Leaders must own the vision. Vision must be grown from the grassroots on up rather than from the pulpit downwards.
      5. Fearing the opposition to their vision.
      6. Hidden weaknesses and limitations.
2. PLANNING FOR A GOD-GIVEN DESTINY
3. Modeling a heart of repentance and unconditional love to those we lead.
   * 1. Repent therefore and be converted, that your sins may be blotted out, so that the times of refreshing may come from the presence of the Lord, and that He may send Jesus Christ, who was preached to you before, whom heaven must receive until the times of restoration of all things, which God has spoken by the mouth of all His holy prophets since the world began. Acts 3:19-21
     2. Mike Bickle: God motivates and empowers us by the romance of the Gospel. God motivates us with affection, fascination, beauty, mystery, pleasure, delight, and gladness. The romance starts in the heart of God. God operates by this affection, gladness, and desire. In other words, it starts in Him and is then imparted to us. One of our problems is burnout today because we are doing the work of the Kingdom without understanding what motivates God in the unfolding of the gospel. We have to enter His pleasure and gladness.
     3. George Barna: Leadership will be a key component if the church is going to progress. Churches that grow will be as a result of a strong and compassionate leadership team. They will be focused on God’s vision for them, and pursue it with passion and excitement. Churches that are doing business as usual will fail to capture the attention and stimulate the interest of the average American adult.
     4. Tommy Lasorda: Leading is like holding a dove in your hand, squeeze it too hard and you kill it, not hard enough and it flies.
     5. Yogi Berra: So I’m ugly. So What! I never saw anyone hit a home run with his face.
   1. Blue print truths that cannot be neglected when evaluating your organization and administration.
      1. Organize (in relation to a whole): to form as or into a complete and functioning whole consisting of interdependent and subordinate elements.
      2. Organization: is the act or process of organizing, the state or manner of being organized.
         1. Any unified, consolidated group of elements, especially a body of people organized for a specific purpose.
         2. For the purpose of leadership.
      3. Organism: is a living body made up of separate parts such as cells, tissues, and organs, which work together to carry on the various processes of life.
   2. Infrastructure versus superstructure
      1. Infrastructure: the underlying foundation or basic framework. Basic installations and facilities such as roads, power plant, transportation, or communication systems.
      2. Superstructure: something built upon a base or as a vertical extension.
      3. Structure: Something built or constructed. The arrangement of all parts of a whole.
   3. Organization versus administration – institution
      1. Organization: an administrative structure.
      2. Administration: The process, technique of implementation dependent on leadership style, authority, decision-making, and planning.
      3. Institution: An established law, custom, practice, or system. From a Christian worldview, a permanent structure which is ordained and established by God. Natural, National, and Spiritual.
   4. Developing and redeveloping – evaluation of your organization. Basic blue print values
      1. Ephesians: 4 - Promotes unity and community. Being eager to maintain the unity. Unity does not mean everyone agrees!
         1. Organizational structures need to allow room for individuals to spend time with each other.
         2. Respect for others, as well as a lack of condescending attitudes within an organization will aid in maintaining a solid unity of the individuals working together as a whole.
      2. Developing an organizational structure that encourages communication also communicates itself. (Example – Friends of the Bridegroom)
         1. Ephesians and Colossians says the church is in the process of revealing God to the world as well as the spirit world by its nature and by the church through the process of communication.
         2. This is also confirmed in 1 Corinthians 14 where Paul gives a clear description of the organization of the church meeting, and in this passage, it’s noted that an unbeliever comes in and falls down declaring that God is among them.
         3. It is not mentioned that this unbeliever is impressed with what they say, but simply what they stand for.
      3. Allowing for flexibility, freedom, intimacy, informality, and immediacy
         1. Galatians 5:1 - Free from law
         2. John 8 - Free from sin
         3. John 8:55 - Free to serve one another
         4. Ephesians 2:10 - Free to be ourselves
      4. Keeping things simple
         1. This is not equal to being easy.
         2. We should not let things get so complicated that it causes us to spend more time maintaining the organization as opposed to ministering to the people the organization was created to serve.
      5. Providing for small group experiences
      6. Having a strong philosophy of ministry
         1. The love and pursuit of wisdom.
         2. The study of the truth underlying all knowledge.
         3. A compilation of the principles that define strengthened strategies and practices of the ministry/program.
         4. Guides us in practical affairs, giving direction to all areas.
         5. Keeps us focused on priorities, guarding us from tunnel vision.
         6. Evaluation filter
   5. Practical application and group discussion
      1. What obvious changes are you going to make?
      2. Who are the keys to influencing the organization you serve?
      3. Who are the keys to influencing your ministry/organization?
4. HOW PEOPLE CONNECT TO GAME DAY/MINISTRY/CHURCH
   1. The upcoming sessions will deal directly with the issue of mobilizing workers, raising up leaders, and connecting your vision with the congregation or group you have been called to serve.
      1. Many next generation leaders spin their wheels when it comes to mobilizing people. For many, it seems like there is never enough help coming forward from those attending the congregation.
      2. For over 23 years, I’ve had extensive dialogue with children’s and youth leaders about the issue of lack of help. Many times I find the children’s leader bitter and angry with their senior leadership because it appears to them they are not a champion of their cause and have the need for workers. After consulting with these leaders, I have concluded that almost 90% of the time the problem of a lack of workers in their ministry is not always the fault of the senior leadership.
      3. Though I believe a senior leadership team over a church or ministry plays a massive role in helping workers connect to a ministry, I believe that one of the biggest reason individuals are not deployed to a ministry is do to a lack of leadership training.
      4. Most of us have been handed the position without the tools needed to connect and communicate our passion and vision to those we want to see mobilized.
5. Blue print truths – A Biblical mandate for our ministries – Matthew 28:16-20

How people connect to a church-ministry and why?

* + 1. The corporate connection…
    2. The individual connection…
    3. The intimate connection…
    4. The ultimate connection

Practical implementation - fruit recruits!

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| Corporate Connection | Stay committed and loyal at all times.  Check your attitude, heart and motives.  Know and articulate the mission of the church.  Don’t back bite or be negative toward leadership.  Help your team stay committed and loyal.  Communicate the Heart of our Senior Pastor.  Communicate the heart and vision of the CM Pastor.  Know the Mission of the children’s ministry.  Pray with your team. |
| Individual Connection | Don’t be controlling.  Let others fail and have the freedom to fail.  Encourage the gifts & talents of others to excel.  Pray for those who are more talented than you.  Don’t intimidate but encourage and challenge in love.  Let others know you want them to flourish. |
| Intimate Connection | Connect to the lives of your team.  Be relational.  Add prayer to your meetings.  Create a warm and caring environment.  Evaluate how your team views you.  To handle yourself, use your head.  To handle others, use your heart. |
| Make a list of all your staff and… | Determine if all three connections are taking place in their lives and how you think they view you. |
| Make a personal growth plan for yourself and your team and… | Make the necessary changes to maintain the pastoral piece operating in the lives of your staff. |

1. TURNING YOUR PASSION INTO MISSION
   1. As leaders we must never lose sight of the fact that God has called us to be a servant first, as well as calling us to support, honor, and complement the ministry and church direction established by our senior pastors. Without this, our ministry will likely fail, suffering from fatigue and burnout, which allows for bitterness to set in.
   2. Too often next generation ministry workers feel like lone rangers. In this session, we will focus on practical foundations and truths for developing a flourishing ministry/program to the next generation.

If you don’t develop it… they will do it for you!

* + 1. Mission defines the fundamental purpose and goal for the existence of the ministry.
    2. A statement ensures the mission is articulated and becomes a tool for connecting people to your vision.
    3. It defines the direction your program should go.
    4. A communication tool assisting others in making a commitment to participate in the ministry, helping you to develop your team.
    5. It keeps your passion alive.
    6. Practical steps to developing a mission statement.
       1. What is the fundamental purpose of your church?
       2. What is the mission of your church?
       3. What is the mission of your ministry?

“To teach the full counsel of God in such a way that all who hear it and experience it make a life long commitment to serve and follow Christ”.

* + - 1. Why does your ministry/department exist?
      2. What do you value?
      3. Don’t confuse vision with mission. Vision relates to specific actions and is strategic by nature. Mission relates to general approaches to action and is philosophical by nature
  1. Establishing your values in ministry - determining your philosophy of ministry
     1. Values govern our heart – this creates a strong filter/ministry philosophy
        1. The love and pursuit of wisdom.
        2. A system of principles for guidance in practical affairs.
     2. Description of a ministry philosophy

A compilation/statement of the principles that define and under gird the strategies and practices of a ministry or program.

* + 1. Value of a ministry philosophy
       1. Guidance in practical affairs - gives direction to all areas.
       2. Blinders – keeps you focused on priorities – guarded from tunnel vision. Stay open to revision – correction.
       3. Evaluation filter - know what you believe. (i.e. write out your statement of faith)
       4. Know what your church believes (i.e. get a copy of statement of faith.
  1. Establishing your ministry priorities
     1. Priorities govern your time and energy
     2. Based on your understanding of the mission and what you value, you establish your priorities.
     3. Priorities determine where you focus your energies and resources as a ministry and staff. Establish priorities that are in line with your mission and values.
     4. Practical application
        1. Mission will most always govern your focus. Question: What do you spend 75 % of your focus on in your ministry?
        2. Values will govern your heart. Question: What do you spend 50% of your time studying?
        3. Priorities govern your time. Question: What do you spend 25% of your time wishing you were doing different?

1. PERSONAL GROWTH & DEVELOPMENT
   1. Planning: A good planner is one who chooses a course of action from the various possibilities that exist, and one who can bridge the gap between where they are now and where they need to be.
   2. Organization: A good organizer is one who knows how to group people and establish the direction needed in order to accomplish specific goals, complete objective items, as well as maintain fulfillment of priorities.
   3. Delegation: A good delegator is not someone who delegates in order to avoid doing work, but delegates to stay in a constant mode of thinking, planning, and creating for the specific ministry they oversee. The bigger picture always being the primary motivator behind all innovations.
   4. Principles of planning, organizing, and delegating.
      1. Help and encourage your staff to plan.
      2. Have a good sense of where the ministry is going.
      3. Gain experience in all areas of your department.
      4. Listen to your team’s ideas, regardless whether or not the ideas line up with those of your own. Listen to their heart, beyond hearing the words of their mouth.
      5. Encourage people to follow their interests.

E. Roles & Responsibilities

1. The Leader/Director

Recruiter - Trainer - Motivator - Supporter - Monitor - Evaluator – Terminator -Exterminator

Note: The one to blame if anything goes wrong!

1. General job summary might be …

Leader who is commissioned to provide oversight to a specific ministry or program. They oversee the entire ministry/department functions and staff. They establish ongoing relationships and direction for all they oversee. They uphold all values and program practices established by both senior pastor and children/teen pastor.

1. Some key ministry responsibilities…

* Oversee all staff relating to a ministry/department.
* Communicate weekly with children/teen ministry pastor and key staff.
* Advise and consult in the selection of all ministry resources.
* Interview and screen all potential workers.
* Establish quarterly reporting on ministry/department.
* Establish monthly meetings with the entire department.
* Assist in all training and ministry events.
* Evaluate quality of ministry and spiritual climate of the children/teens.

1. A leader/director’s biggest fears might be…

* Too many tasks involved resulting in losing touch with the next generation.
* Fear of failure resulting in reluctance to take risks.
* Becoming too critical of others as well as one’s self.
* Losing the heart they have for their church.
  1. The Leader/Coordinator
     1. General job summary might be…

Leaders who are commissioned and trained to oversee certain areas, departments, and projects. Example: Resources, Classrooms, Environment, Administrative Functions, Details, Procedures, etc.

* + 1. Some key characteristics might be…
* Someone who pays close attention to detail.
* Someone who values time management skills.
* Someone who makes sure everything and everybody is in place.
* Someone unafraid to present the director or pastor items needed for completing a task.
* Someone showing eagerness to learn.
* Someone showing optimism in regards to developing a project or task.

* 1. Summary:
     1. Coordinators can function as a player coach. They work best when the vision/direction is clearly defined and understood. They want things defined for them, and the freedom to organize things their own way. They value administration. Giving positive feed back to them can expand their creativity. Their weaknesses could include a number of things but the biggest being “a lack of attributing the right amount of value with seeing the big picture.”
     2. Directors keep the “big picture” part of the focus of the entire team. They are very successful when they have the right coordinator/administrator working with them. They are visionaries and have a strong passion for voicing the ministry globally, unlike anyone in their department. Their weaknesses could be a number of things with the biggest being “a lack of seeing the value of completing objectives and paying close attention to detail.” They tend to see details as minor aspects, instead classifying them as important issues in regards to the bigger picture.

1. THE PEOPLE PIECE: PART I
   1. Staffing a ministry/program fifty-two weeks out of the year can wear a person out and become a heavy burden. In this session called “Mastering The Basics,” we will discuss and develop strategies that can aid the leader in connecting their vision and ministry’s mission with their church congregation. We will also focus on assisting the leader with a motive and method of recruiting that can mobilize individuals in the church to next generation ministry.
   2. Recruiting: mastering the basics
      1. Six vital things leaders forget to do before communicating their need for workers.
         1. Forgets to honor their pastor/overseer.
         2. Forgets to show appreciation for their pastor.
         3. Forgets to display an excitement for their ministry.
         4. Forgets to show confidence.
         5. Forgets their Bible.
         6. Forgets to pray.
      2. Basic assumptions we should remember about ministry…
         1. People are to serve God with their time, energy, and money.
         2. We are called by God to assist people in that very process!
         3. Next generation ministry is where they can connect in the church.
         4. We can be their church family!
         5. Individuals who desire to serve in the church might have prior experiences with burnout.
         6. Individuals may have been wounded by their previous church experience!
      3. Recruiting must not be confused with calling.
         1. Calling: to summon by name! That’s God’s job!
         2. Recruiting: to gather those who are called!
      4. Know the current teaching climate and nature of your congregation.
         1. Don’t get stuck in traditional rituals!
         2. Let history work in your favor.
2. THE PEOPLE PIECE: PART II
   1. Developing a theology for recruiting

Matthew 9:35-38

* + 1. Recruiting can be best understood when you examine the strategy Jesus deployed when communicating His messages, heart, and goals for the twelve.
    2. Jesus was deeply moved by the crowd. He had compassion for them and displayed what the heart of a leader should be like when recruiting.
    3. Pray for compassion.
       1. Guard your heart against bitterness
       2. Remember, those who might be called to come along side of you might be the harassed and helpless.
    4. Jesus was concerned with sending servants to the harvest, not just warm bodies that could fill a position.
       1. Jesus told the disciples to pray for workers and then made them the answer to their own prayers.
       2. Be patient.
       3. Let God lead you.
       4. God knows your church better than you do, even better than the Pastor does.

1. DEVELOPING A 12-MONTH ONGOING STRATEGY FOR RECRUITING
   1. Pulling out all the stops, driving power from all cylinders, and utilizing all the tools!
   2. Creating avenues where the congregation becomes introduced to the mission, purpose, and values of the ministry/department you oversee. Our workers are the congregation and they will be our best recruiters.

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| Equipping the Smaller Saints  Phase I. Teacher Development  Training Taught Each Quarter | Entry Point. Communicates Vision, Heart, and Passion. Impacting the Heart. Gives the non-skilled a chance to be equipped. Re-focusing the skilled. Starts the whole workforce on the same page. Introduces individuals to all existing departments. |
| Parent Resource & Program Guide  Sent weekly, produced twice a year. | Complete introduction to KC7 programs and practices. Puts leadership at the congregation’s fingertips. Communicates helps on child rearing. |
| Equipping the Smaller Saints  Newsletter: Parent Edition  Sent Quarterly | Highlights certain leadership. Communicates ministry needs.  Addresses issues that impact the family. Communicates upcoming events. Communicates the schedules and individual department information |
| Kids Biz Bulletin Stuffer  Stuffed Monthly in church Bulletin | Puts KC7 along with all other ministries. Communicates special achievements by children, SLC, JBQ, prayer requests, and upcoming events. |
| In-touch – BI monthly publication | Major events and training. |
| Parent Fellowships & Communication  Quarterly | Individual departments communicating and corresponding with parents. Needs, Policies, Procedures, Changes, Concerns, Events, and ETC. |
| Individual Department Meetings  Monthly | Staff updates on vision, direction, needs, resources, prayer, ministry, and etc. Specific, Strategic, Corporate, Individual, and Intimate Connection |
| Leader Fellowships  Monthly | Global, Strategic, Calendar, Corporate, Individual, and Intimate Connection. Prayer, Fellowship, Discipleship, Heart for Each Other, Unity, and Identify |

1. THE PEOPLE PIECE: PART III.
   1. Interviewing and screening workers

(Mark 1:16-17) Establishing a policy for interviewing and screening potential workers can influence the ministry in a positive way. Getting to know people up front can save you a great deal of time later within your ministry. This session will focus on vital aspects of interviewing and screening for workers.

* 1. Purpose and value of interviewing and screening workers
     1. To provide the leader with a solid account of the person’s values, attitudes, and motives.
     2. To allow the leader an opportunity to place an individual where he/she fits best within the program.
     3. To become aware of the individual’s personal, ministry, and spiritual goals.
     4. To start the process of establishing a caring pastoral relationship with individual.
     5. To ensure the safety of the children.
  2. Vital principles to consider before interviewing and screening
     1. Set the stage: choose a relaxed, comfortable environment that encourages a spirit of honestly and openness.
     2. Environment is the hidden curriculum.
     3. Avoid being rushed and distracted.
     4. Listen carefully while being mindful to the flow of conversation, patterns of experience, and body movement.
     5. Remember that a situation relating to a person’s past is important to them even if it is painful.
  3. Preparing your questions
     1. Remember you are looking for in motives.
     2. Avoid questions that demand a yes or no answer.
     3. Phrase questions in such a way that a person will feel comfortable answering, and avoid implying they need to give a correct answer.
     4. Establish a list of questions that will reveal the various attitudes, values, interpersonal relationships, emotional and spiritual stability, as well as their motives for working with children.
  4. Sample questions that reveal attitudes.
     1. What did you enjoy the most about working in your previous ministry or church?
     2. What did you enjoy the least?
     3. What positive things do you see in our church?
  5. Sample questions that reveal interpersonal relationships
     1. With what kind of people do you most enjoy working?
     2. How do you see yourself ministering most effectively in association with your co-ministers?
     3. With what leadership-types do you feel the most comfortable working?
     4. Who was your favorite person to work with and why?
  6. Sample questions that reveal motivation and values
     1. Why do you feel led, stirred, or called to this ministry?
     2. What are your long-range goals for both ministry and life?
     3. How would you describe your current energy level and work ethic/habits?
     4. What do you feel you can contribute to this ministry?
     5. What training has helped you in the past?
     6. What training do you feel you need currently?
  7. Sample questions that reveal personal information
     1. Have you ever been misunderstood as a result of your desire to work with children or teens?
     2. Is there anything that I can assist you in regarding your life, family, job, etc.?
     3. Is there anything I should know that would hinder your involvement in ministry?
  8. During the interview be prepared to articulate
     1. Voice the mission of the church and children’s ministry. Including the values and priorities of the ministry.
     2. Provide a clear description of the opportunities for ministry. (Refer to Children’s Equipping Center Policies and Procedure Manual)
        1. Clarify that God does not call the qualified He qualifies the called. Describe your passion and the passion your pastor has to impact the next generation.
        2. Explain that with the right heart, one will make a difference.

1. THE PEOPLE PIECE: PART IV
   1. A volunteer worker or organization has accomplished the majority of today’s life needs that are being met within our society. Just like church, many community programs are highly dependent upon the recruiting and commitment of the volunteer worker.

Statistics show that…

* 53% wanted to help others.
* 32% had a sense of duty.
* 36% enjoy volunteer work.
* 15% could not refuse.
* 22% had a child in the program.
* 4% had nothing else to do.
* 3% hoped it would lead to a paying job.
  1. Volunteering and today’s church
     1. Though a volunteer program in a church shares certain characteristics of volunteer programs in society, they should not be considered as having the same theological understandings and beliefs.
     2. We are a community of believers commissioned by God to proclaim His word and works to all communities.
     3. We are members of His household! Eph. 2:19
        1. The Holy Spirit influences our skills and habits.
        2. The Resurrection: Christ’s death and resurrection cleansed us, cleared us, and commissioned us to go make disciples, not volunteers.
     4. Next generation ministers are more than volunteers.
     5. Are we a layperson or minister?
     6. Definition of laity: a body of people outside a particular profession.
        1. Lay: uninstructed and unlearned.
        2. Laity directly related to Latin word Laicus, that is, form of a lake.
        3. Uneducated and unholy compared with clergy.
        4. Those involved in less important or playful things in life.
        5. Lay people have so many faults and moral weaknesses, creating a need for censoring their speech.

• 1 Peter 2:19

• 1 Peter 4:10

• 1 Corinthians 12:4-6

1. YOUR HEART NEVER CAME IN A CANNED CURRICULUM
   1. Impart the truth you know
      1. John 8:32 – “You will know the truth and the truth will set you free.”
      2. It is the truth you know that sets you free.
   2. Knowing the truth to impart

Intellectual learning versus learning from experience

* + 1. Greek culture: teaches detached information through memorization. American education is based on this Greek method of learning.
    2. Hebrew culture: combine teaching with learning – “lamad.” This idea is founded on the idea that information is only learned when it is personally encountered and experienced.
  1. What about Jesus?

Jesus taught His disciples in a Hebrew manner connecting their natural experiences with spiritual experience either illustratively or in practice.

* + 1. Feeding of the multitude, sending them out to minister.
    2. His knowledge became their knowledge through practical application.
  1. Our goal is to combine intellectual with experience teaching
     1. Knowledge of Scripture – John 5:39
     2. Personal application – James 1:22 – Matthew 15:17 – 18:12
  2. Developing lesson plans and topics that “hit the mark”
     1. What is curriculum?
     2. Course of ground that will be covered.
     3. Latin term racecourse.
     4. Hebrews 12
  3. What are the components of a curriculum?
     1. Subject matter
     2. Environment – hidden curriculum
     3. Life experiences
     4. Teacher/Role model
  4. Developing lesson plans from your spiritual storehouse.
     1. What you know should be shared with passion and personal conviction.
     2. Write down your favorite scriptures and why they give meaning to you.
     3. Reflect on your history with Christ and write down what have been your most meaningful lessons learned.
     4. What holidays are most meaningful to you and why?
     5. Interpret all written materials through your own history with God.
  5. Methods of learning.
     1. Lecture: Matthew 5:1 – formal presentation of subject matter.
     2. Discovery learning: Luke 18:31-34 – process of uncovering truth through activities that allow the student to experience the truth personally.
     3. Socratic: Matthew 21:24-27 – interpersonal, two way, facts that produce new insights, clarification.
     4. Dramatization: Exodus 4:3-7 – role-plays, games, movies, multi-media.