



CE Quick Start Manual



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INTRODUCTION

IMAGINE:

Imagine challenging youth to pledge commitment to Christ and His Church. Imagine youth living out biblical principles. Imagine equipping youth as leaders For Christ and the Church.

YESTERDAY:

Pastor Francis Clark had this dream. On February 2, 1881 he gathered 57 youth at Williston Congregational Church in Portland, ME and shared what he had imagined. Reluctant at first, the youth were encouraged by Pastor Clark's wife Harriet who initially met her husband's vision with reservation. Boldly stepping forward, the youth signed a document promising to live each day for Jesus Christ. Christian Endeavor was born! Within decades Clark's dream spread across the country and around the world touching millions of lives.

TODAY:

Imagine what Christian Endeavor looks like today. Currently, Christian Endeavor is found in dozens of countries making it the most commonly applied youth ministry program.

Many churches still provide few opportunities for teens to serve and be trained as leaders. Youth are often referred to as "the church of the future" instead of being seen as "the church of today." God's direction is to "train yourself to be godly. For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come." (1 Timothy 4:7-8) Youth ministry challenges include:

- Youth being Biblically illiterate.
- Youth not receiving leadership training.
- Youth not understanding Biblical community.
- Youth feeling bored and disengaged with the church.
- Youth leaving the church two years before or after graduation.
- Adults struggling for time to plan and create programs.
- Adult youth leaders rotating frequently draining enthusiasm and focus.

TOMORROW:

Imagine a different result! Christian Endeavor Mid-Atlantic connects with local churches challenging them to ask God for His direction. You could partner with C.E. Mid-Atlantic and challenge youth toward higher commitment For Christ and the Church.

Christian Endeavor trains youth through your church who are:

- Ready to speak about their love of Christ to others.
- Committed to their local church.
- Wanting to meet and work with other Christians.
- Useful in their service to Christ.

Christian Endeavor uses adult coaches who are:

- Equipping youth to serve and lead.
- Focusing on Biblical ministry principles
- Preparing to honor commitments at home and in their church.

Christian Endeavor fits all church youth programs committed to Christ and Biblical authority.

- Young people execute the program from leading to promoting and planning.
- Adult coaches do not prepare all the lessons or programs. The energy and effort is youth generated and adult guided.
- The tremendous flexibility of Christian Endeavor adapts to any youth group size, no matter how small it starts, or how big it grows. C.E. has been used with two youth or several hundred.
- Christian Endeavor is Bible-based and Christ-centered. It supports the local church. Differences are not in jeopardy, but love for Christ and His whole Church is essential.

Overview: 7 Quick Start Steps

1. Study C.E. Essentials
2. Pray
3. Cast Vision
4. Recruit Coaches
5. Form Your Group
6. Plan your T.E.A.M. work
7. Start Meeting!

1.Study C.E. Essentials

A solid foundation based upon God, His teaching in the Bible, and prayer is critical for effective healthy youth ministry. The Christian Endeavor Essentials provide the elements necessary to follow this youth ministry philosophy. We believe C.E. could be an amazing tool for your church, but it requires commitment to the Essentials. Study the Essentials, write down questions, and talk with us to learn all you can before making your decision.

2.Pray

Daniel 9:17-23 provides an incredible picture. Daniel prays and immediately a word went out from God in the angel Gabriel's hands. Before Daniel finishes praying he sees Gabriel approaching. God hears our prayers and acts upon them! Philippians 4:6-7 encourages believers to present their requests to God in every situation. Now that you understand Christian Endeavor's Essentials, seek God. Ask what would keep you from using Christian Endeavor to equip youth For Christ and the Church. List these roadblocks and commit them to prayer. Also ask why Christian Endeavor would benefit your youth and your church. When you decide Christian Endeavor would work in your setting it is time to cast a C.E. vision in your church.

3.Cast Vision

Church leadership, beginning with the lead pastor, is pivotal to starting Christian Endeavor. Cast the vision you have to see youth equipped as leaders For Christ and the Church. When church leadership supports partnership with Christian Endeavor, cast this vision with parents/guardians and youth.

4.Recruit Coaches

Effective youth ministry needs adult participation. Some churches hire an adult to facilitate the youth ministry while others have an adult volunteer in this position. This person cannot guide the youth of the church alone. Recruiting and selecting people as potential coaches provides a necessary C.E. support framework. Walk these people through the Coach's Covenant

5.Form Your Group

Step five involves six actions:

- 1) Invite youth to sign the pledge.
- 2) Choose a T.E.A.M. structure.
- 3) Elect or Choose Officers.
- 4) Create a Group Covenant.

6.Plan your T.E.A.M. Work

Christian Endeavor involves youth in leadership roles. It is recommended that five teams be created from the youth ministry's Members- a Core Team and four teams that report to it. The four teams that report to the Core Team are: MEMBER- Teaching, Event, All Aboard, and Mission. Youth ministries with fewer Members carry out the MEMBER functions by the work of their Core Team.

7.Start Meeting!

Youth begin gathering weekly with meetings planned and prepared by youth. We encourage you to involve the entire church celebrating C.E.'s launch and providing God the glory and praise for what He is doing. We recommend celebrating God's work through C.E. at times in your church's calendar that fit for your setting.

STEP 1: C.E. Essentials

Many see youth ministry as essential. We see essentials in youth ministry! Christian Endeavor's Essentials cover nine areas vital for Christian youth ministry effectiveness.

Position

Christian Endeavor takes a non-negotiable stand on the three following statements:

Spiritual Potential of Youth

-1 Tim 4:11-16, Rom 8:5-11, 2 Tim 1:14, 1 Cor. 3:16

Christian Endeavor exists "For Christ and the Church." Christian Endeavor is a program equipping youth as leaders.

Lordship of Christ and Authority of Scripture

-Col 1:15-20, John1:1-2, II Tim 3:16, II Pet 1:20-21

It promotes a committed Christian life, grows inter-church relationships, and develops leaders useful in their service For Christ and the Church.

Relationship to the Church and the Pastor

-Heb 10:19-25, Eph 4:11, Heb 13:7,17

"Christian Endeavor promotes loyalty to Christ first; loyalty to Christ's Church next; loyalty to both Christ and the Church always." ¹ Romans 12, with special emphasis on verses one and two, is called the Christian Endeavor chapter because it promotes a life lived For Christ and the Church.

Principles

This organization has stood on four Biblical Principles since it's beginning:

1.Confession of Christ

"Confession of Christ" first means accepting Jesus Christ as your Lord, Savior and Leader.

Second, it means to share Christ with others. Christian Endeavor trains youth to own their faith and live it out.

2.Fellowship with Christ's People

Christ has risen! He is alive! Every Christian church from every background agreeing that the Bible is God's authoritative Word understands this message. Each Christian Endeavor Group demonstrates loyalty to its own church while encouraging fellowship opportunities in inter-church settings.

3.Loyalty to Christ's Church

A person's faith development needs community. This community is found in the local church. Christian Endeavor challenges youth to actively serve and support their own church's worship and ministries.

4.Service to Christ

Stare at Jesus' life! Christian Endeavor develops youth trained to touch the world's brokenness with the victory they know in Christ. Youth do this through their unique God-given gifts and the collective gifts God provides to the church.

Pledge

The Christian Endeavor Pledge challenges youth toward commitment. This pledge or personal covenant is at the center of Christian Endeavor. Churches choosing to use Christian Endeavor experience the greatest success when all the C.E. components are applied. The most important component is the pledge.

*Trusting in the LORD JESUS CHRIST for strength, I promise Him I will:
strive to do whatever He would have me do;
make it my life's practice to pray and to read the Bible every day;
support my own church in Her Sunday worship,
and all her ministries, in every way possible, unless prevented by a reason I can honestly give my Savior;
endeavor, so far as I know how, throughout my whole life, to lead a Christian life.*

Covenant

Churches deciding to partner with Christian Endeavor draft a Covenant. This document (formerly called the Constitution) defines how the church plans to follow the C.E. Essentials for that school year.

Once approved, a church becomes a Christian Endeavor member. Benefits include:

- 1) relationship with a larger organization as you follow the Christian Endeavor Essentials
- 2) a place to call with questions regarding youth ministry issues
- 3) a website access code for downloadable resources
- 4) discounts on CE Mid-Atlantic Opportunities/Events/Merchandise
- 5) access to the national and World Christian Endeavor network for conventions and volunteer opportunities
- 6) the ability to demonstrate to youth how the body of Christ is bigger than the local church.

Membership

There are four membership categories:

Members- Full membership is given to those youth who read the C.E. pledge and commit to this lifestyle by signing it. This step demonstrates the youth's commitment to Christ and His Church. These youth are given opportunities to lead the youth ministry, have voting privileges, and are expected to be present when the youth ministry meets.

Participants- Participants choose not to sign the C.E. pledge but desire to attend weekly events and special opportunities. These youth may or may not have received Christ as their Lord, Savior, and Leader. They are not given opportunities to lead within the youth ministry and they do not have voting privileges. Participants may become Members at any time and it is recommended to have regular times when a "step up" opportunity is given.

Floater- Some youth are brought by friends or attend the church and only sporadically visit youth ministry functions. Floaters are welcome. Members and Participants should make a special effort to welcome Floaters and help them interact with other youth and activities of the evening. Floaters become Participants by regularly attending youth ministry meetings.

Alumni- Alumni are people who have surpassed youth age but were Members during their youth ministry years. Alumni should receive youth ministry news, prayer requests, and periodic challenge to remember the life long C.E. pledge they have taken.

Meetings

Four meeting types are used within Christian Endeavor:

Weekly -A youth-led gathering occurs each week including at least for Bible reading, a Bible devotional, and prayer

Encounter- Once a month, the Weekly Meeting includes a time when Members can share how they encountered God through Scripture or in daily life.

T.E.A.M.- Planning the activities of the group occurs at the monthly T.E.A.M. meeting. The president presides over this gathering where reports are given on the completed and upcoming group activity.

Conventions - Christian Endeavor exists in local churches, counties and districts, states or provinces, and countries around the world. Gatherings to worship Christ and celebrate His work in the church are important to Christian Endeavor. C.E. Mid-Atlantic's annual convention is called Summer Assembly where youth gather to be equipped for ministry, share how God is working in their local church youth ministry, and fellowship with other believers. Every four years a World Christian Endeavor convention is held bringing youth delegates and C.E. alumni together from around the world. More recent conventions have been held in Hungary (2006) and Peru (2010). The next World Convention is scheduled for South Korea in 2014.

STEP 2: Pray

Agreeing with the C.E. Essentials is critical to launching C.E. Just as important is committing to God the thought of using C.E. in your local church. Seek Him for His guidance and His thoughts before you take any additional steps. Should you decide to move forward with C.E. you are encouraged to form a Prayer Team. This team will pray for you, the church, the youth ministry, and all people touched by the youth ministry. You may also want to have this team praying when the group meets. Carry this step out in the way God leads you, but please do not minimize the importance of this step.

STEP 3: Cast Vision

Decide how you want to introduce the church's leadership to C.E. Your method should be compelling. It should provide a picture of what a C.E. future could create. Involve a youth testimony if possible. People benefit by hearing the desire youth have to be involved and have their service useful For Christ and the Church. After casting vision with church leadership; youth, parents, and adult youth workers need to hear the vision, as well. Each church setting might handle this differently, but include people in the process. Ideas for Casting Vision include several types of meetings:

Food Gatherings- Invite people for food and sharing. This could be a banquet, picnic, or make your own ice cream sundae. Food equals fun in people's minds.

Home- This is time intensive but effective. Schedule meetings in parents'/guardians' homes. Have each home invite several other youth families to be present. Have the host provide refreshments. You attend, cast vision, and answer questions.

Activity- Schedule an activity that will interest most families. Let them know in advance as part of this event you'll be casting vision about the future youth ministry direction. This activity could be a family movie night, game night, or other interactive activity.

STEP 4: Recruit the Coaches

Invite them to pray about this decision and to sign the document when they are prepared to make a Coach Commitment.

Coaching characteristics and responsibilities include:

-Coach Characteristics

- models a maturing Christian faith
- seeks to be led by the Holy Spirit
- has stability at home
- demonstrates a learning attitude
- holds church leadership's respect and trust
- encourages people to grow
- displays grace while challenging people to give their best effort
- submits to church authority
- agrees to and signs the Coach's Covenant

-Coach Responsibilities

- teach Christian Endeavor's Essentials
- be present and on time for TEAM meetings and youth ministry gatherings
- be available to guide and direct youth as they need assistance
- grow in ability allowing youth to do all they are capable of doing
- carry out needed tasks directing youth as they grow and lead
- encourage youth, adult youth workers, and parents/guardians
- pray daily for those impacted by the youth ministry

- A Sample Coach's Covenant is including on Page 18

STEP 5: Form Your Group

Four Actions Form Your C.E. Group

- Pledge Signing- Invite youth to sign the pledge. Those signing the pledge become Members.
- Choose T.E.A.M. structure- Gather Members and Coaches. Then determine what T.E.A.M. structure you will use depending upon the number of Members.
- Elect Officers- Members nominate and vote for youth officers to lead teams that run the youth ministry. All Members are given jobs within the youth ministry based upon skill, knowledge, and attitude. Some situations require adults to assign jobs to youth. Coach the youth. Give them as much ownership as possible.
- Develop C.E. Covenant- Members help develop your C.E. Covenant and vote to approve its content. The Covenant is approved and signed by Members, the adult head coach, and pastor. It is then send to the C.E. Mid-Atlantic office for review and approval.
(See Appendix B below for a Sample Covenant)

Pledge Signing

Gather church youth for a C.E. Kickoff event, Explain the steps that are being taken. Present the pledge. Explain the commitment they are being asked to make. Provide an opportunity for youth to sign a pledge card and become a C.E. Member.

Choose a T.E.A.M. Structure

Depending upon the Member count your Core Team either facilitates the monthly planning meeting **AND** the carries out the four T.E.A.M. functions- Teaching, Events, All-Aboard, and Mission **OR** the Core Team coordinates the work from the four T.E.A.M.'s with youth reps from each T.E.A.M. reporting on their progress monthly. There are 3 T.E.A.M. Structures.

Core Team (5 or less youth signing the pledge)- The MEMBER tasks are carried out by one group.

- First Option: One youth takes on one of the four MEMBER tasks with the guidance of an adult coach. Depending upon your size you may have an adult work with two areas. Ideally each adult should only coach one. Youth plan and lead this area of ministry reporting on progress to the other youth and adult coaches at the monthly MEMBER meeting.
- Second Option: Youth plan and lead together. Tasks are assigned to different youth depending upon the schedule, gifts of the youth, and what needs to be planned at that time.

Core plus Four (6 to 24 youth who have signed signing the pledge)- Up to five youth may serve on one of the four T.E.A.M.s. Recruit adults to walk alongside youth who will lead the four T.E.A.M.s. Have one youth from each T.E.A.M. attend the monthly Planning meeting and report on their progress. The four T.E.A.M.s should schedule a longer planning meeting before the fall kick-off in order to clarify roles and make decisions regarding their area of ministry. Youth should leave with clear "homework" assignments or tasks they are to complete by the next time the group gathers. The T.E.A.M. Leader is in charge of checking in with members of the team, giving progress reports to the adult coach, and making a report at the monthly **Core Team** meeting.

Core plus Four-and S'More - The ultimate task is finding some way every active youth is contributing to the youth ministry and the church. The age span a youth ministry covers, as well as the number of youth involved, create challenges additional approaches may address. Four approaches include:

- Separate Age Groups: have separate T.E.A.M.s for younger and older youth.
- Age Group Reps for the Core Team: keep one set of T.E.A.M.s in place while having youth representatives from both age groups serve as active participants on the T.E.A.M. The group will determine direction for the entire ministry in their area but the representatives of each age group will carry it out.
- Hodge Podge: mix and match options one and two. A church may have 6 middle school youth and 15 high school youth. This situation may have one planning T.E.A.M. for the entire ministry, or it may decide to have a Four T.E.A.M structure for the high school and a One T.E.A.M. structure for the younger youth.
- T.E.A.M. Multiplication: add additional teams to create leadership roles. Examples of additional teams include Publicity, Music, Welcome, Follow Up, or whatever matches your church or youth ministry.

NOTE: Provide opportunities for high school and middle school youth to interact on a consistent basis. The fallacy that these age groups should be totally separated ignores the concept of development, mentoring, and moving older youth toward maturity by providing leadership opportunities.

Elect or Choose Officers

Youth officers run the Core Team. Core Team positions include the President, Vice-President, and Secretary. Depending upon how your church handles its finances, a youth Treasurer may also be chosen. These positions can be elected by Members or chosen by the adult coaches. Give as much youth ownership as possible while being mindful of group dynamics within your setting.

The **President** is the administrator or chief executive of the group. They preside over the work of others, to inspire them, getting them to work, and keeping them at it. They are not to do the work. Some duties are:

- 1) Work closely with Pastor and Coaches. Seeks their advice and counsel.
- 2) Knows basic parliamentary procedure necessary to conduct business meetings.
- 3) Knows the Group Covenant
- 4) Makes sure the Christian Endeavor Pledge, Principles and Covenant are upheld before the Members
- 5) Sets up and presides at all business meetings
- 6) Helps T.E.A.M. set goals for year then carry them out
- 7) Makes sure the T.E.A.M. sets meetings and is part of them.
- 8) Works closely with Vice President
- 9) Encourages Members, Participants and Floaters
- 10) Keeps in touch with each of the officers to be sure they are following the Christian Endeavor Principles.
- 11) Represents Christian Endeavor to the Church.

The **Vice President** works closely with the President while being subordinate. The Vice-president also prepares themselves for larger responsibility in the event it should ever be placed on them. Some groups customarily elect the Vice-President as the next President, but they are not bound to do so. It is always in the best interest of the group to have someone in training for President. Some duties are:

- 1) Calls meetings and presides, in the absence of the President
- 2) Knows basic parliamentary procedure necessary to conduct business meetings
- 3) May preside over meetings when the President chooses, for purpose of training
- 4) Often made chair of the Teaching Team
- 5) Looks for new ideas
- 6) Assists the President in checking on the work of the T.E.A.M.s. The President may assign some of the committees to the Vice President to oversee.

The **Secretary** has responsibilities that require this position is not changed out often. The job of the Secretary includes:

- 1) The Secretary is in charge of correspondence both incoming and outgoing including emails and letters. They work between committees and between the group and the Church.
- 2) Does not determine whether any communication should be answered or not
- 3) Communicates resolutions and other formal actions to the affected parties, as instructed by the group.
- 4) Communicates with all other Christian Endeavor organizations as necessary
- 5) Prepares an annual or quarterly report to the church board, with the assistance of all other officers.

- 6) Maintains roll of Group Members. This is a very important role. They are to be sure that addresses, phone numbers and other information is kept current.
- 7) Keep a record of the minutes from the Group's business meetings and any committee meetings. The minutes give a snapshot of the work and functions of the group. These minutes are to be approved at the following business meeting, after checking for accuracy and completeness. Minutes should include: Date and time of meeting, who is present, who presides and a synopsis of what was discussed by following the agenda. Minutes should be put in a word document after the meeting and sent to the President and committee heads for approval within 2 days of the meeting.
- 8) Calls the roll at the monthly Encounter.
- 9) Maintains a list of the group's officers, committee chairmen and committee member names.
- 10) Notifies officers and chairmen of their election or appointment to office.

The **Treasurer** keeps the money of the group and is responsible for all receipts and payments. This position requires someone of the highest integrity. This person should not only have total honesty but should also be detailed and thorough, neat and organized. They do their work for the good of the group and the Glory of God. This position is a training position that will equip this youth for greater responsibility later. The job of the treasurer includes:

- 1) Collecting any monies of the group. This often comes from offerings taken at meetings. Offerings should be counted immediately with an assistant present. The assistant verifies the count.
- 2) Maintains a record of accounts. Entries can be made in a book where both the Treasurer and Assistant initial the entries.
- 3) Monies are to be deposited in an account set up at the bank.
- 4) Each month a detailed report is made for the business meeting of all monies incoming and outgoing.
- 5) Authorized bills are paid by check and a receipt is obtained. The group may require a second signature for each bill paid.
- 6) Gifts the group makes to any organization outside the group may be made through the church. This will need to be determined when the group is set up.
- 7) Set up an auditor that will check all finances annually. This person will report to the whole committee and by this, will protect the integrity of the Christian Endeavor Group.
- 8) Let's the group know when funds are getting low
- 9) Often part of the Financial team if one is created
- 10) Prepares an annual report, along with the financial team, to be given to the Executive Committee to come up with a budget for the next year. The budget should be balanced. When the group accepts the budget and certain items in the budget it gives the Treasurer the authority to expend the funds for those items.

C.E. Covenant

The C.E.Covenant is a document created by a youth group defining how it is going to function. The information provided in this document includes:

- Choosing the name for the group
- What structure will be used (Core, Core + 4, Core +4 and S'More)
- Listing when and where weekly meetings will occur
- Listing when and where Encounters will occur
- Listing when T.E.A.M. meetings will occur
- Listing the officers for the new school year
- Listing how the group plans to fellowship with other churches.

Members and the adult youth leader sign the Covenant before sending it to the pastor for review and signature. The church then sends the Covenant to the C.E. Mid-Atlantic office for review. Upon review and agreement with the Covenant, it will be signed and returned to the church for its records.

A sample C.E. Covenant is provided: Appendix B page 19

STEP 6: Plan Your T.E.A.M. Work

- **Equip Youth to Run a Meeting-** C.E. is planned and carried out by youth with adult guidance. In order to do this well, youth must be trained to run a meeting. C.E. groups should plan on taking the Simplified Robert's Rules of Order (provided in the C.E. Starter Kit) and guide youth on how to use this process.
- **MEMBER Planning Points:**
 - Every Member is given a place to serve. The four teams are the places where youth find these opportunities.
 - Youth can be rotated each year, or part way through the year in order to provide different leadership opportunities.
 - Assign at least one coach to each T.E.A.M. unless the Core Team carries out your planning functions.
 - Once youth roles are agreed upon, connect youth with Coaches. Allow youth to start planning.

Create Planning T.E.A.M.s:

Teaching Team:

- 1) coordinates weekly lessons, retreats or teaching for special events,
- 2) recruits and assigns youth, adult coaches, or outside speakers to teach and provide faith-sharing opportunities within the youth ministry.

Event Team:

Church youth ministries are encouraged to schedule events throughout the year helping move youth from Unconnected (no relationship with Jesus Christ or the church) to Connected (relationship with Jesus Christ and the church) to Committed (express concern for growing closer to Jesus Christ while intentionally trying to connect the unconnected). Events could include retreats, outreach events, inter-denominational connecting events, church intergenerational events, etc.

All Aboard Team:

The All Aboard Team oversees caring for the ministry's youth. Tasks include

- 1) Environment- making sure the weekly ministry gathering is welcoming. Special attention is given to ensure new people feel warmly invited and connected. This includes developing a socially acceptable venue as well as a loving and caring human connection.
- 2) Care- developing plans for what happens when youth go through exciting and traumatic times. Exciting times include birthdays, graduations, or accomplishments in academics, activities, or hobbies. Traumatic times include: hospitalization, death, trials (divorce, parent loses job), break ups, etc.
- 3) Roll Call- The team watches attendance patterns carefully developing a plan for reconnecting youth who have become inactive. They also make sure the Member list is on hand during Encounter

Mission Team

The youth ministry supports the church's mission program while providing opportunities for youth to be involved in both evangelism and social concern ministries. The Mission Team analyzes the annual mission events of the church and receives input for how the youth ministry can help enhance or carry out its plan. The Mission Team may also provide weekly or monthly church mission updates.

MONTHLY T.E.A.M. Meeting

T.E.A.M. meetings take on various forms depending upon your structure choice. The T.E.A.M. meeting occurs once a month to monitor the youth ministry's progress and allow future planning. The four T.E.A.M. functions include planning the Teaching, Events, All-Aboard work, and Mission opportunities.

ANNUAL PLANNING RETREAT

An annual planning retreat is recommended so extended time can be invested in setting youth ministry direction. This allows for equipping, evaluation, discussion, and coordinated planning to occur.

STEP 7: Start Meeting

Christian Endeavor Groups offer three types of meetings:

1. Weekly Meeting- Youth gather for a youth led devotional meeting each week. The meeting can take on different looks depending upon the youth leading the evening. They may conduct their meeting however they believe best accomplishes the goals. A common practice is to have a regular flow of events. Once in awhile the meeting could be run differently or even backwards.

For instance, one group held a meeting in an elevator and went to different floors for singing, Bible reading, testimony, prayer, and Bible time. The presentation mode can vary training youth to be innovative in accomplishing meeting goals.

Though the meeting format can change from week to week; **Prayer, Bible reading** and a **Bible Lesson** are to always be included. **Singing** and **Testimony** can also be added each week or occasionally.

Following are some ideas for each of those areas:

Prayer Ideas-

- 1) Choose a Youth- Some can be appointed to pray, requests can be taken and have different members pray for the requests as given or several members take each request and pray.
- 2) Sentence Prayers – anyone can pray a simple sentence at any time without closing out the prayer time until someone who has been appointed closes the time and finishes the prayer.
- 3) All Out loud- You can also have all the members and participants pray out loud at the same time. Subjects can be given such as pray for the Pastor, the Nation, different ministries within the church, missions, school, families and so on.
- 4) Written Requests- Another idea is to have a basket at the door and the youth can write out a request with no name. The youth who is leading prayer time will draw out a request and youth will pray for the request.
- 5) Popcorn Prayer- Youth pop in when they feel led to share.
- 6) Innovate!- Encourage youth to develop new ways to pray.

Bible Reading Ideas-

- 1) **One and Done-** One person can read the Scripture related to the Bible lesson

- 2) Reading in the Round- The Bible reading can be done in a round, each youth reading a verse
- 3) Small Group- divide the group into smaller groups making the atmosphere less intimidating for some youth.
- 4) Responsive Reading- The leader reads one verse and the group the next and so on.
- 5) Innovate!- Encourage youth to develop new ways to read the Bible.

Bible Lesson Ideas-

- 1) Vary Teaching Methods- The Bible Lesson may be taught from the front of the room where the youth shares insights. This is only one style. Allowing participants to use their five senses when learning, providing opportunities for creative movement, answering questions in different group sizes, and more make a positive learning environment.
- 2) Choose a Scripture or Topic- Lesson should be taken from a specific Scripture or a topic in Scripture. This allows focus to be brought to the teaching.
- 3) Vary Participants- Involving other people through drama or skits, role plays, reading, prayers, or testimonies keeps the audiences attention while allowing more people to be involved.
- 4) Vary Environment- Rearrange the meeting room, use multiple rooms, or take a field trip! One group presented the Sermon on the mount by setting up rooms to express different elements. 'Rejoice and be exceedingly glad,' was a sing-along. 'you are the light of the world' featured a light show produced by one of the youth.
- 5) Game Show- Use a game show format. Have a person with the right answers ready if someone doesn't come up with the correct answer.

Singing and Testimony- These elements are beneficial. Gives members opportunities to use talents and be involved.

Singing: Can form a Praise band, have solos- both vocal and instrumental, CD's, Acappella, guitar accompaniment, hymns, create a songbook with chords, praise songs and hymns.

Testimony: Sharing, ask questions that people answer, Video testimony, Heard on the street (go out and get testimonies of those 'on the street')

2. Encounter- Once a month it is recommended the weekly devotional meeting include "Encounter". Encounter looks different each month depending upon the youth leading the meeting. It can be a portion of the weekly meeting or the focus of the entire time. During Encounter, all Members share something they have learned from their Bible reading or a way they have "encountered" God working in their life. Large groups may break into small groups for sharing, but all Members must share. The "Roll" or list of all Members is brought to Encounter. Any Members not present send a scripture verse or testimony to be read in their absence. Participants and Floaters may choose to share as well, but they are not required to do so. This is a good time to provide an opportunity for Participants to become Members.

The Youth will have many ideas of how to make this meeting meaningful. Youth in the group may need a few ideas to get started. Here are a few suggestions:

- 1) Commitment- Members focus on commitment by writing what they want to commit to God on a slip of paper. The papers should not be signed, and are placed in a basket. Members then draw these papers at random and pray for the commitments.
- 2) Theme Based- A particular theme for Encounter can be chosen, such as a missionary need, a service project, or some goal of the group. Prayer, testimony, Scripture, and commitment to the theme is the meetings focus.

3. T.E.A.M. Meetings- T.E.A.M. meetings are explained above in the planning section on pages 14-15

Appendix A: Coach's Covenant Sample



Christian Endeavor Coach Covenant

After prayerfully considering the role of Coach for Christian Endeavor and reading the Christian Endeavor Essentials, I choose to commit to the following:

I acknowledge Jesus Christ as my personal Savior and leader of my life.

I commit to growing and maturing in my relationship with God by spending time in His Word, talking to Him in prayer and fellowshiping with the 'family' by regular church attendance.

I understand that being a Coach for Christian Endeavor will make me a role model for the students involved in the ministry and in the community.

I will strive to live a Godly lifestyle in order to follow God faithfully and to be a positive example for the students.

There are currently no practices in my life of any addictive nature that could hinder my relationship with God or my ministry with the students.

I will seek out Godly Council to grow and mature to whom I will be accountable

I will develop a prayer team that will commit to pray daily for me, and I will pray daily for the students in my care.

I will encourage and develop the students to be all they can be for God.

I will not be alone with a student of the opposite sex, either in an office, a car or any other setting that could be misunderstood.

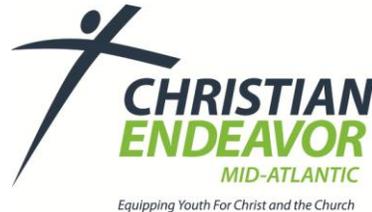
I will submit to the Authority of God and my church.

As a coach for the next year, I am committing to:

Signature

Date

Appendix A: Group Covenant Sample



MODEL CHRISTIAN ENDEAVOR COVENANT

Understanding the Essentials:

Position:

Christian Endeavor takes a non-negotiable stand on the three following statements:

Lordship of Christ and Authority of Scripture

-Col 1:15-20, John1:1-2, II Tim 3:16, II Pet 1:20-21

Relationship to the Church and the Pastor

-Heb 10:19-25, Eph 4:11, Heb 13:7,17

Spiritual Potential of Youth

-1 Tim 4:11-16, Rom 8:5-11, 2 Tim 1:14, 1 Cor. 3:16

Purpose

Christian Endeavor exists “For Christ and the Church.” Christian Endeavor is a program equipping youth as leaders. It promotes a committed Christian life, grows inter-church relationships, and develops leaders useful in their service For Christ and the Church. “Christian Endeavor promotes loyalty to Christ first; loyalty to Christ’s Church next; loyalty to both Christ and the Church always.”¹ Romans 12, with special emphasis on verses one and two, is called the Christian Endeavor chapter because it promotes a life lived For Christ and the Church.

Principles

This organization has stood on four Biblical Principles since it’s beginning:

1.Confession of Christ

“Confession of Christ” first means accepting Jesus Christ as your Lord, Savior and Leader. Second, it means to share Christ with others. Christian Endeavor trains youth to own their faith and live it out.

2.Fellowship with Christ’s People

Christ has risen! He is alive! Every Christian church from every background agreeing that the Bible is God’s authoritative Word understands this message. Each Christian Endeavor Group demonstrates loyalty to its own church while encouraging fellowship opportunities in inter-church settings.

3.Loyalty to Christ’s Church

A person’s faith development needs community. This community is found in the local church. Christian Endeavor challenges youth to actively serve and support their own church’s worship and ministries.

4.Service to Christ

Stare at Jesus’ life! Christian Endeavor develops youth trained to touch the world’s brokenness with the victory they know in Christ. Youth do this through their unique God-given gifts and the collective gifts God provides to the church.

Signing the Christian Endeavor Pledge
Pledge – Personal Covenant

*Trusting in the LORD JESUS CHRIST for strength, I promise Him I will:
strive to do whatever He would have me do;
make it my life’s practice to pray and to read the Bible every day;
support my own church in Her Sunday worship,
and all her ministries, in every way possible, unless prevented by a reason I can honestly give my
Savior;
endeavor, so far as I know how, throughout my whole life, to lead a Christian life.*

PROCESS:

We have chosen _____ as the name of our Group.

We have chosen _____ as the name of our weekly meeting.

Meeting Times and Place:

Our WEEKLY MEETINGS will be held on _____ of each week at _____ time and _____ location, unless there is a special occasion where another location best fits the theme of that weeks’ Meeting.

Our ENCOUNTER MEETING (recommended monthly) will be held: ___ Monthly ___ Bi-Monthly ___ Quarterly at _____ time and _____ locations, unless there is a special occasion where another location best fist the theme of the ENCOUNTER MEETING.

T.E.A.M. MEETINGS (recommended monthly) will be held: __ Weekly ___ Monthly ___ Bi-Monthly ___ Quarterly at _____ time and _____ location.

T.E.A.M.s will be modeled from:

- A. **Core-** 5 or less MEMBERS dividing the positions
- B. **Core+4-** 6-24 MEMBERS with 1-4 MEMBERS per T.E.A.M. Roles will need to be clearly defined in the planning meeting held before the first session in the fall.
- C. **Core+4 and S’More-** 25+ MEMBERS. This will result in deciding the best way to use the MEMBERS on the T.E.A.M.s. How you may want to break the group into smaller groups or create T.E.A.M.s within the T.E.A.M.s.

If adding leadership opportunities through the Core + 4 and S’More option, describe if you are multiplying through providing multiple age groups, offering sub T.E.A.M.s, etc:

Officers/T.E.A.M. Captains:

Officers are:

President (or other name) _____

Vice President (or other name) _____

Secretary _____

Treasurer _____

T.E.A.M. Captains:

Teaching Team: _____

Events Team: _____

All-Aboard Team: _____

Missions Team: _____

We plan the following to fellowship with other Churches: (please list the event, date, event purpose, and other churches you'll be fellowshiping with)

We ,(insert group name)_____ of (insert church name)_____,having read and understanding the Christian Endeavor Essentials and spending time in prayer, choosing Godly Coaches, signing the Christian Endeavor Pledge, choosing key T.E.A.M. leaders and Officers and planning our Meetings do hereby Covenant to embrace Christian Endeavor and do all we can to live for Christ and the Church by following the Essentials. Signed this Date: _____

Members:

1. _____ 2. _____

3. _____ 4. _____

5. _____ 6. _____

7. _____ 8. _____

9. _____ 10. _____

Pastor

Appendix C: Youth Ministry Nuts & Bolts

Four youth ministry details are in need of discussion. These details are not unique to Christian Endeavor but are important for all youth ministry efforts today. They include child/youth safety, communication, documents, and setting.

1. Child/Youth Safety

Every church must have a child/youth safety policy in place. The environment we live in makes the church a place for pedophiles to infiltrate if proper procedures are not in place. Living in a society quick to sue makes the importance of establishing a policy even more important. Legal counsel should review the local church's policy. This step ensures the policy agrees with state and federal requirements. Denominations may also have requirements that should be reviewed.

2. Communication

Communication builds trust. If people trust the leadership of the youth ministry they will be more inclined to support future changes in ministry direction. Consider the communication vehicles you have in place to share information about the youth ministry. Technology has provided many ways to communicate. Use bulletins, newsletters, mass e-mails, texts and Facebook posts to keep people informed and supportive of the youth ministry.

3. Documents

Documents vary depending upon the church setting. Examples include a youth directory, annual calendar, event booklets, and medical/permission forms.

4. Church and Local Setting

A person should get to know their church setting before recommending a shift to Christian Endeavor. Relationships with church leadership, parents/guardians, and youth are all important to consider before recommending change.

Conclusion:

Congratulations! You have demonstrated a desire to learn and grow in how to develop an effective, biblically based, God-honoring youth ministry structure in your local church.

Christian Endeavor Mid-Atlantic Is Here To Help You

Christian Endeavor Mid-Atlantic exists to INSPIRE, EQUIP & ENCOURAGE churches in the Mid-Atlantic Region to Biblically Develop Youth as Christ Centered leaders in their Youth Group, Church and beyond.

- We offer free consultation to get you started.
- We publish a monthly e-newsletter with training and news from Christian Endeavor churches.
- We provide opportunities and events including Summer Assembly, Imagine the Impact and C.E. Work Camps where the C.E. philosophy is seen in action.
- We open the way to a worldwide network of Christian Endeavorers crossing every boundary you can imagine. C.E. is and always will be inter-church and international.

¹(Dr. Francis E. Clark, World Wide Endeavor, 1895, chapter 12- The Diseases of Childhood, pg 116

Contact the Christian Endeavor Mid-Atlantic office so together we can impact the world “For Christ and the Church”.

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