

Transition Guide

As you seek to move from a program based adult driven model of youth ministry to the relational student-led cell model, a great deal of thought, prayer and planning must take place. Below are some steps to consider and implement as you work through your transition.

1. Pray - Seek the mind of the Lord. Has He called you to this new work? Until you have God's confirmation, stay on your knees. If you view this as just another program, then you will give it up when the next "Hot Idea" comes along.
2. Keep your Sr. Pastor informed and get his backing. Don't be a "Lone Ranger". Bring him into the decision making loop.
3. Do Your Homework. Due to the explosive growth potential of student-led cell groups, you must be prepared ahead of time. Read: Student-Led Cell Group Training Manual (High Impact Publishing @ 1-800-72-YOUTH). Also, Home Cell Group Explosion and Where Do We Go From Here? (Touch Publications @ 281-494-7901). Also, listen to the 3 tape Student-Led Cell Group Leadership Training audio series (High Impact Publishing @ 1-800-72-YOUTH).
4. Establish a Prayer Network. Make it one of your first priorities to enlist people to pray for your transition - pray for student leaders, adult leaders, your family, etc. This is a must!!
5. Analyze your current ministry. See "current Youth Ministry Profile" handout. Determine what's working and what's not; what must stay and what must go.
6. Begin to work through "Questions to consider/systems to set up" - See handout
7. Pray for start up core. Who has the Lord revealed to you to be on your start up core? Both

students and adults - you want people that will be willing to “go down with the ship” with you as you move through transition.

8. Model Cell Life. Bring together your start up core and host a cell in your home.

- Format:
- a. Food (good stuff not just those little gold fish crackers)
 - b. Ice Breaker (choose from the 90 included in our resources)
 - c. Vision Statement (found in all Topic resources books)
 - d. Do the cell topic subject topic (Getting along & Opening Up or Success & Failure)
 - e. Share the gospel; close in prayer & ministry time.
 - f. Share your heart to equip them to minister to their peers
 - g. Show the “Vision Video”
(Published by High Impact Publishing @ 1-800-72-YOUTH)
 - h. After video get their feedback and commitment to lead a cell or participate in a cell.
 - i. Set up a date and time for the initial leadership training and the on going day, date and time of the leadership cell.
 - j. Distribute a copy of Face to Face for each prospective leader to fill out
(published by High Impact Publishing @ 1-800-72-YOUTH).

9. Communicate the New Vision. Speak to:

- a. Sr. Pastor
- b. Elder’s or youth committee
- c. Parents
- d. Students

Share your passion and call to equip students to reach their friends for Christ through student-led cell groups.

10. Schedule Initial All Day Training. It would be ideal if you could bring in a representative from High Impact Ministries to conduct a student-led cell group leadership seminar or find a church in your area that is doing cells now and visit them with your students.
11. Weekly Ongoing Training. Each week for 4 to 6 weeks, bring your student and adult leaders together for training. Let your students lead the training cells to get their feet wet - and then talk about how they did and how they might improve. Begin to pray for their lost peers.
12. Launch Outreach Cells. After 4 or more weeks of training, “go live”. Have the student leaders bring in the lost and hurting. Quickly work out the bugs of this cell and get ready to multiply, usually in about 8 weeks or less.
13. Network like-minded youth workers. As you develop your model, network with like-minded churches to help you reach your city for Christ through a network of student- led cell groups.

Current Youth Ministry Profile

Your Name: _____ Phone #: _____

Address: _____
City state zip

Church Name: _____

1. How many years have you been in youth work? _____ Years

2. How long have you served in your current ministry setting? _____ Years _____ months

3. What is your educational background? School: _____

Years attended: _____ Degree: _____

4. How many students do you currently have attending programs:

Jr. High: _____ Sr. High: _____ College: _____

5. How many active adult volunteers do you have? _____ What do you have them do?

6. How many student leaders do you currently have? _____ What roles do they serve in?

7. How many of your students move out of town after they graduate to go to college?

Most _____ A Few _____ None _____

8. Are you a part of a local youth network? No _____ Yes _____ Which one? _____

9. On a scale of 1 to 10 (1 = low; 10 = high), rate the support you feel from the following towards your current ministry:

Senior Pastor?	1	2	3	4	5	6	7	8	9	10
Church Staff	1	2	3	4	5	6	7	8	9	10
Youth Staff	1	2	3	4	5	6	7	8	9	10
Parents of Teens	1	2	3	4	5	6	7	8	9	10
Students	1	2	3	4	5	6	7	8	9	10

10. Give a Brief history of your church, including how old, what denomination, how long the senior pastor has been there, etc. _____

11. List current annual youth events (i.e. retreats, concerts, pool parties, etc.)_____

12. In 20 words or less, describe your ministries mission or purpose statement:

13. Describe your strengths / spiritual gifts:

14. Describe your weaknesses:

15. Describe your youth staff (names, spiritual gifts or strengths, what they are currently doing):

16. Describe your “typical” work week:

	6am to 9am	9am to noon	Noon to 3pm	3pm to 6pm	6pm to 9pm
MON					
TUES					
WED					
THURS					
FRI					
SAT					
SUN					

17. Give a brief purpose statement for each weekly event. (I.e. Sunday school: To instill Biblical principles into the lives of our youth and to challenge them to apply these truths in their every day life.)

Questions to Consider / Systems to Set up

FILL IN YOUR ANSWERS

TRAINING

??

How will you handle training?

Student leaders - co-leaders

1. Youth Pastor _____

2. Zone Servants _____

3. Encouragers _____

Zone servants / Zone Pastors

1. Youth Pastor _____

2. High Impact Ministry Training Seminar _____

??

What teaching schedule will you set up for training?

Day/date/time

1. Initial

2. Weekend Retreat _____

3. High Impact Ministries Training Seminars _____

Over the first year

1. Weekly _____

2. Every Other Week _____

3. Once a Month _____

4. Three Tier Meetings _____

??

Who will do the training?

For students

1. Youth Pastor _____

2. Zone Servants _____

3. Adult Encouragers _____

For adult leadership

1. Youth Pastor _____

2. High Impact Ministries Seminar _____

3. Senior Pastor _____

??

What materials will be used (resources)?

1. High Impact Ministries Leadership Training Packets _____

2. Audio Leadership Training Series _____

3. Other _____

?? What will your equipping track include?
The New You, Face to Face, The Bridge - Vol. I, The Bridge - Vol. II, Cell Leadership Training,
Zone Leadership Training _____

Spiritual gifts assessment

Prayer - warfare prayer, pray for the lost, etc.

CELL FORMAT

?? What will the components be in your cells?
Outreach oriented:
Food, Ice Breaker, Vision Statement, Topic, Gospel, Prayer & Ministry
In-reach oriented:
Food, Ice Breaker, Worship, Bible Study, Mission / Outreach, Prayer
Combination: Some combination of the above two models
Worship: Should you include worship in your outreach?
Use of the gifts

?? What curriculum or format will you use?
High Impact Publishing

Develop your own

Topical

Tied to pastor's sermon series

?? What role will the Zone Servant (intern/encourager) play in the cell?
Job description

Spiritual maturity level

?? Meeting locations: Select your answer and explain why.

Homes

Why: _____

Church

Why: _____

Schools

Why: _____

Other

Why: _____

TRACKING CELL GROWTH / STUDENTS

?? How will you monitor the growth of your groups?

Attendance

1. Cell Attendance Charts _____

2. Computer Reports _____

New visitors

1. New Visitor Sheet/ Information _____

2. How will you process this information _____

?? What systems (computer or manual) need to be developed or put in place?

Why is this important?

Who will develop and maintain the system?

1. Youth Administrator _____

2. Youth Pastor _____

3. Volunteer(s) (Names) _____

?? Forms? Which ones?

Who will fill them out?

How will they hand them in?

What will you do with the information?

PARENT STRATEGY: A well thought out strategy to minister to parents of the teens you are reaching.

?? How can you work together with the district pastors to reach the parents?

?? Who will follow them up?

?? How will this follow-up happen?

DIFFICULT SITUATIONS - Working with students can often be "risky". Some things to consider:

?? Counseling the opposite sex - same sex?

Where?

1. Before & after the Youth Event
2. In clear view of others

When?

1. When others are present

How?

1. Limit opposite sex counseling

- ?? Suicidal situations
 - State laws? What are your state laws?
 - _____
 - _____
 - Age of the student?
 - _____
 - _____
 - Obligation to parents?
 - _____
 - _____
 - How to refer?
 - _____
 - _____
 - Who to refer to?
 - _____
 - _____

- ?? Never promise silence
 - How to handle the statement, "You must not tell anyone."
 - _____
 - _____
 - _____

- ?? Rides to and from events
 - _____
 - _____

- ?? Accountability
 - _____
 - _____

- ?? Prayer with the opposite sex
 - _____
 - _____

- ?? Unscheduled get togethers
 - _____
 - _____

- ?? Alone in a home/car with the opposite sex
 - _____
 - _____

?? What to do if the situation is over your head?

COMMUNICATIONS

?? How will you communicate with parents?
Phone

Mail

Newsletter

Web page

?? How will you communicate with students?
Phone

Written

Electronic

?? Newsletter for parents
Who will develop and maintain?

Count the time / money involved

?? Church service as a means of communication

?? Bulletin board
What?

Who?

Where?

PRAYER NETWORK

?? Strategy for ministry-wide prayer

?? Intercessors

Who are they?

How will you communicate the need?

?? Church-wide prayer

Cards?

Letters?

Pulpit?

?? Christian school

Students?

Teachers?

Parents?

? ?????????? High school / grade school

MINISTRY STRUCTURE / PROGRAMS FORMAT

?? What happens on Sundays for youth?

- ?? How does it fit into the overall vision/purpose?

- ?? What about other events? i.e. camps, concerts, etc.

- ?? Any sacred cows? (“Must do” inherited events)

HOW TO HANDLE FINANCES

- ?? Offering
 - Cell

 - Sunday school

 - Outreach

- ?? Budget - Do you have? What’s in it? You will need to rethink your budget when you move from an entertainment/program-based ministry to a relational cell model.

- ?? Reimbursement policy for interns / volunteers

- ?? Mileage: Will you pay for miles traveled by Encouragers, Zone Servants?

- Out of pocket expenses
 - What’s acceptable and what isn’t?

HOW WILL YOU DIVIDE UP THE CITY?

?? Develop by schools?

?? Geographic?

?? Tie together with district pastors?

?? Let them form naturally?

DISCIPLESHIP

?? How will you systematically develop your . . .
Leaders?

1. Face to Face_____

2. The Bridge - Vol. I_____

3. The Bridge - Vol. II_____

Hurting Christians?

1. Face to Face_____

Believers?

1. Face to Face_____

2. The Bridge - Vol. I_____

3. The Bridge - Vol. II_____

?? Materials to be used?

?? Who will do it?
Disciple / Discipler?

Youth Pastor to Cell Leader?

Encouragers to Cell Leader?

Student to Student?

STRATEGY FOR JUNIOR HIGH

?? Cells?

1. Student Led / Adult Assisted _____

2. Adult Led / Student Assisted _____

3. High School Student led / Jr. High Assisted / Adult Encourager _____

?? Combined or opposite sex cells?

?? Typical week? What will it look like?

?? Sundays?

?? Leadership Questions
Adult?

High school?

Jr. High combination?

?? Sacred Cows?

?? What stays? What goes?

?? Communication with parents?

DUAL ROLES IN MINISTRY

?? What spiritual gift has the Lord assembled?

?? What functions will everyone be expected to do?

?? What specialty positions will need to be filled?
Computer system?

Administration?

Outreach?

Teaching?

Other
