

Chinese Baptist Church Youth Ministry | Leadership Expectations

The Preface: We typically treat the teaching position in a very laissez-faire kind of way. Either we're so desperate for help that we settle for poor teachers or we invite those who apply and realize they're in way over their heads. We want to expose ourselves early and go "this is us...and this is who we want to be" ...so you know kind of who we are and what we expect from you. We don't believe that leadership is for everyone and that's alright. But to be a part of CBC's youth leadership, we do strongly adhere to certain things and we do have expectations for our leaders. Our core values and philosophy of ministry is detailed out on our website (www.cbc-youth.com) and doctrinal beliefs align with the Baptist Faith and Message 2000 (www.sbc.net/bfm.) We encourage you to familiarize yourself with our core beliefs and doctrinal stance. The following is our profile – what we honestly believe and what we expect.

The Excerpt: For leaders that want to serve in CBC's Youth Ministry throughout the year in these following capacities: teaching, servant team, discipleship, small group leaders, MS/HS leaders, administration, youth internship and parents ministry leadership.

- I. **Depth**
- II. **Community**
- III. **Service**
- IV. **Truth**
- V. **Missions**
- VI. **Discipleship**
- VII. **Prayer**
- VIII. **Our Vision**
- IX. **Our Commitment**
- X. **Your Commitment**

- I. **Depth:** Our mantra we constantly push and something that must be burnt onto our hearts is that we never want to play the "church game". We know that there's a difference between merely attending Church and truly following Jesus. And at the end of the day, we would rather have a few who are willing to dive deep in their faith rather than thousands who remain shallow. We know that following religion is easy, but the cost of following Jesus and taking him seriously is more difficult. To this end we run away from *anything* that draws us away from Jesus and we run towards those things that pull us towards him. We want to constantly be unsatisfied with where we are spiritually and always yearning for more of Jesus.

We expect you to understand the depth of the Gospel – that God created everything in perfect rhythm and purpose but because of sin we are born broken and the universe is fractured. We continue to make other things ultimate rather than God and therefore find ourselves desperately frustrated and lost. But God, in his grace and mercy, has saved you from this brokenness and poured out every deserving wrath meant for you onto his Son Jesus Christ. And the Gospel is that we come as we are – broken and dirty – and Jesus cleans us and restores the original rhythm into our lives. It is only by his life and his death that we stand justified and righteous before an almighty God. We have not earned our right standing nor could we ever be "good enough". This right standing was afforded to us by

Jesus. We, therefore, follow Jesus wherever he may lead – through uncertainty, through his appointed leaders, through his Word found in Scripture. And this is the foundation of our depth and everything else. ...this is the joy that we seek (John 15:11 “These things I have spoken to you, that my joy may be in you, and that your joy may be full.”)

- II. Community:** We believe that life is done best in small community. Why? Because small communities forces honesty and openness between people. When you know me and I know you, we can't pretend to be people that we are not – and so growth continues. We want to be a place where we can move past the surface-level of relationships and laugh together, cry together, encourage, rebuke, and sharpen each other.

We expect you to be in constant community fellow believers. We expect you to be as open, gritty, and honest with your students as you are with your fellow peers and leaders. We believe that this is the best way for ministry because pretending to be someone you're not doesn't benefit anyone, especially those you are leading. There is weight behind sharing *your* personal journey as you follow Christ. We expect you to be in community with other CBC Youth leaders so that we again might sharpen each other and grow together. So we expect you to eat meals with the leadership together. We expect you to go out and have fun together as a leadership. We expect you to constantly call/email/text each other to check up on how they're doing – emotionally, spiritually, and physically. We expect you to discuss the deep things in life with your students and the leadership on a frequent basis and move beyond the surface.

- III. Service:** We believe that God has given you your gifts, time, talents, and abilities for his kingdom and to push back the darkness. Those things that God has given to you are not meant to terminate on you but given to you to push back on others. We believe that God has gifted each person differently and with different set of skills, abilities, talents, and spiritual gifts. Therefore you do not have to be like the next person...but you can use your uniqueness to further the kingdom.

We expect you to serve Jesus by giving up your time to walk with these youth. We expect you to serve by taking your students hand-in-hand and work together so that they see you working and serving just as hard as you tell them to. We want you to use your money to give back to Jesus' kingdom and whether that's taking your students out for a meal and talking about life, or sponsoring one of them to a trip or buying them a book so that they might grow...we expect you to be wise and responsible with what God has given you.

- IV. Truth:** All of scripture is inerrant (without error in its original language), sufficient for all of life, and holds the authority of God. We believe that scripture leads us to the person and life of Jesus Christ in whom we diligently follow and chase after. We know that there are hard things in the Bible and yet we unapologetically preach and teach from it. We do not shy away from difficult text and we teach the full counsel of scripture to our youth.

Because Scripture has many layers of depth to it, we expect you to study as hard as you can so that you might equip the saints for the work of ministry for the building up of the body of Christ. We hold all of our leaders accountable for growing spiritually and doctrinally. We ask that the leaders dig into higher level theology and we do this by giving out assigned readings and hold them accountable by providing tests. Honestly, we don't care about grades...we believe that you get out as much as you put in and we are here to resource you. But how can you lead this generation if you don't know yourself?

We do expect you to be involved in some kind of bible study or at least be constantly listening to sermons. We expect you to be constantly studying and evaluating scripture because Scripture ultimately leads to Jesus and Jesus has come to give us the best possible life.

- V. Missions:** We believe that some are on missions overseas...yes, but we understand missions as where God has placed you according to Acts 17. God has determined the times and places which he has placed you and the youth. This means there are no accidents and that God has placed you here for a specific purpose. Wherever you are, wherever you go...that is your missions field (the gym, starbucks, the grocery store, the movies...).

We expect you to model this attitude of missions with the youth by constantly being aware of your situation and where God has placed you. We encourage you to participate with them in any of their events – whether it is a school function or youth event. We believe that you are *always* on missions because ministry takes place in the context of relationships. We expect you to live out this understanding by you yourself going on missions – whether that is to your local coffee shop and talking with the barista there or overseas to teach bible studies in Kenya.

- VI. Discipleship:** Discipleship isn't a one-time deal with a popular book. Discipleship is someone following after your footsteps. When Jesus led his disciples they observed everything that he did – his motivations, the way he reacted, learned from his teachings, etc. He led with this life and the disciples were always with him. Discipleship is mentorship for the cause of someone taking your place. So we disciple those under us so they might act and learn from us...as we learn and live like Christ.

We expect you to be fully dedicated to these youth. To pour your life and energies into them and speak wisdom, practicality, and truth into their lives. We expect you to make them a part of your life and resource them so that they might yearn after Jesus. We expect you to call them out and rebuke them when they are headed down a path of destruction. We expect you to encourage them when they are hopeless. No matter your age, we expect you to be disciplined and disciple others.

- VII. Prayer:** This is something we're trying to stress more with our youth group. We say that we can plan a stinkin' awesome youth program and work our guts out...but unless God shows up and changes lives, then it's all worthless. We're so dependent on him that we need to constantly beg for him to move not just in our activities and programs, but more importantly our lives.

We expect you to constantly cry out and beg God for the lives of the youth. That He might capture their hearts and ruin them. We want you to seriously pray for their salvation and that they might be broken enough to fall at the feet of the King. We want you to pray for their sins to be exposed, that they will be challenged, that they will experience joy that comes from following after Jesus. We expect you to pray with the youth, to teach them how to pray and how you pray.

- VIII. Our Vision:** Proverbs 16:9 says "The heart of man plans his way, but the LORD establishes his steps." All we have are goals of what kind of group we feel the Lord leading us to be. We found these goals throughout scripture and it just made sense to align ourselves to this biblical standard. These goals and values here make up the foundation of who we (individually and corporately) believe to be true and we never want to overlook these things because we're

wrapped up in programs or empty traditionalism. We believe that the Holy Spirit guides the leadership of his church and so we follow Him as he leads and not how we *think, feel, or planned*. Our vision is to see this youth program finally get what Jesus meant for our lives. Our vision is to be fully grounded and mature in our faith – doctrinally and philosophically. We want to graduate this youth program and be solid leaders and teachers of Jesus to the world.

IX. Our Commitment: Our job is to equip and train you for the work of the ministry as well according to Ephesians 4:12. So we will provide all the necessary resources for you to grow deep. However, it is your responsibility to utilize those resources. All of our leaders receive 2 doctrinal books from which you will be held accountable for studying and quizzed over (don't worry they're easy if you read). We commit to following through with those 7 core values for you. We also commit to carrying out biblical discipline when you are slacking and/or veering off the biblical path. We want to take this journey as seriously as possible and we want you to come along and play.

X. Your Commitment: Now you have a better feel of who we are, where we want to go, and the effort it will take to get there. Now we ask that if you're willing...to come and play with us. We ask that you commit to at least a *year* because we know that change doesn't occur overnight. We're asking that you take a proactive approach to your faith and instead of waiting for someone to ask you to do something, you take initiative. We beg you to finally kill your pride and stop thinking that this faith, youth program, and church was designed for YOU...and sacrifice it all for the sake of Jesus' name and for your own joy. We also ask that you evaluate your schedule and see where your priorities are and really decide whether or not you can *fully* commit to this youth ministry.

_____ I commit to and living out the 7 core values of CBC's Youth Ministry: Depth, Community, Service, Truth, Missions, Discipleship, and Prayer

_____ I have prayerfully considered the leadership position for CBC's Youth Ministry and have felt the Holy Spirit leading me to lead and to serve.

(Print & Sign Name)

(Date)