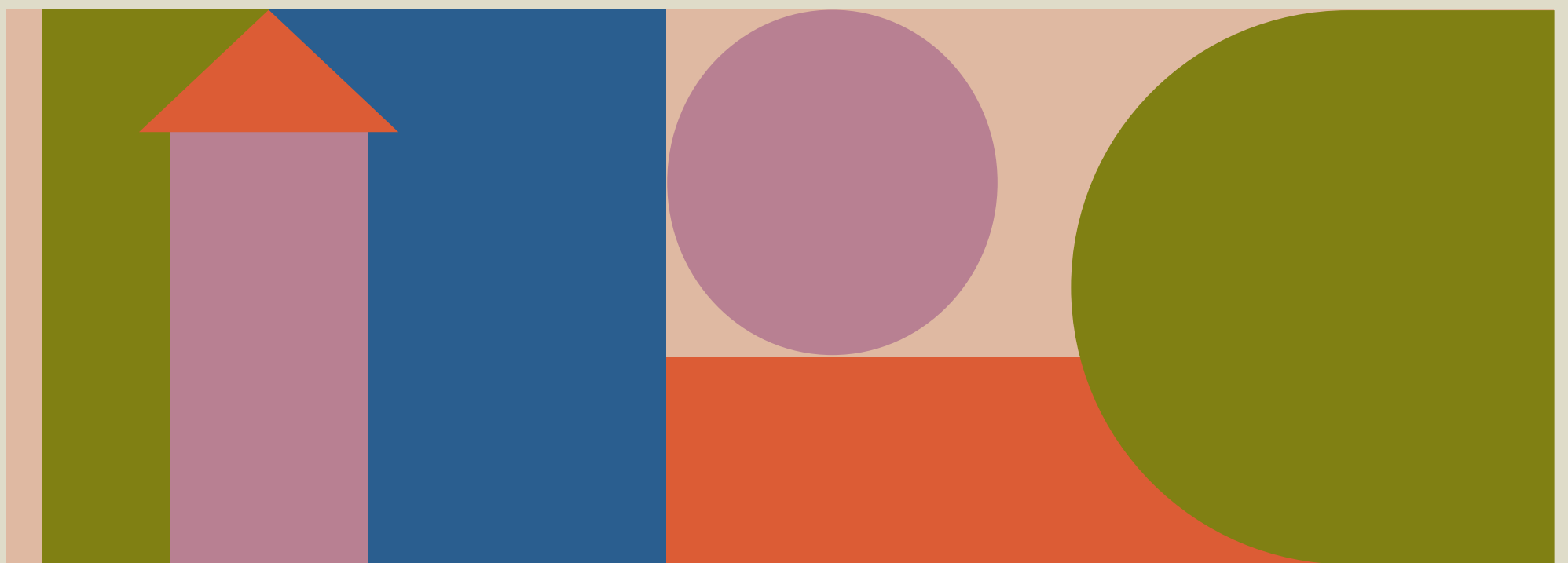


Equip

MANUAL



CREW LEADER

CREW
LEADER

Section I

KEYSTONE
MISSION, VISION
AND VALUES

Part One: Keystone Mission

Jesus said, "...Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the days." (Matthew 28:19-20, NLT)

Part Two: Keystone Vision

Leading everyone to experience a passionate life in Christ!

Part Three: Keystone Values

Keystone's seven values describe WHO WE ARE and WHO WE STRIVE TO BE as a church. As we carry out the great mission and vision God has called us to, together we must create a culture that reflects the values God has made clear. With every touch, every conversation, every act of service, every move we make, we commit to carry out this great vision and these values as we love God and love others at Keystone Church.

1. Jesus Changes Lives

Life change begins in a relationship with Jesus. We love seeing lives changed so much you might say we are addicted to life change! We are passionate! As a result, we steadfastly commit to help people encounter God, receive the gift of salvation and experience the purpose and freedom Jesus promises for those who put their trust in Him. (John 3:16)

2. The Bible Is our Truth

The Bible is God's voice. In a world full of opinions, we choose to find our truth in God's Word, the Bible. We believe the Bible is the authoritative, supernatural revelation of God Himself and God's gift to guide those who love and seek Him. The Bible reveals God's design for His Creation and shows us the way to live life beyond what we could ask or imagine. (Psalm 119:11)

3. We Sing Loud

Anytime we gather together, God gives us unforgettable experiences as we praise and worship Him. God created worship and praise as an opportunity to connect intimately with Him. We sing loud because of what God has done, what God is doing and what we believe God will do in our lives as we stay close to Him! (Psalm 47:1)

4. We're in This Together

You matter to God. You matter to us. We weren't meant to live this life alone. God created the Church to be a family and we want this place to feel like home. Like any healthy family grows in size, the church was created to grow. As we grow larger our passion is that it's not about our size, it's about our spirit. We're in this together! (John 17)

5. We Always Bring our Best

God calls us to love Him and to love others. One of the ways we love well is to BRING OUR BEST. Jesus brought His BEST for us! We are driven to bring our best for Him and others. As a result, we value hard work, creativity, beautiful spaces, and doing everything we do with EXCELLENCE. (Colossians 3:23, 1 Corinthians 10:31)

6. We Are Serious About Having Fun

God is the creator and author of FUN. We believe God is a blast and the church should be too! We recognize that every good gift comes from God. We seek to enjoy God and His gifts His way as we create FUN environments that point us to the God who loves life! (Song of Songs, James 1:4, Psalm 34:8)

7. Passion Drives Us

Passion is not something that has to be pulled out of us. Rather, passion pours out! As God has loved us, we will love. As God has served us, we will serve. As God has generously given to us, we will generously give. We love God and His Church with PASSION. We embrace the mission from Jesus with PASSION. (Matthew 22:37-40)

CREW

LEADER

Section 2

TEAM MINISTRY STANDARDS

Part One: General Expectations
and Behaviors

Part Two: Age and Background
Check Requirements

Part Three: What Is a CREW?

Part Four: Team Characteristics

Part Five: Position Descriptions

We are the Keystone Family. We are people who answer God’s call to love God, love people and serve God’s Church. As Jesus served us, we serve others as we lead everyone to experience a passionate life in Christ!

Part One: General Expectations and Behaviors

Serving and Attending the Worship Experience

All Servant Leaders will commit to regularly attending the in-person weekend worship experience at Keystone. Serving on Wednesday nights should not replace your regular attendance of the weekend worship services at Keystone.

Servant Leader Safety Considerations

While serving, always make an effort to maintain safety for yourself and those who are serving with you. This means avoiding situations where a person’s integrity could be called into question. Never enter a closed-door room with a student (who is not your own) without another unrelated adult present. Do not enter a closed-door room alone with another Servant Leader of the opposite gender.

Weekly Communication and Preparation

Being prepared and communicating with our team helps us bring our best as we serve God and others. Each Servant Leader is asked to communicate regularly with their team’s leadership via Planning Center Online. Schedule requests will be sent weekly via email and the Planning Center Services app. Weekly lessons will also be available in this app to download. Please promptly respond to the schedule requests (Accept or Decline) when they are sent each week.

Dress Code

Each Servant Leader will receive a Servant Leader lanyard that should be worn at all times. A modest dress code is required. A helpful question to ask oneself is, “Can I bend over and sit on the floor without revealing anything?”

Arrival and Departure

The arrival time for Student Crew Servant Leaders is never later than 30 minutes before the Student worship service begins. This time may vary at some experiences, therefore Servant Leaders should refer to the Planning Center Online request for arrival time. All Servant Leaders should immediately check in with their team's leadership when they arrive.

Cell Phone Usage

Cell phones are to be used to further the mission and vision of Keystone Students. This can include things like taking notes during messages, demonstrating use of an online Bible App, and appropriate social media interaction with your students. Please avoid cell phone use that distracts from our mission and ministry to Keystone Students.

Part Two: Age and Background Check Requirements

Student CREW Leaders must be at least 18 years old. Background Checks are required for all adult Servant Leaders in the Keystone Student Ministry.

Part Three: What Is a CREW?

Keystone Students is intentional in its small group focus. We believe the relationships that are built between Leaders and students in CREW small groups provide long lasting connections, and an opportunity for students to talk about how they can apply Biblical teaching to their own lives. CREWs exist to connect students to Jesus, to other students and to their CREW Leader. CREW stands for:

- Christ Centered: Everything we do revolves around our relationship with Jesus and His truth found in the Bible.
- Relational: CREWS are designed to build relationships. CREW exists to connect students to Jesus, other students and their CREW leader.
- Encouraging: Our job as CREW leaders is to encourage our students to experience a passionate life in Christ. We also cultivate an atmosphere of encouragement among our students.
- Welcoming: We welcome every student to our group. Close friendships develop, but we always maintain a welcoming spirit as new students join our group.

Part Four: CREW Leader Team Characteristics

As CREW Servant Leaders, we commit to carry out our church's vision and values through specific and clearly defined standards.

1. **On Mission.** Commit to help students encounter God, receive the gift of salvation, follow in baptism, and experience the purpose and freedom Jesus promises for those who put their trust in Him.

- Each time you serve, you are on mission to help students encounter Jesus.
- Be ready to share your story of life change in an age appropriate way.
- Engage in faith leading conversations. Relate the lesson content to Jesus in our lives. Ask students what they think about Jesus. CREW leaders should always try to get a pulse on where their students are spiritually.
- Engage in faith leading conversions during CREW time and one-on-one personal conversations with students. Be ready to ask a student if they have ever accepted Jesus as their savior. During small group time discussions, think about how to center the conversation back to Jesus.
- Motivate the students to apply what they experienced or learned.

2. **Committed.** We love Jesus and His church. We are all in!.

- Student Servant Leaders are committed to lead students from 7th grade through graduation.
- In order to serve our students well, Servant Leaders will faithfully show up on Wednesday evenings, attend Student Camp and special events, and find ways to connect throughout the week (i.e., attend a sporting event).
- Connecting students to each other and to Jesus requires real love, hard work and faithfully showing up each week.

3. Connection. Servant Leaders actively and intentionally engage with the students in their small group in order to lead them to experience a passionate life in Christ.

- Be relational with the students in your small group. Ask the students about his or her hobbies and interests.
- Smile and let the student introduce himself or herself to you (even if you can see their name on their tag).
- Help connect students to each other. Be aware of the disconnected student standing alone. Connect students in a group together!

4. Fun. God is a blast and church should be too!

- Come with a happy heart. Your attitude influences every part of the service. Whether you are leading activities or participating alongside the students, you are part of creating an enjoyable environment.
- Stay committed to fun. Don't allow yourself to be grumpy.
- Be creative and intentional.
- Whether welcoming a student, engaging with them in conversation, worship, or connecting with them in a small group, have a heart for fun and leave room to lead students through heavy moments.

5. Worship. We worship Jesus with an authentic heart.

- Demonstrate God's design for worship and praise by actively singing, clapping, dancing, lifting your hands and following the leaders on stage.
- How you lead matters. Your energy (good or bad) is contagious.
- Encourage and teach students how to worship by leading out from the audience, not just from the stage.
- We communicate what we believe through expression. We faith it instead of faking it. Even when life feels difficult, we lead from a heart that is committed to God's word and His plan for us. Your posture matters. Be energetic and joyful.

6. **Coach.** Come alongside students to challenge them to embrace God's truth and follow Jesus.

- Lead them to “win.” Listen, encourage and equip students with truth from the Bible.
- As a coach, this is a one way relationship. You are there to lead them towards Jesus, not to burden students with your current personal struggles (i.e., marriage issues, challenges with your own kids).
- Check your motives when sharing examples of stories or struggles from your own life. Ask yourself, “Why am I sharing this?” Sharing positive and negative examples from your own life can build trust with your students. However, it is not appropriate to share your own examples in order to meet your needs or to be validated by students.
- A good coach embraces honoring one another, works towards peace, and strives for unity within the group. This looks like entering into a crisis and/or facilitating conflict resolution between students; all done in love and confidentiality.

7. **Teach.** Lead students to experience the truth of “loving God, loving life, and loving others.” Share this message through fun, friendly, and creative teachings.

- Servant Leaders should be prepared on arrival. Read the discussion guide before service.
- Pray. Ask God to prepare you and work through you. Confess and repent of any sin and ask God to fill you with His Spirit. Ask God to soften and prepare the hearts of students for God's movement.
- Teaching in student experiences is gospel centered, always designed to point students to Jesus Christ and share how they can follow Him.
- Encourage the students to participate as much as possible. Help them to be engaged in the message, in small groups and in worship.
- Lead with a happy and positive attitude. Smile, and keep an upbeat and energetic posture.
- Be willing to receive feedback and be open to change. Maintain a teachable spirit.
- Be flexible without sacrificing the mission, vision and values of Keystone Church (i.e., do a team-building activity instead of curriculum).

8. Honor. Help unlock the potential of students, parents and co-leaders through a genuine heart of respect for those you are serving.

- Do not demean or disrespect a student to get a laugh or make a point.
- Encourage and correct students by using positive words and body language.
- Do not downplay a student's experience. Intentionally engage in the moment, validate the student's feelings and lovingly point the student to God's truth.
- Create a culture of honor by creating a safe place for students to confide in their leaders and each other. Conversations in private are kept confidential unless a Staff member needs to be consulted. See "Caring for a Student Who Shares a Difficult Situation" section in the procedures manual for more information.
- Honor parents by including them in conversations (i.e., baptism) and speaking up about their position of authority in their child's life.

9. Safe. Create a safe environment that reflects God's love and heart for all students in our care.

- Arrive on time to create a safe environment.
- Have an awareness of what is going on in the lives of the students in your small group.
- Listen for conversations between students that are not appropriate.
- Watch for any adult or person who is not a part of your serving team and/or is behaving in a suspicious manner.
- Oversee events and activities in a safe manner.

Part Four: CREW Leader Position Descriptions

CREW Rep

Student CREW Rep is a CREW Leader who has been designated as the liaison between co-leaders and Staff. CREW Reps will help relay details to co-leaders as directed by staff. CREW Reps will alert a Staff member if a student or co-leader requires staff involvement.

CREW Leader

A Student CREW Leader loves Jesus and has a desire to invest and lead the next generation to love and follow Jesus and to learn biblical truths. CREW Leaders spend time with students to develop a relationship that points the students to Christ and His design in our lives. CREW Leaders see what God has done in their own lives and want to lead students to experience a passionate life in Christ.

CREW

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Section 3

PROCEDURES:

***WEDNESDAY NIGHT
PROCEDURES & SMALL
GROUP LEADER BEST
PRACTICES***

Part One: Arrival and Hang
Time Before Service

Part Two: During Service

Part Three: Transitioning After
Service and Wednesday Night
Dismissal

Part Four: Leading a CREW
Time

Part Five: Leader-To-Student
Interaction Guidelines

Part Six: Facilitating Faith
Conversations

Part One: Arrival and Hang Time Before Service

Communicating With the CREW Rep

Each week CREW Leaders are expected to inform the CREW Rep of any upcoming absences and interact with co-leaders regarding weekly availability. CREW Reps will communicate with staff when additional support is needed. The expectation is to rarely miss on Wednesday nights. Consistency builds relationships with your students.

Parking and Entry

For all Keystone Students services and events, all Servant Leaders will park in the East Lot. Please enter the campus from the East entrance on Pearson. Servant Leaders will check-in and receive a name tag which should be worn at all times while serving on campus.

Arrival and Huddle

Arrive 30 minutes prior to service to huddle with Staff and fellow leaders in the Life Lab. You will receive specific equipping and details for the evening. This time provides the ability to share experiences and pray with other leaders

Servant Leader Childcare

Childcare is provided for children of Student Servant Leaders ages birth to 6th grade. Childcare will take place in the preschool area of the campus. A parent must walk with their child to this area of campus to check in their child and drop them off in the appropriate location. The parent will receive a parent pick up tag, and must present this tag to pick up their child.

Servant Leaders using this childcare option should check in their children before 6:30 in order to arrive to huddle on time.

Connecting With Students Before Service

In between arrival time and service beginning is a great opportunity to intentionally connect with students in your CREW. CREW Leaders will use their time to connect with students rather than connecting with co-leaders or other adults. The goal is to always be looking for ways to build relationships with your student CREW.

Connecting With VIP Students (First Time Guests)

When a VIP Student arrives, CREW Leaders will be ready and willing to welcome that student. CREW Leaders also help the new student connect with other students. It is ideal to get their phone number and begin to invite them to future CREW gatherings.

Entering the Auditorium for Service

Mobilize CREW to enter the Auditorium to prepare for worship. When doors open for service, CREW Leaders help lead students into the Auditorium to prepare for worship. CREW Leaders are expected to sit with their own students.

Part Two: During Service

Engaging During Service

The goal of a CREW Leader is to engage in worship and the message in a way that sets an example for the students you are leading. Some examples of this include:

- Engage in worship by singing, lifting hands, following the lead on stage.
- Take notes during the message.
- Listen for the Holy Spirit to speak to you as you prepare for CREW time discussion.

Late Arrivals

If a student arrives after the worship experience has already begun, a Student Support Servant Leader will be responsible to host the student through Check-In and lead them to the worship experience. If possible, a CREW Leader may be contacted in the moment to help meet the student in the Lobby. Be flexible and willing to help this student find a seat with your CREW as much as you are able.

Redirecting Distracting Behaviors

If a student becomes distracting during worship or the message, use your discretion for when to engage with them. Help lead students to pay attention and be ready for God to speak to them. Correct with honor and love. Shame is not the goal. Some things to remember as you redirect a student:

- Be soft but direct. Say things like:
 - “Hey, help me out, let’s pay attention.”
 - “God has a word for you.”
- When necessary, have a one-on-one conversation after service. Use your discretion on when to engage with staff to help lead a student.

Ministry Moments During Service

When staff leads a prayer time, CREW Leaders are available, ready and willing to pray with students. This may occur weekly or on special occasions. Prior to the service, CREW Leaders will receive detailed instructions from Staff about their role and the service flow. During the service, be prepared to follow the leading of the Pastor on stage as he or she directs you to move into position for prayer.

When praying during a service, be aware of the environment around you (i.e., song ending, service flow, people waiting for prayer, etc.). A 1-2 minute prayer is a good gauge and allows time to minister to others in need of prayer.

Part Three: Transitioning After Service and Wednesday Night Dismissal

Transitioning To CREW Time

Once the worship service has ended, CREW Leaders help direct and lead students to your designated area for CREW time by following directions and signage throughout the campus. If not monitored, this transition time can linger too long and take away from CREW time. To help the transition from service to small groups go smoothly, some CREW Leaders go directly to the meeting area for small groups. Other CREW Leaders hang back and lead remaining students to CREW.

Hang Time After CREW Group Discussion

Once CREW time has ended, the CREW Leader will linger to connect with students as they leave. CREW Leaders will spend 5-10 minutes talking with students in the lobby or Great Hall before they leave. This time can be used to follow up with VIP students if necessary one-on-one conversations.

House Party Nights

On a House Party night, there is not normally a scheduled CREW time. The night will consist of creative worship and teaching. Expect this night to have a carnival like environment for fun games, foods, and experiences. It is important for servant leaders to attend House Party nights to connect with their students during these times. Typically the worship service will start a little later and we will have an extended worship and message time. Please sit with your crew and facilitate VIP students in connection. When House Party dismisses, be intentional with your time between the end of service and the end of the night. This time can include prayer time, VIP Student follow-up, or fun celebration moments like a dance party. Always be on the lookout for a disconnected student or the opportunity to connect with your crew students in a different way than the typical crew night. One great opportunity is to connect with VIP students to personally invite them back to the next crew night.

Part Four: Leading a CREW Time

Goals for Every CREW Time

The goal for every CREW Time is to build relationships that open the door to faith-building conversations. CREW Time should be fun and engaging, and also should create spaces for students to interact with the biblical truth that was presented. CREW Leaders have the flexibility to be creative and break up the routine in order to present biblical truth in creative ways. CREW Leaders prioritize knowing three things about each student:

- What is your name?
- What are you into?
- Where are you with Jesus?

Timing of CREW

Once service has ended and students have transitioned into their designated area, CREW Time should begin in a timely manner. CREW Time is over at 8:30pm in order to respect parents/guardians who are waiting to take their students home. Students should remain in CREW areas with their leader until 8:30pm. This helps limit distractions for other groups that are still meeting.

CREW Breakout Strategies

CREW Leaders should communicate with co-leaders on how to break into small groups. Flexibility and creativity are important in how you choose to make small groups. Breakout groups do not have to be the same size. CREW Leaders are intentional with their words and actions in order to build relationships with students in the group. As much as possible, CREW Leaders should find creative ways to have different students in their breakouts from week to week.

Facilitating CREW Discussions and Using the Discussion Guide

Each week a discussion guide is provided to help fulfill the goal of connection and teaching God's truth. The discussion guide should be used as an outline, and not read word for word. CREW Leaders should study the discussion guide ahead of time in order to lead a small group in a conversational and authentic manner.

During the group discussion, CREW Leaders should not dominate the conversation. Instead, be intentional in order to get students to engage in the conversation. Try and avoid questions that can be answered in one word (i.e., "Did you like the talk this week? Is gossip a sin?"). Instead ask questions that invite responses, and questions that are open ended and opinion based (i.e., "What do you think about ___? What does this verse tell us? What's one thing you can do this week to ___?"). In a small group conversation, the best kinds of questions are questions that ask students to share their experiences, opinions, observations and their ideas.

As we lead discussions, it is the responsibility of CREW Leaders to help students understand God's truth. This restates the importance of prayer and preparation ahead of time. If during preparation you are unclear on a biblical truth or discussion question, reach out to your leader ahead of time for clarity. Sometimes a student will share an honest answer or opinion that does not line up with the Bible. Here are some tips to help lead in this moment.

- Thank and affirm the student for sharing thoughts. For example: "Thank you for sharing this. It's so important that we ask questions and work together to understand God's truth."
- Relate to their desire to grow and understand God's truth. For example, "Like all of you, I am growing in my faith. I've learned I don't understand everything. So let's go to God's word for help on this one."
- Redirect to share God's truth by reading a relevant Scripture (whether the primary verses from the night's topic, or from an online search, or from your own knowledge) and applying God's truth to the question at hand.
- If you're unsure of the biblical answer, say so! Being honest in your journey gives students the permission to be honest in theirs. Tell them that because you love to learn God's truth, you will find out this answer and share with them next week.

CREW Leaders need to come with the expectation that they are leading and helping students read and understand God's Word. CREW discussions are not only a time to relationally connect, but also to respond and lead students with God's truth in a loving and respectful way.

CREW Leaders should not rush to fill the silence with an answer or a quick change of subject. This allows students to sit, think and process the question. Often if you are patient, someone will break the silence.

For students to fully engage in small group conversation, CREW Leaders need to provide an atmosphere where it is a safe place to talk about anything, even the things that shock you. If your small group is in a place where they feel safe enough to be honest, your questions might prompt a student to answer honestly about what they think, and/or what they have done.

Be prepared to respond to a student's honest and sometimes surprising answer by maintaining a kind and loving manner. Use statements like the ones below.

- “How do you feel about what happened?”
- “What led you to that decision?”
- “What kind of impact do you think this will have on your life, your relationships, or your faith?”
- “What advice would you give someone else in this same situation?”
- “How have you seen God be with you in this struggle?”
- “God is good to help us in all of life. What might the Bible say to encourage you/us with this situation?”

When you under-react instead of overreacting, it demonstrates your small group is a safe place to open up. This allows the CREW Leader to model grace and compassion to their students.

Best Practices for Student Personality Types

It is important to work closely and communicate with your co-leaders to develop best practices to handle challenging students. These best practices will change as your CREW gets older. What works in 7th grade most likely will not work in 12th grade.

Use the following tips to help engage all types of student personalities in the group discussion.

Students Who Dominate the Conversation

When a student is dominating the conversation, think of ways to help them respect others' desire to talk. When the dominant personality starts talking, wait until they pause, or maybe just slow down and say, “That’s a really good point.” Immediately look at another person in the group, direct your focus toward them, and ask, “What do you think about ___?”

Students Who Don't Participate in the Conversation

When a student doesn't want to engage in the conversation, try asking them a question by using their name (i.e., "Maddison, I'd love to hear what you think! How does this scripture apply to your life?"). After small groups you can affirm the student for participating (i.e., "I love when you share. You have such great things to say.") Another way to get a quiet student engaged is to say, "Let's hear from someone who hasn't shared yet." A thing to note, silence from a student doesn't necessarily mean he or she is disengaged.

Students Who Are Disrespectful to Other Students or Leaders

When the situation calls for a one-on-one conversation, involve a co-leader. Have a firm but loving conversation with the student explaining how their words/actions are distracting and disrespectful. Be pleasant, straight forward, and honest (i.e., "We are so glad you are here and you add so much to our group. In case you didn't realize, when you said __, it was distracting or disrespectful. Let's talk about it."). End on a good note, assuring them that you're glad they're there and you know they can do better. If necessary, seek advice from staff. (see "Leading Through Conflict Between Students" section of the manual for further guidance).

Students With Limited Social Skills

When leading students who have challenges socially connecting with others, it is helpful to provide a welcoming and encouraging atmosphere. Ask the student about his or her hobbies and interests. Help connect students to each other. Be aware of a disconnected child standing alone. Affirm the student one-on-one with positive and encouraging words (i.e., "I'm so glad you are here and I'm enjoying getting to know you better each week.").

Leading CREW Prayer Time

CREW Leaders should lead a prayer time with students before dismissal. Spend a few minutes taking prayer requests from students. If possible, write them down and follow up during the week. This could be the first time a student will open up and talk. Prayer time can vary from week to week.

Below are some different ways of facilitating this part of the CREW time.

- Ask or designate various students to pray.
- Have specific students commit to pray this week for another student's prayer requests.
- Lead every student to say a short prayer.
- The CREW Leader prays over the students.

Part Five: Leader-To-Student Interaction Guidelines

Every Student CREW Leader is expected to have regular interaction with students. The primary place for this is at church on Wednesday nights in CREW time, while serving with your students, and attending weekend services together. Additionally, student interaction will happen outside of church for connection and care.

Appropriate Connection Standards Between Leaders and Students

We do encourage a CREW Leader to connect with students through texting, social media, personal meetups, and other means as they are applicable. Regular connection is vital to the CREW Leader/student relationship. During these connections, setting good standards allows for healthy and safe connection for all parties.

- Interact primarily with students from your CREW. For example, do not engage in a long interaction with a student of the opposite sex from another CREW. Instead, be a connector to get them with their own CREW Leader.
- Use discretion for what you share with students. Do not share your personal struggles with the students in order to receive support from them. This is different from sharing a struggle God has now given you strength over. Maintain sharing at a level that is age appropriate.
- Default to parent authority. CREW Leaders will always lead a student to show biblical honor towards their parents. Make sure to use this filter with all interactions. Ensure parents are in the loop if you are planning interaction with students such as a meet up.
- Do not have one on one time with a student of the opposite sex and maintain interactions with those of the same sex to public spaces.

- Seek to include all students on communication regarding your CREW, and be careful of students being left out of group chats/group events. CREW Leaders are to have an outward facing, all are welcome heartbeat in your CREW interactions.
- The Bible is our truth. Be sure to use the Bible as your guide to answering hard topics. If you are unsure or still working through your personal answer to a topic, it's appropriate to bring in student staff, or simply wait and seek guidance and get back to students with a biblical response.

Attending a Student's Extracurricular Activity

CREW Leaders look for opportunities to engage with students in the activities where they are involved. Attempt to attend games, plays, or other activities where your students are participating.

When attending an activity, be intentional with how you will use your time.

- Interact with parents as you sit with them.
- Meet friends of students and invite them to join your CREW.

Attending Keystone Students Sponsored Events

CREW Leaders are expected to attend events that are scheduled by Keystone Students, not just Wednesday night services. These types of events can include (but are not limited to) the following.

- Student Camp
- Student Event
- Student Meet-Ups
- Keystone Student Park Night

Part Six: Facilitating Faith Conversations

Our mission on earth is to lead others to Jesus. We know that every student needs a life changing faith in Jesus. Knowing where a student stands in their faith is a primary role for a CREW Leader. As a CREW Leader, you have the best opportunity to have ongoing faith conversations with the students in your group. 2 Corinthians 5:20 states, “So we are Christ’s ambassadors; God is making his appeal through us. We speak for Christ when we plead, ‘Come back to God!’” Below are a few ways to engage in faith conversations.

Transition the Conversation

Intentionally turn the conversation to their faith. Students know that their relationship with you is based on a church connection. Therefore, they are expecting you to talk about faith, about Jesus, about the Bible, and about God’s plan for their lives. A great way to do this is through sharing a personal faith story.

Sharing Your Salvation Journey

Your story of salvation and life change is powerful. Think about how to share it in just a few sentences. Be comfortable sharing how you came to faith in Jesus and how He gives you the hope you have today. Ask the student to share where they are with Jesus. If they do not yet have a relationship with Jesus ask them, “Is there anything stopping you from placing your faith in Jesus right now?”

Leading a Student in Salvation

A student does not need to fully understand all biblical truth in order to be saved through faith. A simple belief in the Biblical plan for salvation is what God describes.

- All people are sinners. (Romans 3:23)
- God is perfect and Holy, which means he is a sin killer.
- The punishment for sin is separation from God. (Romans 6:23)
- The free gift of God is forgiveness of sin through His son, Jesus. (Romans 10:9-10)
- Jesus led a perfect life on earth as a real man and died to take our punishment. (2 Corinthians 5:21) (Romans 5:8) (1 John 3:5)

- Jesus conquered death and came back to life, and is eternally alive in Heaven. (Revelation 1:18)
- When we receive God's gift of forgiveness, through faith, we become part of God's family forever. (John 1:12)

Process for Students Who Respond in a Salvation Moment

When a student indicates they have begun a relationship with Jesus, celebrate with them! Ask if you can share with their CREW. Our CREW Leaders are the first contact either in CREW time or at an event such as summer camp. Make sure to get the student's name and contact information, as well as a legal guardian contact information. In a timely manner, give this information to a student ministry staff person for follow up.

Baptism

Baptism is an act of obedience found in the Bible and followed at Keystone Church. Baptism is a physical, outward expression of what God has already done for us spiritually. Baptism is not required for salvation, but it is required as an act of obedience after salvation. We encourage all students to go public with a believer's baptism after salvation. However, parental approval is required for those under 18 seeking to be baptized. Parental approval is required as well for a spontaneous baptism celebration. Personal contact with a parent is made either by a CREW Leader or Student Staff.

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