CMA Youth Movement Handbook

Date of Last Revision: 10/02/2018

“Changing the world, one heart at a time.”
# CMA Youth Movement Handbook

## Contents:

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title Page</td>
<td>1</td>
</tr>
<tr>
<td>What is CMA Youth Movement?</td>
<td>3</td>
</tr>
<tr>
<td>CMA Youth Movement’s Ministry to Minors Policy</td>
<td>5</td>
</tr>
<tr>
<td>Youth Movement Leader Qualifications</td>
<td>7</td>
</tr>
<tr>
<td>Information About Leaders in Training</td>
<td>13</td>
</tr>
<tr>
<td>How to Start a Chapter Youth Movement</td>
<td>16</td>
</tr>
<tr>
<td>How to Carry on the Ministry of Local Youth Movement</td>
<td>18</td>
</tr>
<tr>
<td>Appendix A: LIT Application</td>
<td>20</td>
</tr>
<tr>
<td>Appendix B: Youth Movement Leader Application</td>
<td>22</td>
</tr>
<tr>
<td>Appendix C: How Can Adults and YM Leaders Help LIT’s Grow and Serve?</td>
<td>24</td>
</tr>
<tr>
<td>Appendix D: Making Disciples of Teenagers in CMA: a Quick Guide</td>
<td>28</td>
</tr>
</tbody>
</table>
Simply put, Youth Movement is a way for people ages twelve through seventeen to become involved with the ministry of CMA. These young people may apply for membership, wear a back patch as a member, serve at secular events, raise money for Run for the Son, and form their own local Youth Movement groups (Chapter Youth Movements).

Nationally, Youth Movement is all CMA members below the age of eighteen. CMA National holds annual Youth Movement events and mission trips offering hundreds of young people opportunities to engage with what CMA Youth Movement is doing around the country.

Why is CMA ministering to young people?

There is a great need in our nation for young people to encounter Jesus and the truth, peace, and life He offers. With over 1000 chapters in place across the country, CMA is uniquely equipped to offer connection and family to young people from all corners of our nation.

CMA is making a difference in the lives of young people. There are already powerful examples of CMA Youth Movement members growing up, going through the LIT (Leader in Training) program, and becoming active Chapter Presidents, Area Reps, and even Evangelists in the ministry of CMA. Beyond that, CMA is actively touching thousands of students’ lives across the country yearly through national events such as Flame On, Firecracker, and National CMA Rallies as well as state events such as State Rallies and Seasons of Refreshing.

Youth Movement is really just an extension of what CMA is already doing. Youth Movement is the welcoming of a new generation to join all CMA members over seventeen in their mission: Changing the world, one heart at a time.
Who can be involved with Youth Movement?

**Ages 12-17**
- Complete the Youth Movement member training.
- Wear the backpatch.
- Start a Chapter Youth Movement in a chapter near you.

**Ages 18-25**
- Complete the CMA Member Training.
- Obtain a “Ministry to Minors” sticker.
- Join the LIT program.

**Ages 18+**
- Express interest in helping with CMA Youth Movement.
- Obtain a “Ministry to Minors” sticker.
- Get involved in your chapter/state.
A minor is defined as any child under the age of eighteen.

In order to receive your Ministry to Minors sticker, a national criminal background check must be submitted to CMA National. These background checks may be obtained from your state or local police for free or at little cost to you. There are also a number of internet based background checks available for a nominal cost.

Why do we have a policy?

- To ensure the best environment for the growth of minors and to protect them from the devices of the enemy.

  “But if you cause one of these little ones who trusts in me to fall into sin, it would be better for you to have a large millstone tied around your neck and be drowned in the depths of the sea” (Matthew 18:6, NLT).

- To ensure the integrity of CMA and its members.

  “But be sure that everything is done properly and in order” (I Corinthians 14:40, NLT).

  “Choose a good reputation over great riches; being held in high esteem is better than silver or gold” (Proverbs 22:1, NLT).

What is the policy?

- All CMA members who are involved in ministry to minors must complete a national criminal background check and send the results to CMA National.

  Background check must be a national criminal background check. Don’t hesitate to ask if the background check will satisfy our standards before you purchase it. For more info, contact zeke@cmausa.org.

  Members completing this step will receive a “Ministry to Minors” sticker in return. Sticker is to be placed on your CMA membership card.

- All CMA members who are involved in ministry to minors must read and be familiar with the CMA Youth Movement Handbook.
How can I adhere to the policy?

1. **Obtain a national criminal background check.**

   This can be obtained from state police organizations and from companies that offer the service.

   Web-based services are quick and inexpensive. There are many companies that offer online background check services; simply search “national criminal background check” and shop for the service that best meets your needs. (www.sentrylink.com is a reliable service that many continue to use.)

   Once the background check has been obtained, it can be emailed to zeke@cmausa.org. It can also be mailed to CMA, ATTN. Youth Movement, PO Box 9, Hatfield, AR 71945.

   Once your background check has been received, it will be processed, and you will receive a letter in the mail together with a small silver “Ministry to Minors” sticker.

2. **Never minister one-on-one unless you are in public, in broad view of other leaders, chapter members, etc.**

   There is no occasion where you should take a minor into a private room to have a “ministry” conversation with him/her.

3. **When developing a ministry relationship with a minor, it is important that adult males minister to male children and adult females to female children.**

   This is a wise decision across all ministry avenues, especially when dealing with children.

   Not everyone sees this as a crucial point of emphasis in youth ministry, but entire ministry associations can be destroyed if sexual temptation is allowed to be a possibility.

   CMA requires integrity as we minister to young people; thus, we want to protect ourselves from even the appearance of evil or temptation.

---

*I Thessalonians 5:22*

“Abstain from all appearance of evil” (KJV).

“Stay away from every kind of evil” (NLT).
A Reminder of Chapter Officer Responsibilities

It is important at any level of leadership in the Christian Motorcyclists Association to remember what the ministry asks of our chapter officers. These qualifications are essential to maintaining integrity in the position of Chapter Youth Movement Leader and/or Youth Movement Area Rep. The following list is a brief reminder of those qualifications:

- Godliness.
- Respect among peers.
- A proven worker and regular financial supporter to CMA National as well as to the local chapter.
- An organizer.
- A promoter.
- Willing to work with other Chapter Officers, the State Coordinator, Area Rep, National Evangelist, and to follow their decisions when requested.
- Time to devote to the office.
- Willing to step aside quietly and peacefully if he or she cannot work within the guidelines, responsibilities, and expectations of CMA.

So what should we do with these qualifications? Do they still apply when you are serving as a Youth Movement leader? The answer is yes.

These qualifications (godliness, organizer, proven worker, devoted, etc.) are admirable qualities in anyone, especially a CMA Member. In embodying these qualifications in Youth Leadership, we find ourselves defining for children and teenagers what active, plugged-in CMA members should look like. Let this be the starting point for anyone desiring to be involved with Chapter Youth Movement or State Youth Movement. Focus on drawing close to God, living with integrity, and actively promoting the ministry of CMA.

Specifics for the Youth Movement Leader:

If you are serving or are interested in serving as a Youth Movement Leader in your chapter or your state, then this section is for you. It can be kind of daunting getting involved with Youth Movement. As a leader, you put yourself on the line. Your family becomes involved with volatile twelve to eighteen year olds. Your time is spent
talking to and guiding young people through problems that seem minute to us but seem life-changing to them. Your money is sometimes invested in meals or supplies for these jobless individuals that you are ministering too. Youth Ministry is not for the faint of heart. It is challenging, tiring, stressful, confusing, and busy. However, it is one of the most rewarding fields to sow your ministry into. It will result in lifelong friendships and intimate community with likeminded believers for years to come.

What follows is a list of specific comments about working with Youth Movement locally. There will be details and principles. If I could preface all of that, then I would give you these three words: Don’t Give Up. It is the mantra of Youth Leaders all around the world. When times are the toughest, and increase seems so far away, don’t give up. Those are the moments when breakthroughs and words from God arrive. When discouragement is all around and three of the core students in your group are drawing back, don’t give up. Grit your teeth a little bit, plead with God, and continue planting. There may be dry seasons, but I can guarantee you that you will see fruitful seasons as well. Trust in God, and don’t give up. Need I remind you of this quote attributed to Calvin Coolidge?

“Nothing in this world can take the place of persistence. Talent will not: nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not: the world is full of educated derelicts. Persistence and determination alone are omnipotent.”

What does it take to be a YM leader? Persistence and determination. Rant over. Let’s get into the specifics.
Additional Needs for Youth Movement Leaders

Energy

This one does not require much explaining. Young people have the energy of approximately four adults. When part of your job is to have fun and entertain these young people, sometimes you’re tired and ready for a break before they are. These can be rough moments, but press on. God is a supplier of energy, and His caffeine can sustain you better than any coffee or energy drink can. Also, coffee and energy drinks help.

Love for Young People

This is the driving force behind what you will be doing. We are united as Youth Leaders to work with young people because we love them. We see their God-given potential to change the world. This is normally the easy part. There is a good chance you already have this love deep inside of you. I encourage you to ask God often to increase this love in your heart.

Time

As youth leaders, we must devote time to building relationships. Sometimes, this needs to happen in the most casual ways; bowling, mani/pedis (for ladies), or video games are great ways to spend time with young people and get to know them a little bit better. Investing time with them will create trust and respect.
Open Mind

When things are not working, we must be open to trying different ideas. Whether these ideas are inspired by the National Youth Movement Evangelist, your State Coordinator, or Pinterest, we have to remain open to the idea that change can be good. Trying new methods in reaching out to young people can only be taking steps forward in ministry.

Diplomacy

Realize that you, Youth Leader, are the meeting point between two worlds: adults and teenagers. You have to help the adults respect and view the students as partners in this ministry, but you also must teach the young people to respect those who are further along in the faith. Sometimes there is undue enmity between these two groups; it is our job to gracefully bring about peace between students and adults.

Humility

Never say any of the following sentences:

- “Yeah, I think I’ve seen it all in my time.”
- “Well, I am the leader, so I will decide how everything is done.”
- “I think I would know how to do this, I’ve been in Youth Ministry for (x) number of years.”

What I am talking about is humility. Always accept help. Accept criticism, allowing God to filter out the harmful comments that have no bearing on your job as Youth Movement Leader, and illuminate the places where your ministry needs some work. This humility models Christ’s humility for the students you are ministering too, and it also makes us much easier to work with. Promote others, and let God promote you through seeking His will in your ministry.
Humility cont.

Commit to striving to be the best youth minister that you can be. Part of this is realizing that you are not the best yet. I believe that, like our walk with God, there is no arrival moment. Instead, God is shaping us as youth ministers to better serve His purposes throughout our entire life. As long as it is called today, it is a day to learn how to be a better youth minister.

Job Descriptions:

This section will be much briefer. Most of the principles and philosophies of Youth Movement are in the qualifications above. This section is all about specific job duties of the two Youth Movement Leader positions. These are the concrete requirements of being a leader. Both sets of job requirements will be listed here. Thus, chapter Youth Movement Leaders are aware of the requirements placed on Youth Movement Area Reps and vice versa. This should allow for greater accountability to the job that you have agreed to do. Please reference these tasks frequently as these are the core responsibilities of your position.

Just a few of CMA’s amazing Youth Movement Area Reps
**Job Description for Chapter Youth Movement Leaders**

- Build relationships and community with your group of young people
- Conduct a regular meeting (time, place, and frequency are flexible)
- Disciple the students in your chapter through meetings, Bible study, and spending time with them
- Involve your group in evangelistic outreach
- Work together with your local chapter on how to involve young people in CMA events and programs (e.g. Member Training, state and national rallies, Run for the Son fundraising, area outreaches)
- Help the chapter Youth Movement and the adult chapter work well together
- Network with other chapter Youth Movements (Optional: plan events and services together)
- Help young people connect with Youth Movement ministry materials and merchandise
- Promote and help young people attend National Youth Movement Events/Mission Trips
- Is accountable to Chapter President, Area Rep, and Youth Movement Area Rep

**Job Description for Youth Movement Area Rep**

- Conduct all state Youth Movement events including but not limited to Seasons of Refreshing and State Rally
- Support local Youth Movements and Youth Movement leaders throughout the state with visits, phone calls, and ministry resources (including Member Training Materials)
- Coordinate active communication between young people and Chapter Youth Movements in the state
- Promote CMA Youth Movement within the state
- Identify potential Chapter Youth Movements and Leaders
- Assist in developing future Chapter Youth Movement Leaders
- Help develop evangelistic outreach opportunities directed toward students and utilizing students (e.g. motocross and off-road riding)
- Act in accordance within the State Leadership structure and actively contribute to State Leadership team
- Is accountable to the State Coordinator
- Must work alongside fellow Area Reps
The Bible verse below speaks of the importance of young people in ministry and outreach. This is the cornerstone of the Christian Motorcyclists Association LIT program:

“Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith, and in purity” (I Timothy 4:12, NLT).

What is an LIT?

- LITs are young people in the age range of eighteen to twenty-five.
- These young people can also begin being involved as an LIT during their high school senior year as their maturity level allows.
- Being an LIT is a privilege that requires a commitment to Godly standards and service, and it is not for every student! This is a decision that is prayed about and must be approved by YM leadership at the chapter level and the state level.
- The reason we want input from the local leaders is because these are the people that are more likely to know the potential LIT the best and will be able to know if they are truly living a life surrendered to God.

What is the purpose of LITs in CMA?

CMA believes this group of young people is vital to the growth of CMA, Youth Movement, and God’s Kingdom. This age range is the number one age group that is falling away from God, church, and ministry. They need to know they are important to CMA, and CMA must communicate to them how important their role is in the Kingdom of God. Beyond the major role they have in the Kingdom of God, Youth Movement has noticed a few very specific ways that LITs help bring about growth in CMA Youth Movement.

1. LITs can reach students in a way that “older people” cannot because they are closer to the students’ ages
2. They demonstrate the message that YM leaders are preaching in their lifestyles
3. LITs find purpose and passion for the ministry as they see God changing people’s lives through them
Responsibilities/Requirements of an LIT

- LITs must possess a Ministry to Minors sticker
- LITs must allow Christian leaders around them to disciple them as they take steps in their relationship with God
- Some examples of these leaders are church pastors, church youth leaders, state YM Area Reps, local YM adult leaders, chapter officers, and anyone from CMA’s State and National Leadership teams
- LITs must be plugged into a local chapter
- LITs must be actively seeking God’s will for their life
- LITs should share goals with their YM leaders as it pertains to their spiritual growth

All of these responsibilities can be boiled down to this LIT Code. LITs are required to agree to adhere to this code in the process of applying to become an LIT.

**LIT Code:**

- I will become a disciple and make disciples
- I will stay plugged into CMA in my state and chapter
- I will submit to God’s will for my life

Below are a few pictures of LITs at work within the ministry of CMA. Often, at CMA events, LITs are the frontline ministers to the students involved with Youth Movement. This work includes playing sports with, playing music with, and growing closer to young people in CMA.
How do I become an LIT?

1. Express Interest

This step can be initiated by an adult encouraging you to consider becoming an LIT. This step can also begin when you ask your YM leader (local or state) about becoming an LIT. Once interest is there, you should read through the entire “Information for Leaders in Training” section of the YM Handbook.

2. Apply

Using the document provided in this handbook, apply to become an LIT directly with your state leadership (YM Area Rep or State Coordinator if no YM Area Rep). NOTE: the application requires recommendations from Christian leaders in your life.

3. Accept Responsibility

Upon approval, your state leadership team will schedule a convenient time for you to be recognized and awarded your LIT challenge coin at a state event. At this time, the responsibilities and requirements of being an LIT will be expected of you as a young leader.
**Goals:**

1. To create a family where young CMA members can feel welcome and included in the life of a CMA chapter.
2. To create opportunities to engage in the vision of CMA (*Changing the World, One Heart at a Time*) specifically geared towards young people.
3. To create a network of CMA members and youth leaders dedicated to making disciples of the next generation of CMA members and Christians.

**What you will need:**

- Teenagers (age 12-17)
- Adult CMA Member(s) interested in Youth Leadership
- (Optional) LITs to assist adult leaders
- A neutral meeting site (could be a restaurant, a public park, or an ice cream/coffee shop)

**Step 1:** Build Interest

**Step 2:** Meet

**Step 3:** Apply
**Step 1: Build Interest**

- Stimulate interest within the CMA chapter about the possibility of a Youth Movement
- Identify the adult(s) interested in leadership of the Youth Movement. Note: This adult leader CAN be an LIT.
- Encourage all teenagers, LITs, or Adults who have not completed the Member Training to do so
- Ensure all LITs and Adults interested in helping in any way have a Ministry to Minors sticker from CMA National

**Step 2: Meet**

- Once you have people interested, try holding a meeting at the neutral location
- The newly approved Chapter Youth Movement Leader should begin to organize meetings and activities for the students who are involved in the chapter
- Treat first meetings as opportunities to discuss plans and goals for the Chapter Youth Movement moving forward
- Invite any chapter members interested in seeing what’s going on to attend
- Work closely with your Youth Movement Area Rep in planning and holding these first meetings

**Step 3: Apply**

- The chapter approved adult Youth Movement Leader must complete Local Youth Movement Leader Application (Appendix B in this handbook). Send to Youth Movement Area Rep or State Coordinator.
- Leader must be approved by State Leadership, your National Evangelist, and the National Youth Movement Evangelist
- The Chapter Youth Movement must then apply to Chapter, then State Leadership (via YM Area Rep) with proposed name for their Youth Movement.
- Upon approval by National Evangelist, State Leadership will recognize your group as an official Chapter Youth Movement by presenting a certificate at the time they feel is most appropriate (generally, State Rally or Seasons of Refreshing).
How to Carry on the Ministry of Local YM

This is a special section for local Youth Movement leaders who have successfully formed a local group and may be wondering, what now? Once your group has formed, you begin working to achieve the goals of local Youth Movement in your local Youth Movement group.

1. To create a family where young CMA members can feel welcome and included in the life of a CMA chapter

As a chapter Youth Movement, you must always be willing to grow, adapt, and welcome in new Youth members. It can be easy for young members to form cliques inside of the group. The Chapter Youth Movement Leader must help as they can in preventing this. We want anyone who hears about CMA Youth Movement online, at an event, or through friends or parents, to be able to come, feel welcome, and want to be a part of the family that your group is forming.

Work hard as Youth Movement Leaders to keep young members connected and involved in the life of the adults in your CMA chapter. It is important that young members learn how CMA, Run for the Son, motorcycling, serving at events, and evangelism works. We are involving them in adult CMA now because we are believing in them to be the leaders of CMA in the near future.

2. To create opportunities to engage in the vision of CMA (Changing the World, One Heart at a Time) specifically geared toward young people

Remember that CMA is changing the world, one heart at a time. We do this by serving the secular motorcycling world, raising money for Run for the Son, and reaching out to motorcyclists in our communities. Students are no exception here. They can serve alongside adult CMA’ers at events, they can raise as much and more money for RFS, and they can reach out with the Gospel to classmates and other young people who love motorcycling.

Don’t ever doubt what young people can do. Instead, try to come up with as many opportunities as you can for them to serve and get involved in what CMA is doing in your community and your state. Consider involving your group with CMA Youth Movement’s national...
or international mission trip teams. Consider taking your group to national Youth Movement events such as Flame On or Changing of the Colors. Give them every opportunity to participate in the vision of CMA, and they will rise to the occasion.

3. To create a network of CMA members and youth leaders dedicated to making disciples of the next generation of CMA members and Christians

This goal has to do with raising these young people as followers of Christ. We know that Christ takes our caring for young people seriously. Remember the warning about what happens to people who lead young people astray? We are called to do the opposite. We should be actively making disciples out of the young people that God has entrusted to us as youth leaders and as CMA chapters. What does this look like? Discipleship is simply immersing people in the nature of God, Jesus, and the Holy Spirit as much as we can. The best way to do this is through relationship.

Would you like more information on making disciples? A quick guide on why we feel that making disciples is so important and what it all has to do with Youth Movement is available in Appendix D.

Below are some pictures of students involved with local Youth Movement groups. It is so encouraging to see students serving the ministry together locally.
Appendix A

LIT Application

Please fill out the following application and turn it in to your state Youth Movement Area Rep or State Coordinator

Name: ___________________________ Birthday: ____________ Gender: M or F

Address: ___________________________ City: ______________ State: ___ Zip: ______

Cell Phone: _______________________ Email: ______________________

More Info:

Church Name: ___________________________ CMA Number: __________

Chapter Name: ___________________________ Chapter Number: ________

Short Responses: (attach answers on separate sheet)

1. When did you join CMA? What made you want to join? What do you like about being involved with CMA?
2. Briefly tell the story of your salvation.
3. Why do want to be an LIT?
4. Which CMA leaders are you closest friends with? (e.g. Tom Smith, my Chapter President; Kathy Parker, my state Youth Movement Area Rep; etc.)

References:

With this application, please submit two letters of recommendation from non-family spiritual leaders who know you well. This could be your pastor, youth pastor, Chapter President, Area Rep, State Coordinator, Youth Movement Area Rep, National Evangelist, life coach, or any other spiritual leader in your life.

(continued on next page)
Please ask them to include the following:

1. A brief description of their relationship to the applicant
2. Why the applicant would be a good candidate for the CMA Leader in Training Program
3. Any other information about the applicant or their relationship to the applicant relevant to this application

Who are your references coming from?

Reference 1: ___________________________ Relationship: ___________________________

How long have you known each other? ___________________________

Reference 2: ___________________________ Relationship: ___________________________

How long have you known each other? ___________________________

Please check the following boxes, sign, and date:

◊ I have read the CMA Youth Movement Handbook
◊ I agree to adhere to the LIT code:
  • I will become a disciple and make disciples
  • I will stay plugged into CMA in my state and chapter
  • I will submit to God’s will for my life

Signature: ___________________________ Date: ___________________________

CMA Area Rep—Youth Movement: ___________________________ Date: ___________________________

CMA State Coordinator: ___________________________ Date: ___________________________
Appendix B
Chapter Youth Movement Leader Application

Please fill out the following application and turn it in to your state Youth Movement Area Rep or State Coordinator

Name: ___________________________ Birthday: ___________ Gender: M or F

Address: ________________________ City: ___________ State: _______ Zip: _______

Cell Phone: ______________________ Email: ______________________

More Info:
Church Name: ______________________ CMA Number: ___________

Chapter Name: ______________________ Chapter Number: ________

Short Responses: (attach answers on separate sheet)
1. Share a brief testimony of your salvation and present walk with Christ.
2. Why do you feel ministry to young people is important?
3. What are some ideas for developing a Youth Movement in your chapter?

(continued on next page)
Please check the following boxes, sign, and date:

◊ I have read the YM Handbook
◊ I agree to act in accordance with the CMA Ministry to Minors policy
◊ I agree to do my best to do the job of local Youth Movement Leader as laid out in the CMA YM Handbook.

Signature:_______________________________________ Date:____________________

CMA Area Rep—Youth Movement:________________________ Date:____________________

CMA State Coordinator:_______________________________ Date:____________________
Appendix C

How Can Adults and YM Leaders Help LITs Grow and Serve?

Just as there are certain things required of an LIT, there are also things that are required of the adults and chapters that are mentoring them and bringing them alongside them to serve God. These requirements are based on the following passage of scripture:

“Similarly, encourage the young men to be self-controlled. In everything set them an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned...” (Titus 2:6-7, NIV).

As an adult in a chapter, there are many ways that you can minister to the LITs. What follows is a list of ideas of how to support and help out your local LITs. Trust me, every bit of support and love they get from you will be valuable and influential. By uplifting and helping LITs grow, you are actively sowing into the future of CMA and the Kingdom of God.

- Be sure to help LITs become part of a local CMA chapter if they are not already a member. (This factor may vary based on if they are attending school and how that commitment interacts with the chapter calendar.)
- Help LITs get actively involved in YM group meetings and activities at the chapter level. Some examples could include but are not limited to:
  - Let them lead the YM games at meetings and events.
  - Encourage them to share their testimony as the Lord leads where appropriate.
  - Let them offer input on YM group activities and assist them in the logistics of planning it.
- Encourage LITs to be involved in the YM students’ lives inside and outside of CMA events.
  - Male LITs should only minister to male students, female LITs to female students, etc.
- Encourage the LITs to lead a Bible study for the YM students.
  - It would be good to have this in one of the adult leader’s homes or to have at least one adult leader present so that adult guidance could be offered as needed.
- LITs should be encouraged to pray with students one-on-one (gender appropriate) and in small groups.
• After leading the LITs to figure out what some of their spiritual gifts are and how to use them, encourage them to help CMA YM students in the same way.

• Give the LITs clearly defined tasks and responsibilities at State Rally, Seasons of Refreshing, Officer Orientation, CMA National Rallies & Flame On.

**Ideas to involve LITs in State and National Events**

• Involve them in pre-event prayer time.

• Let them make contact with students to build excitement for the event (Phone calls, emails, social media, and texts.)

• Get them involved with event set-up before, clean-up during, and tear down afterward

• Give them a part in the services/sessions as applicable (this could be testimonies, leading worship, running the AV system, etc.)

• Let them assist in leading small groups (this can be done by pairing up 1 or 2 adults with 1 or 2 LITs when breaking into small groups/family groups at events.)

• Allow them to be available during invitations/prayer times (be sure adults are also available nearby and to be sure to give LITs some direction as to what is expected at invitation time and to answer any questions they may have.)

• Allow them to assist in dorms when they are needed. (They can help fill the gaps in adult supervision in the dorm areas and they can help encourage YM students to make good decisions. Another important thing to remember is that some students may want to open up in a more relaxed setting like a dorm room. Just remember to keep one-on-one interactions to public settings, in broad view of other leaders.)

• Allow them to lead games and recreation. (Let’s face it, the LITs generally are going to have more energy and excitement for game time and they can help free-up adult leaders to focus on other things as needed during the event. They also usually have great ideas as far as new games are concerned.)

**Guidelines for Working with LITs**

Beyond these ways to support your LITs, there are a few guidelines that we ask all adults follow as you interact with LITs. To be clear, these rules apply to chapter members, YM leaders, YM Area Reps, state leadership, national leadership, and everyone in between.

• Adult CMA chapter members/mentors should be background checked just as an extra protection for them and the LITs (not required at this time but it is a good idea)

• Adult mentors should work with same gender LITs. Alternatively, an adult couple could
mentor an LIT.

- Adults should help LITs to set realistic, spiritual goals and equip them to achieve their goals.
- Adults should be involved in the LITs lives and spend time with them outside CMA meetings and rallies. This will allow the adults to truly get to know the LIT and understand where they are coming from and how to better mentor them.
  - Some ideas for spending time with LIT’s include but are not limited to:
    * have an LIT dinner ride
    * coffee house night
    * go for frozen yogurt
    * have them over for dinner in your home
    * have an LIT Bible study to encourage growth and fellowship

**Encouragement is Key**

A final note for adults ministering to LITs: **encouragement** is key. May I remind you of Hebrews 3?

“But encourage one another daily, as long as it is called “Today,” so that none of you may be hardened by sin’s deceitfulness” (Hebrews 3:13, NIV).

Keep in mind that LITs are going to make mistakes and goof up, just like us. As an adult mentor of these young LITs, we have to learn to use mistakes as a time of training and learning for the next time. An idea on how to deal with an “opportunity for learning” would be as follows: pull the errant LIT aside privately and lovingly explain to them why what they did or said was wrong and offer them other choices. Perhaps what they did or said was not “wrong” but could put them or the younger YM student in a bad situation. We could explain the situation and offer a better option.

Remember, we do not want to allow our LITs to get themselves into a sinful situation we could have prevented by intervening, but we also never want to be dream killers. LITs look at situations differently and may have ideas that are not bad or wrong just different than we have done in the past. If we immediately dismiss what LITs offer, then we have not shown them the love of Christ. Furthermore, we may have communicated to them that their ideas and they themselves are insignificant to us. If we shoot their ideas down enough, they will become frustrated and give up on striving to serve God and reaching their ultimate potential in the Kingdom of God and CMA! As long as their idea doesn’t go
against Biblical standards or the CMA guidelines, we might should try it.

Also, LITs do not exist for State Rallies and national events alone. LITs must be utilized at the local level. LITs are crucial for the development and growth of CMA youth groups and ultimately CMA general. If LITs are not plugged into a local chapter they could flounder and never reach their full potential. They will feel alone and unconnected to other students that are serving God and putting Him first in their lives.

Thank you for getting involved in ministering to LITs. I believe it is one of the most fertile and rewarding fields we can sow into today. Refuse to give up, keep encouraging, and you will see God changing young lives through your submission to serve His will for these young lives.

**A Gift for LITs**

Upon going through the LIT application process and entering the program, the LIT’s state leadership will present him/her with a specialized challenge coin. This coin will contain the LIT code and the CMA logo. It is a token of our appreciation for the LIT and a symbol of the value that we see in them through Christ Jesus.

We want to set the tone here that LITs are valuable to the future of CMA. As we welcome young members and future leaders into our ranks, let us all communicate this welcome-to-the-family message to our LITs.
Step 1: Build relationships with the young people that God has given to you.

You can do this by playing games, going to the pool, holding hangouts at your house, going bowling, or doing anything that encourages communication and relationship building. The goal is to get to know them; to do that, you also need to let them get to know you. Be vulnerable by letting them know what has been going on in your life. Often, they will respond by opening up to you. Give this part of the process time. Young people, especially hurting young people, are afraid you are not really going to stick around. Once you show them that you are in this for real, they will come around, and you will realize you are forming real relationships.

Step 2: Be there for them.

Once you have built relationships, students want you to have a real interest in them. Go to games, concerts, or events that show them how much you care. Let them know you support them and are interested in their lives.

Secondly, be there for them when things happen. Inevitably, someone in your group is going to hit hard times. Show them you will be there for them unwaveringly. In my experience, these are some of the most precious times. You may have a student call you at ten or eleven at night and want to talk about their parents splitting up. This is the most crucial point to be there for them. When you talk to them, however, follow step three.

(continued on next page)
Step 3: “Baptize” them in the name of the Father, the Son, and the Holy Spirit

Discipleship is immersing young people in the nature of God, Jesus, and the Holy Spirit. Any time you get a chance to meet, to serve together, or to be there for one of your students, continually connect those moments to truth about Jesus or God or the Holy Spirit. Even in tough moments, it is your job to remind the students in your care how important their walk with Christ is. In moments when you can’t see the good, remind them God is the all-knowing Father, working things together to make good in the end. When they are confused and don’t know what to do, remind them of the Holy Spirit in us that guides us by renewing and leading our minds.

This is the third and most important step in our discipleship method. Without this, we could disciple students to be like us but not like Jesus. This step challenges us to remember that Jesus is the reason we want to disciple these children, and it reminds us Jesus is the transforming power in our lives as we become mature Christ-followers and world-changers.