



E L E V E N 2 2 S T U D E N T S

SERVE STAFF GUIDE

*EQUIPPING YOU TO BE SUCCESSFUL WHILE SERVING
IN OUR ELEVEN22 STUDENT MINISTRY*

ONE CHURCH, MANY LOCATIONS

Welcome to the Eleven22 Student Team!

Eleven22 Students is a community that seeks to glorify God by surrendering to Jesus, making disciple-making disciples and transforming communities.

Thank you for your willingness to serve and to be a part of our Student Ministry. We are so excited for what this journey will entail and the experiences you will have along the way. We truly believe that as much as God is going to use you in the lives of students that at the same time those students are going to have just as much of an impact on you! This is not possible without you — we can't wait to see all that God will do in and through you this school year!

THE ELEVEN22 STUDENT TEAM

E

VISION

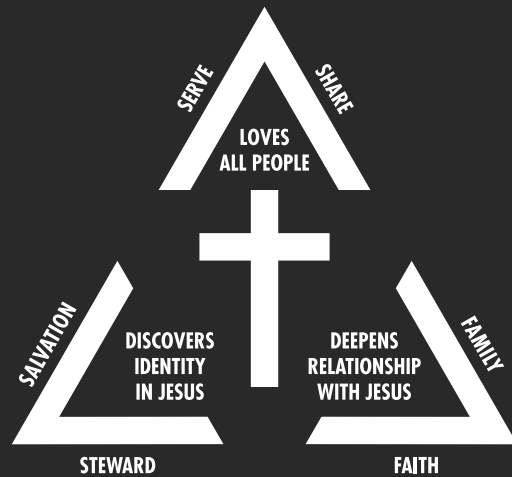
We are a movement for all people to discover and deepen a relationship with Jesus Christ.

PURPOSE

For every student to...

- know Jesus as Lord and Savior
- find their identity in Christ and Christ alone
- be a disciple-making disciple
- express their love for God through living out the gospel
- know: we love you, we're for you, we walk with you

DISCIPLESHIP JOURNEY



A DISCIPLE...

LOVES ALL PEOPLE BY SERVING OTHERS AND SHARING THE GOSPEL

- What is God teaching you as you serve in this role?
- Who are you praying for to meet Jesus and how will you share your story with them?
- Have you shared the Gospel with them? If not, what's keeping you from sharing?

DISCOVERS THEIR IDENTITY IN JESUS THROUGH SALVATION IN CHRIST ALONE AND STEWARDING GIFTS?

- Have you surrendered your life to Jesus? Is there any part of your identity not rooted in Jesus?
- How has God blessed you with talents, spiritual gifts and resources?
- What are your spiritual gifts? How can you leverage those for the name of Jesus?

DEEPENS THEIR RELATIONSHIP WITH JESUS AND HIS PEOPLE THROUGH WORSHIP, WORD AND PRAYER

- How do you connect with God best?
- What is God teaching you in your personal time with Him?
- Are you in biblical community?

NEXT STEPS

- Surrender my life to follow Jesus
- Baptism
- Serve
- Student leadership
- Mission trip
- Generosity
- Sharing my faith
- Understanding my call to ministry

scan code for details



QUALITIES OF ELEVEN22 STUDENTS SERVE STAFF

CHRIST-FOLLOWER: We are first and foremost people who can say, "Jesus is my Lord and Savior."

LOVE FOR STUDENTS: Student ministry is highly relational. We live authenticity. Be real – live consistently both in private and in public.

SERVANT HEART: We are Gospel-centered and mission-focused. Every decision and action is rooted in the Gospel and advances Eleven22's mission: a movement for all people to discover and deepen a relationship with Jesus Christ. Remember, see a need, meet the need.

TRUST: We choose to trust. We trust each other, our leaders, and God's vision for the church – because unity honors Him.

DISCIPLESHIP: We glorify God by honoring others. We treat everyone with respect, dignity, and value – reflecting Christ in our relationships. Remember, all that you do to minister and serve students is best done out of an overflow of what God is doing in you.

TEACHABLE SPIRIT: We are lifelong learners. We commit to ongoing growth in our knowledge, character and leadership.

WHAT DOES IT LOOK LIKE TO SERVE IN ELEVEN22 STUDENTS?

FAMILY GROUP LEADER,
WELCOME TEAM,
NEHEMIAH,
PRODUCTION,
COACH

FAMILY GROUP LEADER ROLE

WHAT

Church is not a place to attend but a people to belong too. As a result, a Family Group Leader is a VERY important piece to the student ministry! A Family Group Leader walks with students. They serve as a consistent leader with a consistent group. Family Group Leader's meet students where they are and help them take the next step God is calling them to take.

EXPECTATIONS

- Discover and deepen your relationship with Jesus
- Help students take next steps in their walk with Jesus
- Be present AT LEAST 75% of Tuesday/Wednesday nights or Sunday mornings throughout year
- Attend ONE WKND and trainings throughout the year
- Keep students and environments safe
- Commit to two years as a Family Group Leader

WELCOME TEAM ROLE

WHAT

Welcoming students and families are a HUGE deal in student ministry. The welcome team helps students and leaders check-in, register first time guests and connect with families. The welcome team loves ALL people who walk into an Eleven22 Student service.

EXPECTATIONS

- Discover and deepen your relationship with Jesus
- On time and present for huddle
- Understand check-in procedures and Rock check-in
- Ensure every student and leader are checked in
- Gather information of first time guests
- Love and help any person who walks into service
- Attend ONE WKND and trainings throughout the year

NEHEMIAH ROLE

WHAT

Safe environments are not optional at Eleven22. Nehemiah are the front lines to help keep environments safe, identifying potential hazards and communicating to campus leadership. Nehemiah de-escalate with love and compassion, by being a calming presence. The focus is on building trust and creating a safe space for worship and discipleship.

EXPECTATIONS

- Discover and deepen your relationship with Jesus Christ
- On time and present for huddle
- Communicate with Nehemiah lead
- Understand huddle procedures, radios, position protocol and emergency scenarios
- Identifying and addressing disruptive behavioral indicators
- Reporting incidents
- Partnering with officers on-site

PRODUCTION ROLE

WHAT

Having student ministry services done with excellence matters! The production team is key to making that happen for every element and every transition of the service. The production team is responsible for creating a distraction free and excellence experience for students to discover and deepen a relationship with Jesus Christ.

EXPECTATIONS

- Discover and deepen your relationship with Jesus
- Service runs smooth with service elements and transitions
- On time and present for huddle
- PCO is up to date
- Lights and slides are on point (grammatically and in order)
- Doors open on time
- Excellence in the environment with zero excess

COACH ROLE

WHAT

A Coach is a leader of leaders. This role focuses on walking alongside the family group leaders. The church is not a place to attend, it is a family to belong too. Coaches help make sure serve staff are cared for and equipped to do what God has called them to do. This is demonstrated in the acronym LEAD.

Love: We care more about how you're doing than what you are doing! A coach first comes alongside their leader to love and care for the soul.

Equip: But what you're doing really matters! A coach equips each leader with the tools and resources needed to love and lead students.

Accountability: A coach assists leaders with any questions leaders have and any administrative needs like roster, check in info, etc and helps keep them accountable.

Develop: A coach helps develop leader's to take next steps in their Discipleship Journey.

EXPECTATIONS

- Discover and deepen your relationship with Jesus
- Help leaders take next steps in their walk with Jesus
- Be present AT LEAST 75% of Tuesday/Wednesday nights or Sunday mornings throughout year
- Attend ONE WKND and trainings throughout the year
- Have weekly connect with FGL's
- Have monthly conversation with FGL's
- Commit to two years as a Coach

ELEVEN22 STUDENTS CARE STRATEGY

FOUR SITUATIONS THAT YOU MUST RESPOND TO:

1. Imminent risk of self-harm
2. Imminent risk of being harmed by others
3. Imminent risk of harm to others
4. Obvious signs of neglect or abuse

LOCK DOWN

In the event of a lockdown, Serve Staff and students will be asked to stay in their room or area of the building until given an "All Clear." A lock down does not always mean there is an imminent dangerous threat but simply means that staff or Nehemiah has deemed it necessary to limit movement in the building for one reason or another.

NON-EMERGENCY SITUATIONS

There will be many times students will share information with you that is not an emergency but you may feel unqualified or unequipped to talk about it or help. When this happens – we can follow these steps to be ALL IN:

A - ASSESS THE RISK

- Is the student in immediate danger based on the feelings they are having or truth they are sharing?
- Are any other students or people in danger based on the feelings they are having or truth they are sharing?

L - LISTEN NONJUDGMENTALLY

- Let the student talk, let them share what is going on
- Repeat what is being said back to let them know you are listening
- Do not share personal stories or things you have struggled with; just let them tell you about their life
- Ask if the student is thinking about suicide or has a plan (MOST IMPORTANT if the situation applies for that question)

L - LEAD THEM TO SCRIPTURE

- Think if you had these thoughts or emotions, where would you go in scripture to encourage yourself?
- Help them see the lie Satan is feeding them (ask questions don't just tell them)
- Show them an aspect of God's character they might be missing
- Always give truth with lots and lots of GRACE

I - INTENTIONALLY PRAY

- Don't just say you will pray, do it right then. There is power in speaking truth to God for another so they can hear
- Pray for the student during the week. God is the one who does the work, so ask our Father to work in the heart of that student

N - NEXT STEPS

- Ask them what they should do now? Maybe there is an action to ask forgiveness, obey parents, read Bible more, etc...or maybe there isn't, it is simply to think about what you talked about, or for them to know you are praying for them, or maybe the prayer you just prayed was the next step for them. Awesome!
- REMINDER: If what they shared involved self-harm, being harmed by others, harming others, or signs of neglect/abuse, you must notify the student minister at your campus ASAP

TIER	WHAT TO LOOK FOR:	YOUR RESPONSE:	TIME MANDATES:
TIER 1: NON-HABITUAL Do your best to care	This can be anything from smoked weed once, to punched a kid, to had sex one time.	Staff does not need to be alerted. Give encouragement and point to Jesus Keep following up on walking through the issue	None, just be diligent to help the student and walk alongside them
TIER 2: HABITUAL Watch and see	Acting out, being disrespectful, disruptive (not just one time) Built up anger Anxiousness Past (but recent) bouts with sex, pornography, fighting, drugs, etc. Minor depressive episodes or sadness. Change in personality, action / behaviors or attendance Post traumatic life events	Partner with Student Staff Member for advice Use the ALL IN steps Watch the signs that made you notice there was an issue and if they worsen, move to Tier 3	Ask for help by the end of the day in which you learn information: Ex: if in a group, talk to student team member that night Ex: if on a random day, connect with Student team member that day

TIER	WHAT TO LOOK FOR:	YOUR RESPONSE:	TIME MANDATES:
TIER 3: POSSIBLE HARM	<p>Heavy guilt, shame, or avoiding friends.</p> <p>Nervous / anxious in groups or 1:1 and unwilling to share on any level.</p> <p>Recently highly traumatic life events.</p> <p>Gang activity.</p> <p>Recent and habitual drug or alcohol abuse, or sexual encounters.</p> <p>Unusual actions / responding or engaging unseen presences.</p> <p>Aggressive outbursts</p> <p>Cutting / self-harm</p> <p>Sudden weight change</p> <p>Family financial hardships (talk to student staff)</p>	<p>ALL – IN</p> <p>Notify a student staff member</p> <p>Ask the Student, "Are you thinking about committing suicide?" and/or "Do you have a plan?"</p> <p>Talk with Parents, following Student staff conversation.</p> <p>Follow up with student.</p> <p>Student staff will recommend resources for Student and Parents.</p>	<p>Student Team will advise.</p> <ul style="list-style-type: none"> • Most Instances Students will be given 24 hours to share what is happening with their parents and FGL/Student Staff Member will follow up at the deadline. • Offer to be there with the student. • Stay firm in the deadline. • Encourage that you want them to get help.

TIER	WHAT TO LOOK FOR:	YOUR RESPONSE:	TIME MANDATES:
TIER 4: IMMINENT THREAT / HARM	<p>Done BY Student:</p> <p>Aggressive behavior with a weapon</p> <p>Cutting / self-harm with suicidal tendencies</p> <p>Any suicide risk or talk</p> <p>Any abuse to others</p> <p>Done TO student:</p> <p>Homelessness</p> <p>Parental Abuse</p> <p>Non-Family Adult Abuse</p> <p>Peer Abuse</p> <p>Sexual Abuse</p>	<p>Ask the Student, "Are you thinking about committing suicide?" and/or "Do you have a plan?"</p> <ul style="list-style-type: none"> • Ask the student, "Is it safe to go home?" and/or "Do you have somewhere else to stay?" • Ask the student, "Who else knows about what is happening?" • Ex.; family, counselor, friends, etc. • Remove from group/ setting & get Staff for help. • Student may be moved to a safe area to talk until action is taken. 	<p>Immediately notify the Student Staff Member.</p> <p>A DCF call is required for all abuse situations within 24 hours.</p> <ul style="list-style-type: none"> • Our team will facilitate those actions. • A call to police may be required for danger or Baker Acting. • For non-parental abuse, all of the process for Tier 3 will also apply.

LEAD SMALL

WHAT

Lead Small by Reggie Joiner and Tom Shefchunas is a practical guide designed to help family group leaders make a lasting impact in the lives of kids and students. The book emphasizes that the most significant spiritual and personal growth often happens in the context of relationships. Its purpose is to equip leaders with clear, actionable principles that foster connection, influence, and consistency in leading a small group.

Be Present

Show up predictably and consistently in a student's life to build trust over time. Being present communicates that the student matters and that their life is worth investing in. At The Church of Eleven22, being present means embodying the church's vision as 'a movement for all people to discover and deepen a relationship with Jesus Christ.'

Create a Safe Place

Foster an environment where students feel emotionally and physically safe to be themselves. A safe place encourages vulnerability, honest questions, and authentic faith development. The Church of Eleven22 emphasizes creating welcoming spaces where individuals can explore their faith without fear.

Partner with Parents

Support and connect with parents to align the influence of church and home. When leaders and parents work together, a student's spiritual growth is reinforced from all sides. Eleven22 views families as integral to the discipleship journey. By partnering with parents, family group leaders support the church's mission to 'make disciple-making disciples,' fostering a unified approach to each student's discipleship journey.

Make It Personal

Let your faith and story be part of how you lead, modeling a life that follows Jesus. Students need to see a real, growing faith lived out in front of them. Leaders at Eleven22 are encouraged to live out their faith authentically, embodying 'Christ-Like Character.' Student ministry environments focus on building relationships and transformative discipleship.

Move Them Out

Help students begin to serve others, build friendships, and own their faith outside the group. The goal is to send them into the world with a resilient and active faith. The Church of Eleven22's vision includes transforming communities through active faith. Eleven22 students helps to equip one more generation to be sent into the world to make disciples who make disciples.

HELPFUL SCRIPTURES

ONE OF THE MOST IMPORTANT THINGS ISN'T WHAT YOU DO, BUT WHO YOU RAISE UP. WE BELIEVE THAT INVESTING IN THE NEXT GENERATION IS ONE OF THE MOST IMPORTANT THINGS YOU CAN DO. WE WANTED TO GIVE YOU SCRIPTURES THAT MAY HELP YOU ALONG THE WAY!

HELPFUL SCRIPTURES

In life-giving ministry, it is helpful to know the Scriptures that pertain to different issues in life. Many times simply reading the Word of God to the person, praying with them and allowing the Holy Spirit to bring encouragement, conviction and truth to their lives is the best thing we can do.

ADDICTIONS

Romans 6:12
1 Corinthians 6:19
Galatians 5:1
Galatians 5:16

ANGER

James 1:19
Ephesians 4:26, 31
Matthew 5:40
Colossians 3:8

ANXIETY

Philippians 4:6-13
1 Peter 5:7
Hebrews 13:5-6

BAPTISM OF THE SPIRIT

Acts 2:38
Luke 11:13

CONDEMNATION

Romans 8:1
John 5:24
John 3:17-18

CONFESSION/ REPENTANCE

1 John 1:9
Psalm 32:3
James 5:16

DELIVERANCE

James 4:7
Matthew 18:18
Luke 10:19

DEPRESSION

Psalm 51:10-12
Romans 8:28, 31
1 Thessalonians 5:18
Matthew 11:28-39
Psalm 147:3

DISCOURAGEMENT

Galatians 6:9
Psalm 138:7-8
2 Corinthians 4:8-9

FAITH

Hebrews 11:1
Hebrews 11:6
Hebrews 12: 2
James 2:17

FASTING

Matthew 6:16
Isaiah 58:3
Isaiah 58:5

FEAR

Romans 8:13-17
2 Thessalonians 3:3
Isaiah 41:10

Psalm 27:1-3
Psalm 23
Psalm 91
2 Timothy 1:7
1 John 4:8

FEAR OF MAN

Colossians 3:23
Matthew 6:1
Psalm 56:11

FEAR OF THE LORD

Proverbs 19:23
Ecclesiastes 12:13
Psalm 25:14
Proverbs 22:4

FORGIVENESS

2 Corinthians 2:10-11
Matthew 6:14-15
Romans 12:14

FREEDOM

Galatians 5:13-26

GOD'S EXPECTATIONS OF US

Micah 6:8
Isaiah 66:2
Matthew 5:3,8
John 5:10

GRIEF

John 14:1-3
 John 11:25
 1 Corinthians 13:12
 Matthew 5:4

HEALING

Exodus 15:26
 1 Peter 2:24
 1 John 5:14-15
 Matthew 10:1
 Jeremiah 30:17
 Psalm 103:3

HOLINESS

1 Peter 1:14-16
 Ecclesiastes 20:22
 Romans 12:2
 Hebrews 12:14

HOLY SPIRIT

John 16:17
 John 16:8-13
 Acts 9:31
 1 Corinthians 2:8-13

HOPE

Jeremiah 29:11
 Psalm 33:20
 Proverbs 13:12
 Proverbs 23:18
 Isaiah 40:31

HUMILITY

Matthew 18:4
 James 4:10
 Proverbs 22:4
 Psalm 37:11
 James 4:6

INTERCESSION

1 Timothy 2:1
 Ephesians 6:19

Colossians 1:3

JEALOUSY

James 3:16
 1 Corinthians 3:3
 Exodus 20:17

JUDGING OTHERS

Matthew 7:2-5
 James 2:13
 John 5:30

LONELINESS

Isaiah 54:10
 Hebrews 13:5-6
 Revelation 3:20
 Psalm 34:18

**MATERIALISM/
MONEY**

1 Timothy 6:8
 1 Timothy 6:10
 1 John 2:15
 1 John 3:17
 Matthew 6:24
 Proverbs 3:9-10
 Proverbs 3:5
 Proverbs 13:11
 Philippians 4:19

OBEDIENCE

1 John 2:3
 1 John 3:21
 Deuteronomy 11:26-28
 1 Samuel 15:22-23
 John 14:15-21
 James 1:22

PEACE OF MIND

John 16:33
 Romans 5:1
 Colossians 3:15
 Psalm 4:8

PERSISTENCE

2 Timothy 4:7
 Galatians 6:9
 Revelation 2:24
 Revelation 3:5

PRAYER

1 John 3:21
 1 John 3:14-15
 James 5:16

PRIDE

Proverbs 16:5
 James 4:6
 Isaiah 25:11

PRIORITIES

Matthew 6:33
 Matthew 22:36-39

RECONCILIATION

2 Corinthians 5:18-19
 Matthew 5:23-26
 Matthew 18:15-17

SALVATION

John 3:16
 Romans 6:23
 Romans 8:1
 Romans 10:9-10
 Ephesians 2:8-9

**SEXUAL
IMMORALITY**

2 Timothy 2:22
 1 Thessalonians 4:3-4
 1 Corinthians 10:13
 Hebrews 13:4
 1 Corinthians 10:18-20

SPIRITUAL GIFTS

Romans 12:6-8
 1 Timothy 4:14

**SPIRITUAL GIFTS
(continued)**

1 Corinthians 12:7-11
 Ephesians 4:11-13
 1 Peter 4:10-11

**SPIRITUAL
WARFARE**

1 Timothy 4:1
 1 Timothy 6:12
 Ephesians 6:10-18
 2 Timothy 2:4
 James 4:7
 1 Peter 5:8

**SUBMISSION TO
AUTHORITY**

1 Peter 2:13
 Hebrews 13:17
 Romans 13:1-7

SUICIDE

Psalm 91:1,11,12,
 15,16
 John 10:10

TEMPTATION

1 Corinthians 10:13
 Genesis 4:7
 Romans 6:6
 Romans 13:14
 2 Corinthians 10:5
 Galatians 5:16
 James 1:14
 Philippians 4:8
 Matthew 26:41

THANKSGIVING

Psalm 100:1
 Psalm 139:13

**TITHING
AND GIVING**

Malachi 3:8-10
 Philippians 4:17
 Proverbs 3:9
 Luke 6:38
 2 Corinthians 9:7

TRIALS

James 1:12
 2 Corinthians 4:17
 1 Peter 4:12
 1 Peter 5:10
 Revelation 3:19

**TRUST IN
THE LORD**

Proverbs 3:5-6
 Ephesians 6:16
 Psalm 56:4
 John 14:1

**WHO WE ARE
IN CHRIST**

1 Peter 2:9
 Revelation 2:26
 Ephesians 2:6,10
 John 1:12

**WORDS AND
THEIR POWER**

Ephesians 4:29-30



E L E V E N 2 2 S T U D E N T S

THE CHURCH OF
Eleven22[®]

COE22.COM/STUDENTS