

What We Do

A Paradigm for Launching and Coaching Multiple Movements

Movements everywhere
so that everyone knows
someone who truly
follows Jesus.

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Welcome. We're so glad that you've chosen to follow the Lord's leading to serve with Campus Crusade for Christ. We are prayerfully moving forward trusting God to launch movements on every campus to put the gospel within arms-reach of every student and faculty member. We can't wait to see how God uses you this year, and we believe that He will continue to meet your needs as you faithfully invest yourself in the lives of students, trusting God to develop them into the future leaders of the church.

A question that naturally arises next is, "So what do we do?" That's what this training is all about. We hope to give you a paradigm to work from as we strive to launch movements everywhere.

First, we'll start with some things that generally characterize your position as a staff member involved in launching and building spiritual movements. Think of these as your job expectations. Then, we'll move on to the major elements of the job. So, let's dive in!





Expectations

Walk with God:

Four Sevens is a great tool to use for one month to help establish a regular time with the Lord.

Launch a Movement:

Divine truth: Thirsty, crupress.com, godsquad.com

Nurturing relationships:

sharing life stories, coming along side others in their journey, personal development plan

Apostolic mission:

Soularium, Knowing God Personally, Backstory, Perspective, short-films, personal testimony

Lead toward the mission:

How you lead will be different from how the person next to you leads.

Faithful: you reap what you sow, you reap only what you sow, you reap more than you sow

Available: spiritually, emotionally, mentally, physically

Teachable: We want to continue to grow - consistently becoming more like Christ

Walk with God. We are seeking to engage in a spiritual occupation that simply cannot be done without the power of the Holy Spirit.

We have not received the spirit of the world, but the Spirit who is from God, that we may understand what God has freely given us. This is what we speak, not in words taught us by human wisdom but in words taught by the Spirit, expressing spiritual truths in spiritual words. The man without the Spirit does not accept the things that come from the Spirit of God, for they are foolishness to him, and he cannot understand them, because they are spiritually discerned. I Corinthians 2:12-14

Launch a movement. Each of us will launch a movement with students, living out the spiritual DNA, trusting God to use us as a catalyst in the lives of students. We hope to see each of our movements grow and split during the course of this year.

On that day a great persecution broke out against the church at Jerusalem, and all except the apostles were scattered throughout Judea and Samaria.... Those who had been scattered preached the word wherever they went. Acts 8:1-4

Lead toward the mission. As we live out the DNA in our lives and in our movement, we will then share our stories and experiences with students around our scope...helping them to launch movements everywhere.

You then, my son, be strong in the grace that is in Christ Jesus. And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others. I Timothy 2:2

Live in a F.A.T. way. (Faithful, Available, Teachable) As we seek to build the Kingdom together, we do so understanding that we are not the standard for what is cool, and that our ministry is not the standard for how things ought to be. Rather, we faithfully bring ourselves to Christ and seek to grow and learn through experience.

His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things.' Matthew 25:21

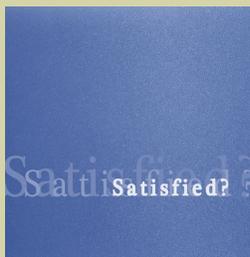
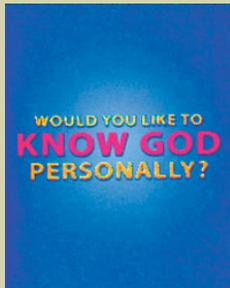
Then I heard the voice of the Lord, saying, 'Whom shall I send, and who will go for us?' Then I said, 'Here I am, send me.' Isaiah 6:8

Now the Bereans were of more noble character than the Thessalonians, for they received the message with great eagerness and examined the Scriptures every day to see if what Paul said was true. Acts 17:11

Overview

Start-up check list:

- 1) have a plan for personal growth and development (discuss with your coach)
- 2) Know who to contact when you have questions concerning, reimbursements, one card, etc.
- 3) Be very familiar with these booklets:



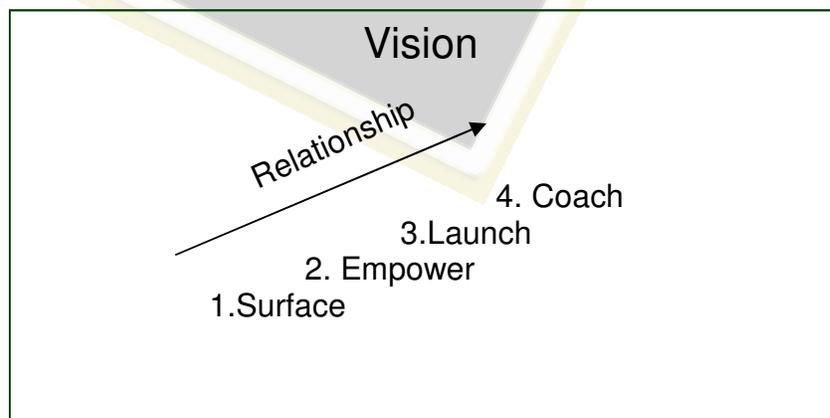
The purpose of this training is not to help you grow personally. The purpose of this training, rather, is to give you a paradigm for your time working on staff. By the end of this training we hope that you have an understanding of what we do as distance coaching staff, and what your role will be as you step onto a campus and into the lives of students.

We firmly believe that it is our job to “**Do what only we can do**”¹. This is a two-fold concept. First, you are unique and we want you to work out of your gifting. Second, we are CCC staff and not counselors or classmates, thus we play a unique role in students lives. For distance coaching staff, you could sum up our role of “doing what only we can do” in 6 words:

Vision
Relationship
Surface
Empower
Launch
Coach

These are the tools of our trade and the skills that will help us launch movements everywhere so that everyone knows someone who’s a follower of Jesus. When we understand how these 6 words tie together it gives us a grid for understanding what to actually do when we interact with students. When someone asks you what you do for a living you could sum it up by repeating these 6 words!

Briefly, this is how it looks when you put it all together:



Vision

Great Vision Casters:

“The world will little note, nor long remember, what we say here, but can never forget what they did here.”

-Abraham Lincoln



“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character. I have a dream today.”

-Martin Luther King Jr.



But I tell you the truth. It is for your good that I am going away. Unless I go away the Counselor will not come to you; but if I go, I will send him to you.²

-Jesus Christ



Great leaders are great vision casters. Abraham Lincoln harkened back to the founding fathers as he cast vision for a nation of equal men. Martin Luther King Jr. stood at the steps of the Lincoln Memorial and cast a vision that could only be spoken of as a dream not yet made reality. Jesus Christ cast a vision to His disciples that it will be *better* that God in the flesh (Jesus) leaves them because they will do even greater things once He left.² Great leaders are great vision casters.

We start here, at vision, every day. Everything we do starts with vision: when we're sharing our faith with a non-Christian we tell them the vision, when we meet with pastors to coordinate a partnership we cast vision, when we talk to each other we cast vision. The vision is the North Star, it's the driving force behind everything we do. When we stop to ask ourselves "what do we need to do?", the answer should come back "whatever moves us toward the vision".

Similar to Martin Luther King Jr.'s dream, a vision is a dream that has yet to come to fruition...a reality that does not yet exist.³ Often great leaders are the only ones who can see the dream, and are tasked with finding a way to communicate what could be to those who have not set foot on the path. Our dream is to see movements launched everywhere so that everyone knows someone who is truly a follower of Jesus. Tangibly, this means that the gospel will be within arms-reach of every student; not just a gospel tract, but rather, a living, growing, multiplying entity that we call a movement.

As we interact with students the first job is to cast this vision, to find a way to help them see a reality that doesn't exist yet. We use stories, pictures, whatever will help students to begin to start viewing their campus as fertile ground for the gospel. Our hope is that when they catch the vision their heart changes and they no longer view the liberal homosexual group as an annoyance on campus, but as a pocket of people in desperate need of Jesus. We long for students' attitudes to change from "how can we get more people to **come here**" to "who will **go** reach that pocket of people?"

Everything we do as Staff starts here; from planning a retreat, to coaching student leaders, to communicating with supporters. Vision. What would it be like if there were Movements Everywhere?



Vision

Proverbs 29:18:

Where there is no vision the people are unrestrained, but happy is he who keeps the law. NASB

If people can't see what God is doing, they stumble all over themselves; But when they attend to what he reveals, they are most blessed. Message

“Vision without action is a daydream. Action without vision is a nightmare.”
-Japanese Proverb

What good is it, my brothers, if a man claims to have faith but has no deeds? Can such faith save him?...Faith by itself, if it is not accompanied by action, is dead... You believe that there is one God. Good! Even the demons believe that—and shudder.

-James 2

Vision: “**A preferred future reality.**” -Andy Stanley

Mission of the Campus Ministry: **Turn lost students and faculty into Christ-centered laborers.**

Vision for CCC: “**Movements everywhere so that everyone knows someone who truly follows Jesus.**”

*God is the ultimate vision-caster, and consistently leads his people by casting vision well.

The 4 C's of Vision:

Concise. It's amazing how succinctly God casts vision - he gets to the point and doesn't seem to beat around the bush (whether it's burning or not). We're striving to simply and clearly state the vision.

Compelling. People who catch God's vision are moved to action. Look at the examples we just went through: when a person 'gets it' they can't remain the same. When vision is cast well, the audience's feet start to move.

Contagious. After hearing us state God's vision, it will spread like a virus or wildfire. People who catch a glimpse of God's vision and begin to see God at work in their life, can't help but spread it to others.

Christ-centered. When casting vision the absolute center of our message is Jesus Christ. If the main point of our message gets shifted to what we do (mission), or our methods we've missed the point. When we get done, the audience should be left thinking: “Isn't Jesus _____ (powerful, great, amazing, etc.). I bet He could do a work in me and use even me to build His kingdom.”



Relationship

Wounds from a friend can be trusted, but an enemy multiplies kisses.

Proverbs 27:6

A gossip betrays confidence, but a trustworthy man keeps a secret. **Proverbs 11:13**

A relationship is a connection of some kind between two things.

Wikipedia

There was no one to rescue them because they lived a long way from Sidon and had no relationship with anyone else.

Judges 18:28

I long to see you so that I may impart to you some spiritual gift to make you strong - that is, that you and I may be mutually encouraged by each other's faith.

Romans 1:11-12

First, we must be able to cast vision well. Next, we must become 'experts' in building and maintaining relationships. No matter where you find yourself, these two skills will be of great benefit to you in your marriage, your church, and your job. They are worthy of learning and becoming proficient in.

If you're reading this, we can assume that you've been accepted as a Campus Crusade for Christ staff member; hopefully these principles bring clarity to what you already experience in your relationships with others.

Trust. The first principle of building a good relationship is building trust. Essentially, the best way to build trust is to become a man or woman of great character who exudes integrity.⁴ Be authentic in all that you do...nobody expects you to be perfect, so let students know your greatness and your weakness. Never betray confidence. When you say that you're going to do something do it.

Shared Experience. Build a fire outside of the city and talk about the guy that they're dating over s'mores. Take students with you on summer project. Host a small men's retreat and shoot each other with paint balls. Share your faith together. Have fun and live life together, this gives your relationship a chance to grow.

Common Goals. As you've no doubt seen with friends gone by, when you have a different vision for your future it takes real effort to maintain a relationship. But, those who are going in the same direction, you're naturally drawn toward. Our common goals should be relatively intuitive: we want to personally become more like Christ while helping others do the same, and we want everyone to have the chance to experience the gospel. When we have the same goals we are drawn together, and relationship sprouts.⁵

Self Disclosure. Self disclosure begets self disclosure. If you want them to bleed you've got to hemorrhage. Set the tone by sharing a significant aspect of your own story/experience. When you share at a deep level with students it creates a safe environment for them to share their heart at an equally deep level.

Relationship



"I thank God, whom I serve, as my forefathers did, with a clear conscience, as right and day I constantly remember you in my prayers. Recalling you in my tears, I long to see you so that I may be filled with joy."

"I have been reminded of your sincere faith, which first lived in your mother Lois and in your mother Eunice and, I am persuaded, now lives in you also. For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of hands. For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline."

II Timothy 1:3-7

Paul's 1st Missionary Journey, Acts 13-14:

- A *minimum* of **8** towns were visited on this journey
- The first journey was a trip of about **1,400** miles; or the equivalent of travelling from **Houston, TX** to **Washington DC**.
- Travel was done, slowly, by boat and walking.
 - Average boat travel, at this time was around **30** mph.
 - Average foot travel is around **4** mph.Today, racewalkers can achieve **5-6** mph. (racing on a track)
- On his way back home they stopped and empowered people to be elders of the church. What are these people equipped with? What did they have?

1. The Holy Spirit

2. a community of believers

3. a handful of empowered, appointed leaders

4. a relationship with Paul

** It's interesting also to note what these new elders and churches are NOT left with. Paul does not leave them with a conservative, evangelical church down the road that preaches the Word and shepherds the flock. They are not left with disciplers and mentors from the community to turn to with problems and questions. They aren't left with GodSquad.com, or Bible studies. They aren't even left with a Bible since it hadn't yet been written. What they were equipped with was enough.

- The entire 1st missionary journey lasted only **2-3** years. What's the average time Paul spent in each town? Not that long!
- Paul went on 3 missionary journey's and wrote back to these churches, distance –coaching them via letters.
- How was Paul able to build real, significant relationships with those whom he distance-coached? 3 principles that stand out from the Epistles (letters):
 1. **Aware.** Paul **knew what was going on in their lives.**
 - Application for us:* learn to **ask deeper questions** — sooner.
 2. **Care.** Whatever the situation, Paul went out of his way in an effort to try to help them follow the Lord.
 - Application for us:* We serve as a **catalyst** alongside the Holy Spirit in their lives, trusting that as we move with the Spirit together, God will build a real, significant relationship with our students.
 3. **Prayer.** It is evident that Paul **prays for them constantly.**
 - Application for us:* Keep a **prayer journal** of people you're coaching, or regularly go through your **leadership team groups.**



Methods for Surfacing:

Launch a campus with FSK's

Enter an unreached pocket of people on a campus and start talking

Talk to students at an area-wide retreat

Start asking for referrals from a sports coach, administration, etc.

*Think outside the box and try something new!
Something like:*

1. _____

2. _____

3. _____

Now we're getting into the nuts and the bolts of what we're actually doing. Let me pause a moment and restate the most important part of this training: everything we do with students, will be in the context of casting vision and building relationship. This is the road we drive on; the foundation for everything else we do.

When the light comes on, moths gather and cockroaches scatter.⁶ When Jesus sent the disciples out to do ministry he told them to show up and work with the moths. When the city was full of cockroaches that scattered he told them to shake the dust from their feet and move on. (Matt. & Luke 10) We use this approach in sharing the gospel, launching a new campus, launching a movement in an unreached pocket of people, etc.

When we come to campus we bring the light. We bring God's vision for every person on campus to have salvation and a chance to enter into authentic, Biblical, relationship (Movements Everywhere). We simply show up and turn on the light of vision and relationship, trusting the Holy Spirit to bring moths to gather around the light.

Surfacing takes different shapes as you go from place to place, but regardless of where you are or what you're doing, the basic principles will remain the same:

Show Up. You don't exist until you actually show up.⁷

Cast Vision. We're looking for students who will carry the vision of launching movements everywhere on their campus. Some will get it and some won't. We cast the vision to anyone with ears.⁸

Build relationship. We're constantly entering those people's lives who will allow us in. When we share the gospel, and when we're meeting with student-leaders we're always doing so in the context of relationship.

Sow Broadly. Everyone is deserving of a chance to hear the gospel. Not everyone will receive Christ. Every student on campus is deserving of a chance to launch a movement. Not every person will launch a movement and not every movement launcher will succeed. We should be working with some students who aren't like us, to reach pockets of people that aren't like us.



Empower⁹

The best thing we can do to empower a campus is usually to empower individuals to launch a movement in a pocket of people. Once students experience the HS in their lives, and catch a glimpse of how the vision could become reality, THEN we can move on to the rest of campus.

Ambiguity is often a tremendous roadblock for leaders. They are so lost that they don't know where to begin. Giving freedom within a structure is the best way to eliminate the roadblock of ambiguity.

A leader may simply need you to come and model the DNA for them on campus. Also, we're hoping that students will finish their time with us confident and capable in opening the Word, but they may need to start with an introductory, basic Bible study.

1. Vision & Holy Spirit

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." Acts 1:8 Do you see how the vision that Jesus lays before these 11 guys creates the need for the Holy Spirit's empowerment? If there was no challenge then there would be no need for them to rely on the Holy Spirit each and every day. **Without God's vision, God's empowerment is not necessary.**¹⁰

2. Meaning

Does the activity (sharing the gospel, launching a movement, etc.) fit with the students own personal beliefs and values? Do they see how DNA, soularium, etc., fit with their own experience of Jesus and leadership?

3. Competence

A students' belief in their ability to perform an action with skill. Do they believe that they can effectively: share their faith, launch a movement, read the Bible?

4. Self Determination

A students' sense of having a choice in how the action will be executed. I.E. "I would like to come and help you share your faith with one of your three friends that you've been praying for - which friend would you like to share with? Would you like to use Soularium? What day/time would you like to get together to be trained in how to use Soularium?"

5. Impact

The degree to which a student believes that their effort/obedience can make an impact. Do they believe that sharing their faith will benefit others as well as their own faith? Do they believe that if they launched a movement God could use them in another person's life and to impact their school for the Kingdom?



Empower

Empower: to endow with an ability; enable.

“There is more to us than we know. If we can be made to see it, perhaps for the rest of our lives we will be unwilling to settle for less.”

-Kurt Hahn

“There go the people. I must follow them, for I am their leader.”

-Alexandre Ledru-Rollin

“The real leader has no need to lead - he is content to point the way.”

-Henry Miller

“A leader is a dealer in hope.”

-Napoleon Bonaparte

“He who has never learned to obey cannot be a good commander.”

-Aristotle

As students begin to take ownership for God’s vision (the great commission) for their campus they will realize how much they need God to come through if they’re going to see success. We believe this is exactly where God wants them - in complete submission, *needing* God in order for this God-sized vision to become reality. Empowering students starts first with making sure they are filled with the Holy Spirit, and they understand the significance of the Holy Spirit in the life of the believer.¹¹

If a student owns the vision, and is filled with the Spirit they are now ready to start moving forward. But, often they’re stuck in Neutral. Why is that? Well, many times a spirit-filled leader believes in the mission, but there is a roadblock, real or perceived, that is keeping them from moving forward. The second step in empowerment comes in helping students identify and overcome the roadblocks that are holding them back.

When you find yourself working with a student who seems to be stuck in neutral (I’d be surprised if this *doesn’t* happen at some point!), come back to this training. Start by thinking/praying through each of the 5 keys of empowerment listed on the previous page, asking God where the roadblock is in a students’ life. Don’t be surprised if God uses ‘random’ information to give you a starting point. i.e. “Bill is stuck. I’m praying through the list on the previous page and now remember 3 weeks ago Bill said that he didn’t feel like he was good at talking to people. Maybe Bill is stuck because he doesn’t believe he’s competent in sharing the gospel.”

Praying through the list on the previous page will help you begin to narrow your focus, and give you a starting point as you enter into the life of a student. In the example with Bill we’d:

1. Identify ‘competence’ as the issue
2. Work with Bill one on one using Soularium
3. Offer to go with him either at random or with a friend he’s been praying for
4. Assess how he did afterward (more on this in coaching)



Launch

Before Jim Wales launched Wikipedia he started Nupedia. Nupedia was a free online encyclopedia that allowed people to post their own articles, and it was peer reviewed. Sounds a lot like Wikipedia, doesn't it?

Here's the difference: in order to get your submission published you had to successfully complete 7 tedious steps in full. PhDs, and other experts were assigned as authors.

Wikipedia, as you know, is different in that anyone from anywhere can submit an article on just about anything. Almost the entire site is managed and run by volunteers - there are no 'experts', just a bunch of people who care. In fact the founders only make a handful of high level decisions, the rest is in the hands of users.

Nupedia: 24 finalized articles, and 74 articles still in process when the site closed down.

Wikipedia: over 1 million articles in the English language, it's available in 200 languages...in the span of 5 years!!

But when you take out the 'experts' you lose quality, right? An investigation by Nature Magazine revealed that Wikipedia and the Encyclopaedia Britannica are almost equally accurate.¹²

We've surfaced a student who is a Spirit-filled believer who is beginning to own the vision of launching movements everywhere and who has been empowered through your relationship. Now we're going to launch them out into the great unknown.

Once Apollo 13 was launched NASA took it's hands off and let the rocket go. So too, once we launch a movement it's time to take our hands off and let go. This might mean a less than stellar weekly meeting, a dismal movement, or a dreadful 4-hour leadership team meeting. However, it may also mean a 100% student led, grassroots movement of God that sweeps over the campus consuming and infecting all in it's path. **With the freedom to fail greatly comes the freedom to succeed greatly.**¹³

You could start a ministry and keep a close reign on them... micromanaging everything that they do...and you would probably see a manageable level of success. What you will never see, however, is an unmanageable movement of God.

By *launching* a movement we mean: it's out of our direct control, they have a vision for where they're going, the fuel to get them where they need to go, a plan for departure, and...BOOM, we flip the switch to ignite them! They're off!

"Houston, we have a problem." As the astronauts aboard Apollo 13 encountered unexpected complications and problems that they weren't prepared for, they realized that they needed help. But NASA was in Houston, thousands of miles away, what could they possibly do to help? If you've ever seen the movie, then you know that this call for help was the difference between life and death.

This is why our relationship with students' are so crucial. When problems arise do they know how to get in contact with you? Do they know that you care? Can they count on you to keep confidence? When they have a problem (and they will have a problem) will you be their Houston? When we get the call for help our coaching begins...(next page)

We are constantly trying to maintain a balance between allowing students the freedom to succeed greatly while still letting them know that we care and that we can help. It's an art form.



Coach

Molding players—the character of players, every bit as much as their skills—occupies the mind, the vigilance, the best moments of the waking hours of a concerned coach. What flour is to bread, the patient molding of character is to coaching.

-Joe Paterno

A leader doesn't have to be the smartest member of a group, but he does need to demonstrate a mastery of his field. Mastery means more than just knowing information and facts; it requires an understanding of the information and the ability to apply that information.

-Tom Landry

“Do not let what you cannot do interfere with what you can do.”

-John Wooden

A good football coach teaches players the skills that they need to be successful, keeps the vision in front of them as they're going through hard times, and puts people in the best position to be successful. Our job as a staff coach is very similar. We are helping individuals grow as men and women of Christ, while at the same time helping them lead a movement and/or campus.

The paradigm that we work from when coaching students through our relationship is: Assessment, Challenge, Support¹⁴, and Surface. Please note that each of these elements of the coaching paradigm are both individual and corporate, and they are done in the context of your relationship.

Assessment. We want to know where the individual leader is. This shouldn't be an awkward interaction, but rather, a natural outflow of your relationship. Think of talking to a good friend; how do you ask them how they're doing spiritually? Next, we want to know how the campus, as a whole, is doing. When you're assessing the campus, ask about the success criteria, not youth group criteria. (i.e. ask how the movement launchers are doing, *not* how the MC did at the weekly meeting.¹⁵)

Challenge. Once we've helped them identify their next step in personal growth (i.e. purity, consistent time in the word, etc.), we challenge them to take the next tangible step (i.e. find accountability, etc.). With the campus, we help the student to identify the areas that they are seeing success in and which areas are failing. Help them think through the next step in moving forward and what their part in that step is. Challenge them to boldly take that step, and keep a journal or record of what you've challenged them to so you can pray for them and follow up with them.

Support. If we need to track down a personal mentor or counselor, we do it. If we need to come and fire the leadership team, we do it. If we've challenged them to make a change that is going to create conflict send out an email letting the leaders know that we're supporting the decision.

Surface. The last thing we do leads us back to the beginning - through our relationship we surface new and potential leaders. Now we're right back at the beginning!



Summary

“When the solution is simple, God is answering.”

-Albert Einstein

“Simplicity is the ultimate sophistication.”

-Leonardo da Vinci

"It is not the critic who counts: not the man who points out how the strong man stumbles or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again, because there is no effort without error or shortcoming, but who knows the great enthusiasms, the great devotions, who spends himself for a worthy cause; who, at the best, knows, in the end, the triumph of high achievement, and who, at the worst, if he fails, at least he fails while daring greatly, so that his place shall never be with those cold and timid souls who knew neither victory nor defeat."

-Teddy Roosevelt

Hopefully, you see how this paradigm works, but let's recap just to make sure we're on the same page. We start with vision and relationship. Next, we move on to surface, empower, launch, coach. Through our coaching relationship we work to surface new leaders.

It's funny - when my friend trusts someone, and has a relationship with them, I am much more apt to trust them and more willing to build a relationship with them. When a friend recommends a movie, I'm much more likely to go watch that movie. It's the same thing in surfacing new leaders: our relationship with a current leader bleeds over to the next leader. When the leader recommends to their friends the training that we do, summer project, etc. the next leaders are much more likely to ask for our help. Once a new leader has been surfaced we empower them, then we take our hands off and launch....you get the idea.

That's it. It's simple...not always easy, but really quite simple. What we love about this job is that no matter where we go in life we'll always use these principles, they are applicable to your family, your marriage, your work and your church. If you learn to use these principles you will become not only a great leader *of* people, but a leader who can lead *through* others. You will learn to inspire and empower others to step into the adventure that God has prepared for them, you will become a person who naturally calls greatness out of people and people into greatness.

When a chef makes a great dish, it's vital that they get the ingredients measured out and mixed in the right proportion. When an artist paints their masterpiece it's vital that they know which colors to use and in what proportion. In the same way, learning the art of working with students is an art form that will take trial and error, experience, and God's grace. So our encouragement to you is this: jump in. Mature through experience. Get in there and start figuring out how your gift mix fits into this staff paradigm, and trust God to use you as you help college students start uncontrollable, unstoppable, Christ-centered, student-led, grassroots, life-changing, spiritual movements on their campus.

“Failure **IS** an option...not trying is not.”

-Dave Dishman



Bibliography

1. **“Do what only you can do”** This is a Craig Johringism that serves as both a personal and corporate reminder when we engage in ministry. Terah Wiekamp has a ditty from Acts 6 that helps to get a handle on this concept. To summarize: when the apostles are confronted by the situation of widows being overlooked in food distribution they: don't discount the importance of the task at hand, do set boundaries, realizing that someone else could do the task, use spiritual criteria for a seemingly physical task, and then they let go and let the leaders do the job. Two of these men chosen to wait on tables (Stephen and Phillip) go on to be hugely instrumental in the formation of the early church.
2. Jesus speaking in John 16.
3. **“Preferred future reality”**. I know it's not a direct quote, but in concept it comes from: Stanley, Andy. *Visioneering*. Multnomah, 2001
4. **“Trust - becoming a man/woman of character.”** Once again, not a direct quote, but in concept: Cloud, Henry. *Integrity: the courage to meet the demands of reality*. Collins, 2006
5. I don't have a quote or citation for this, but I'm sure you could google it and find a million!
6. **“When the light comes on moths gather and cockroaches scatter.”** This is a quote from Eric Swanson recorded during the 2005 Leadership Track in Ft. Collins. If he got it elsewhere I didn't record where.
7. **“You don't exist until you actually show up.”** - Craig Johringism
8. **“We cast the vision to anyone with ears”**. Wiekamp, Ethan. *Journal of the painfully obvious; issue 10, pg. 6*. University Press, 2006
9. Principles taken from “Psychological Empowerment in the Workplace” by G.M. Spreitzer (1997?).
10. No citation here, just a firm hard fact. Let me point out that this is true for you and I just as much as it is for our students. Personally speaking, it's not always easy to seek God's vision for my life, marriage, and family... I'm not particularly fond of being in a place where I *need* anything, but I'm convinced this is where God wants us; believing his vision for the future and needing him to come through in the present.
11. See: Satisfied booklet
12. Story courtesy of: Brafman, O. Beckstram, R. *The Starfish and the Spider: the unstoppable power of leaderless organizations*. Portfolio Trade, 2006
13. Freedom to fail... This is a hard lesson, and probably the hardest thing for me to actually do in launching movements. So many times when I drive away from launching movements I want to go back and outline their next steps, call them to make sure they're taking those steps, etc. I want them to do what I want them to do. It's hard for me to let go, fully realizing that they could fail. But we've seen enough success to know that this freedom is absolutely essential to a truly student-led movement.
14. **“Assessment, Challenge, Support.”** Wren, J. Thomas, ed. *The Leader's Companion: Insights on Leadership Through the Ages*. New York: Free Press, 1995
15. Never ask about a number at weekly meeting. Never ask how the MC did, or how the band sounded. I call these youth group criteria because it's often what a youth group is focused on. We are not. Just like the Wikipedia story, if you let the students manage themselves, they will figure it out and the quality will be there. If there are a ton of people at the meeting the leader will probably tell you without you having to ask. If there isn't anyone coming they will probably tell you without you having to ask. Ask about the important stuff: multipliers, movements, unreached people on campus, the next steps, etc.