

# LOGOS Quick References

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## Contents

How to use Quick References.....	2
LOGOS Foundations and Setting the Stage.....	3
Implementing LOGOS .....	4
Process of Call .....	5
Discipline .....	6
Family Time .....	7
Bible Study .....	8
Worship Skills.....	9
Recreation .....	10
LOGOS with Youth.....	11
Doing Intergenerational Mission.....	12

## How to use Quick References

Quick References are designed to serve as reminders of key information in a format that can be easily accessed by all LOGOS leaders. Each Quick Reference should be supplemented with the detailed information found in the LOGOS User Guide sections.

Some examples for using the References:

Distribute the Family Time Quick Reference to Table Parents, Dinner Deans, and kitchen staff. Review them – as a group – before Family Time each week.

Distribute the Worship Skills Quick Reference to Worship Skills leaders. Have them review the information on a regular basis. Do likewise for Bible Study and Recreation leaders.

Use the LOGOS Foundations and Setting the Stage Quick Reference at staff/faculty meetings and parent meetings, and in communication during the year.

Use the Implementing LOGOS Quick Reference in monthly Leadership Team meetings to help the group focus on particular areas of LOGOS.

The Doing Intergenerational Mission Quick Reference can be used by the Leadership Team and the Mission Committee as they plan mission projects for all ages.

Use the LOGOS with Youth Quick Reference for an easy way to see if LOGOS for youth is effective and on track.

# LOGOS Foundations and Setting the Stage

## Definition of LOGOS

LOGOS is the theology and practice of intergenerational Christian relationships in a disciplined, four-part context.

## Important Points

LOGOS has one rule:

Treat every person as a child of God.  
No one is to treat others as if they do not matter.



Key Practices of LOGOS:

1. Developing CHRISTIAN RELATIONSHIPS is the heart of LOGOS.
2. LOGOS uses a biblical PROCESS OF CALL that is effective in helping the church invite people into ministry that has the best likelihood of matching a church's needs with the spiritual gifts and interests of the people.
3. BALANCED MINISTRY takes place in the 4 parts of LOGOS, based on activities of the early Christians as found in Acts 2:42.

Nurture Realities are theological, sociological, behavioral, cultural, and environmental factors that are present and functioning all the time and consistently influence the context of our ministry. GenOn's response to each nurture Reality is a Conviction. Altogether, these realities and convictions shape the foundation on which LOGOS is built.

Of the 12 realities and convictions, GenOn lifts up Abundant Life-Giving Relationship as having the highest priority, guiding all the others.

REALITY: ABUNDANT LIFE-GIVING RELATIONSHIP An abundant life-giving relationship with God through Jesus Christ is more important than anything else in life.

CONVICTION: NURTURE – MOST IMPORTANT Nurturing people, especially youth and children, into this relationship of faith with God through Jesus Christ is the most important thing the church ever does.

Topics of the remaining 11 realities/convictions are:

Sociology / Friendship Opportunities	Parenting / Parental Involvement
Caught / Relational Context	Worship / Worship Participation
Significant Experience / Camp	Significant Commitment / High Expectations
Essential Elements / C.A.R.E.	Gifts / Call
Clergy / Clergy-Teacher	Youth / Youth, Intentionally
Adult Role / Mature Christian Adults	

The theology of LOGOS is illustrated using theograms of Revelation, Image of God, Kingdom of God, and Process of Relationships.

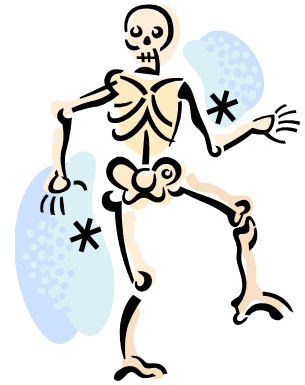
Ministry Effectiveness Models help churches assess factors in relation to what is happening in their congregation in the areas of ministry with children and/or youth.

# Implementing LOGOS

## Important Points

The Bones of LOGOS are:

1. Authentic relationships – Focusing on authentic Christian relationships is the very heart of LOGOS, thus this Bone is a Key Practice.
2. Called to serve – Believing that God equips every person with gifts and talents for the work of the church, this Bone is a Key Practice.
3. Congregational worship – Every person involved in LOGOS will participate regularly in worship.
4. Four parts every week – Each week, children and/or youth will participate in Bible Study, Recreation, Family Time and Worship Skills creating a Balanced Ministry, a Key Practice of LOGOS.
5. Clergy Support – Youth and children will see LOGOS as a significant experience if they see clergy giving it a higher priority.
6. Youth, Intentionally – LOGOS will be available for high school, whenever possible.
7. Weekly Bridge – LOGOS will be held weekly.
8. Family Investment – Families with children and/or youth in LOGOS will be involved in all of the following ways:
  - a. Regular participation in LOGOS
  - b. Payment of fees to cover meals and other minimal costs (with scholarships readily available)
  - c. Regular attendance of children and/or youth at LOGOS and in worship
  - d. Participation in annual Parent meeting (Parent Connection)



Effective LOGOS programs exhibit these practices:

1. Leadership Team is established to oversee LOGOS.
  - a. Roles are well defined for team members, and members rotate regularly.
  - b. Team members attend LOGOS training annually or every other year.
  - c. Leadership Team uses Footprints to start and sustain LOGOS.
2. Responsibilities for all teachers, helpers, Table Parents, Dinner Deans, kitchen crews and other positions are clearly defined and explained. LOGOS training for all adults is held annually or every other year. Faculty meetings for all adult leaders are held regularly.
3. Staff and Parent Handbooks are updated annually and available in print and/or online.
4. Regular publicity about LOGOS using newsletter articles, bulletin boards, e-mail messages and affirmation from the pulpit are important ways to communicate the purpose and activities of LOGOS.
5. GenOn Ministries staff is ready and willing to provide support and answer questions. Contact staff at [info@genonministries.org](mailto:info@genonministries.org) or 877.937.2572.

## Process of Call

### Definition of the Process of Call

GenOn Ministries believes that all persons are created in the image of God (Genesis 1:27) and are endowed with the gifts and talents needed to accomplish the purposes for which they were created (Ephesians 4:11-16). When they commit themselves to become disciples of Jesus, they are committed to the service of Jesus Christ, and to obeying his teachings (I John 3:23-24). This biblical process of call is a Key Practice of LOGOS.



### Important Points

Four Elements of Call:

1. Receiving the Call
2. Resistance
3. Reassurance
4. Obedience

Steps of the Process of Call (PRAYER acronym):

**P**robe scriptures – study biblical stories of call

**R**ole descriptions – define each adult position in LOGOS

**A**bilities and gifts – consider gifts and talents of adults in the church

**Y**oke roles and names – match defined roles with specific names

**E**ngage in conversation – use specific approach to invite people into the process

**R**eceive response – remembering a holy “no” is just as significant as a “yes”

When considering individuals for roles, there are three essential qualities to consider. For the position being considered, each person must:

1. Love God
2. Love the specific age group of the position
3. Have a gift to share

These qualities must be considered in that order. A faithful (1), talented musician (2) who does not love youth (3) should not be directing your youth choir.

Helpful forms in LOGOS User Guide: Process of Call

- Are You Open to Using Your Gifts for Ministry?
- Identifying Needs
- Identifying Names
- Work of the Call Team

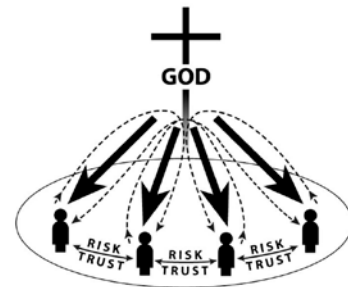
# Discipline

## Important Points

Many Bible passages reflect the theological perspectives of discipline. Several instructive passages follow:

- Hebrews 12:11
- I Corinthians 13:4-7
- I Corinthians 12:3
- Romans 5:8
- Romans 12:17-21
- Philippians 2:4-5a

Everyone in LOGOS practices Kingdom of God living and follows the only rule of LOGOS: Treat every person as a child of God. No one is to treat others as if they do not matter.



## Discipline Policy

Churches establish, keep current and follow a Church Discipline Policy that defines Safe Sanctuary practices, expectations for behavior, and stated consequence for inappropriate behavior. The goal of a discipline policy is that everyone coming into contact with young people will consistently respond to unacceptable behavior in Christian love, holding the example of Christ before them and remembering that **everyone should treat everyone else as a child of God.**

## Discipline Plan

The LOGOS Leadership Team will develop a discipline plan to effectively guide the weekly LOGOS program. This plan includes:

1. a Covenant that children and youth and adults sign as a promise to uphold
2. the use of a "Comforter" position that will aid the children and youth in the "tough times" during the weekly LOGOS program
3. training for all adults regarding discipline as it relates to the discipline plan

An effective discipline plan incorporates 5 essential parts:

1. PREVENTATIVE (to keep from happening)
2. SUPPORTIVE (to keep from falling, prop up; sustain.)
3. CORRECTIVE (to change; to make right.)
4. CONSEQUENTIAL (the results)
5. AMENDING (to change for the better; improve; make right.)



## Family Time

**Goal of Family Time** To experience being part of God's family over a shared meal

### **Important Points for Leaders**

1. All Family Time adults (Dinner Dean, Table Parents, kitchen crews) are aware of their responsibilities for Family Time. Leaders are prepared when young people come to Family Time.
2. The atmosphere is structured and joyful.
3. Dinner Dean meets with Table Parents before Family Time to share plans for the meal, activity and dismissal.
4. In order to build strong relationships, young people sit at the same table with the same adults each week, or until the Leadership Team determines that changes should be made.
5. Dinner Dean has a good sense of humor, is flexible, responds quickly and creatively to unexpected situations, is a good manager of time, is able to keep track of several things at once, is even tempered, patient and maintains self-control.
6. Table Parents have a good sense of humor, exhibit care that is firm, kind and fair, will take charge and exercise control for the freedom of all, can discipline firmly but with love, practice the only rule of LOGOS, encourage the development of Christian friendships among the members of the table family, arrive at least 15 minutes before the meal to meet with the other Table Parents and the Dinner Dean.
7. Kitchen Coordinator oversees kitchen operations, including menus, food and the weekly preparation, serving and clean up of dinner. Cook teams, with the Kitchen Coordinator, serve in ministry together to provide the meal for Family Time.

### **Characteristics of Successful Family Time**

1. Lots of joy and hilarity are experienced.
2. Everyone feels special and experiences a bond of love with everyone else. Each table bonds as a family.
3. There is plenty of good tasting food that young people like.
4. There is a happy, confident spirit among the table parents.
5. Everyone thinks of it as a time for family, not just a time to eat.
6. There is a theme that the young people enjoy.
7. When possible, the best table service is used.
8. Relationships that extend well beyond Family Time are witnessed.
9. Outreach/mission projects reinforce learning in a family environment.



## **Bible Study**

**Goal of Bible Study** To study the Bible as the model for Christ-centered living

### **Important Points for Leaders**

1. Plan ahead.
2. Arrive at your classroom at least 15 minutes before the first child arrives.
3. Review the lesson and re-read it before your class begins.
4. Inventory what you need for your lesson ahead of time and make sure you have it available.
5. Pray for the children you lead!
6. Greet each one by name as they enter your classroom.
7. Wear a smile on your face, setting any personal concerns aside for the time you are leading.
8. Get to know the children and establish a relationship with each one of them.
9. Review age specific faith development abilities.
10. Be careful calling on children to read aloud as some are not comfortable doing so.
11. Keep in mind the age-related "attention" span and keep activities changing to accommodate age level.
12. Ensure that all children are included and think of ways to draw out the quiet ones.
13. Elementary age children love rituals so think of classroom rituals and use them consistently.
14. Include children in closing prayer at end of lesson – asking for requests for prayer as well as for anyone wishing to lead the prayer time.

### **Characteristics of Successful Bible Study**

1. Curriculum is biblically based and age appropriate.
2. Teachers feel called to lead.
3. Bible Study connects, supports, and gives purpose to the other parts of the ministry.
4. Pastor(s) and other church professionals participate in the ministry.
5. Bible Study is relational (vertically – us with God, and horizontally – us with one another).
6. Outside sources help explain the lesson but are approved for use by directors of the program or other staff.
7. Leaders look for ways to reach the children at their age level and include all children.
8. Leaders are aware of the gifts each child has and encourages use of these gifts.
9. Children are excited to return to class the following week.
10. Parents give feedback that the child has brought home what they have learned.
11. Children have input into ideas of how to portray what they have learned (i.e. skits/drama).





## **Worship Skills**

**Goal of Worship Skills** To learn and practice ways to serve God through worship

### **Important Points for Leaders**

1. Keep your priorities in order: 1. Love God, 2. Love children and youth, 3. Love music and be willing to share your gifts and talents.
2. Have plenty of help, possibly including: accompanist, assistant director, and choir helpers who sit with and sing with the children/youth, assisting the singers and keeping an eye out for potential discipline challenges and heading them off before they disrupt the group.
3. Plan! Plan with every worship leader and/or worship committee, including pastors, director of music, and other choir directors.
4. Choose Worship Skills activities carefully taking into account the worship traditions of the congregation and denomination, skills and abilities of the children and youth, your skills, abilities, and tastes. It is much easier to “sell” an activity if you are enthusiastic about it.
5. Be open to new activities in worship skills, not for the sake of being new, but for the sake of authentic, diverse, and enthusiastic worship.
6. Participate in Family Time, when possible. You reveal your commitment, risk, trust, and vulnerability by sharing a meal and participating in the Family Time activities.
7. Don’t take yourself too seriously! Have fun yourself, have a few fun energizers in your back pocket, show that you love God, worship, and the young people.
8. Get inspired by attending local, regional, or national worship events sponsored by your denomination, your denomination’s association of musicians, or organizations like Choristers Guild, American Guild of Organists, or Handbell Musicians of America.

### **Characteristics of Successful Worship Skills**

1. Offer a variety of activities, including: music (vocal and instrumental), handbells/chimes, dramatic presentations, creative movement, etc.
2. Offer a variety of styles of music, including a mix of contemporary, traditional, and world music.
3. Emphasize that young people are offering themselves and their gift to God, not “performing” for the congregation.
4. Understand the significance and importance of worship leaders of all ages and give the same status to children, youth, and adult groups.
5. Be flexible and creative in finding ways to integrate Worship Skills into worship, taking into account the size of the group, abilities, and comfort levels.
6. Encourage regular weekly worship participation by all children/youth and their families.
7. Give a deep experience of worship by relating Worship Skills activities to other acts of worship, including scriptures, sermons, baptism, communion, and church year seasons.
8. Have leaders who are called to serve and share their gifts, not recruited.



## Recreation

**Goal of Recreation** To experience great fun at the expense of no one else

### **Important Points for Leaders**

1. It is essential that all activities be properly planned and supervised.
2. Everyone participates, especially the leaders. There are no spectators.
3. When possible, offer options in every session of Recreation. If not possible, be sure to offer many different options throughout the year (sports, games, activities based on interest groups, crafts). When planning for options, have at least two young people and a leader for each option.
4. De-emphasize individual activity.
5. When playing games, make sure to play according to rules you establish so that everyone is equalized in terms of skill and opportunity to excel.
6. Make it a goal for all to celebrate the worth of each person.
7. Create a community in which it is "safe" to lose; learn to lose a game without losing self-regard. Make it safe to try new experiences and not be made fun of.
8. NEVER choose sides! Create ways to put everyone in groups that does not leave one person who is left to be chosen.
9. Practice theology, especially the theology of Christian relationships.
10. Understand needs and behavior of age groups.
11. Involve persons from all segments of the church.
12. Be flexible.
13. Follow the discipline policy and child protection policies of your church during all activities.
14. Have your priorities straight: love God, love children/youth, love whatever you are doing.
15. Exercise leadership and stay in charge.
16. Most importantly, EVERYONE IS TO TREAT EVERYONE ELSE AS A CHILD OF GOD. NO ONE HAS THE RIGHT TO TREAT ANYONE ELSE AS IF THEY DO NOT MATTER.

### **Characteristics of Successful Recreation**

1. Everyone participates, especially leaders.
2. Participants will discover and celebrate the gifts, talents, and abilities of each individual.
3. Laughter, shouting, cheering, and organized or unorganized noise should be heard during Recreation time.
4. "Teachable moments" are addressed and help relationships grow.
5. Everyone feels "safe" to try new things...out of their comfort zone.
6. Relationships are built with adult leaders, other youth, and other adults that are offering their gifts for that particular activity they are teaching.
7. Everyone understands the rules of the activity/game.
8. Classroom covenant is made with children/youth so that everyone can have great fun.

## **LOGOS with Youth**

### **Important Points**

Use these steps in forming the foundation, whether starting for the first time or sustaining an existing LOGOS program:

1. Pray, often and intentionally.
2. Use a Leadership Team to oversee LOGOS.
3. Commit to helping youth and parents understand the purpose of LOGOS and its significance in their lives.
4. Keep LOGOS fresh and attractive, expecting LOGOS for youth to look different than LOGOS for children.
5. Consider carefully how LOGOS impacts other offerings for youth. Work with youth, parents and youth leaders on any concerns.

Significant Components of LOGOS with Youth:

1. GenOn Youth Summit – a special week set aside for youth to do LOGOS with other churches
2. Critical mass vs. cliques – paying special attention to all youth in the church, not just those who are always active
3. Corporate worship participation – weekly attendance and meaning involvement through leadership

Quick Checklist for LOGOS with Youth

- Commit a group of adults to pray for all the youth on a regular basis.
- Enlist clergy to give pulpit support, work at being youth-friendly, and help raise congregational awareness as to the needs of youth.
- Evaluate all the existing programs in your ministry to youth. Affirm the strengths. Address the weaknesses and needs.
- Call adults into leadership with mature faith and with relational skills to make a commitment to ministry with youth. Include current leaders of youth ministry programs to plan and implement LOGOS.
- Each year, take leaders, parents, and other adults to LOGOS training.
- Interpret LOGOS to all the youth in the congregation. Be intentional about reaching out to all of the youth in the congregation and their parents. Pay particular attention to youth whose attendance is marginal.
- Be clear about LOGOS' high expectations and the consistent commitment youth will be asked to make.
- Take youth and leaders to a LOGOS Youth Summit.
- Focus on the unique needs of youth.
- When making decisions about space, place, time, language and leadership, consider the needs of youth first.
- Make a commitment for the long haul. Relationships take time.
- Lay a solid foundation. Don't rush to start LOGOS.
- DO WHATEVER IT TAKES to reach youth!

## Doing Intergenerational Mission

**Goal of intergenerational mission work** To nurture young people into discipleship by teaching them about caring for others and providing opportunities for all ages to experience mission work.

### **Important Points**

1. Pray for the specific mission project(s), the organization(s) and people being helped, and for understanding of mission.
2. Plan early in the year for mission projects. Be sure you have an appropriate child/adult ratio to ensure success in every aspect of your mission project, and to be in compliance with your church's discipline/safety policies.
3. Coordinate projects with other LOGOS classes, the LOGOS Leadership Team, and the church mission committee. Dovetail mission/service projects with the church's overall mission point-of-view and plans.
4. Set reasonable expectations for all parties involved. Make sure the projects are compatible with the ages and talents of those involved. Make projects concrete and do-able (age appropriate).
5. Call leaders for the mission projects who love God, are called to work with the given ages, and are mission-minded.
6. Connect mission projects to the LOGOS class (for example, collect food in Family Time, write pen pal letters in Bible Study).
7. Publicize information in a variety of ways so everyone (children, youth, parents, other adults) is informed of all aspects of the projects.
8. Help the whole church understand the importance of mission in LOGOS using Bible Study, small group discussions, and printed and on-line resources.
9. Educate everyone about the organization and people being helped so everyone understands the purpose and needs of the organization.
10. Follow up after a mission project is complete so everyone knows what happened after the mission project.
11. Evaluate the project with the adult leaders. What worked? What would you do differently next time? Use this experience to inform the next mission projects.