Youth Ministry at ABC church – How do we know we’re doing it?!

Our vision: **Jesus alive and evident in young people.**

Our youth ministry exists to **introduce** youth to Jesus, to give them opportunities to **experience** His presence, to **connect** them with others who love God, to challenge them to **grow** in their faith, and to equip them to **impact** their world for Christ.

The five purposes of our youth ministry are in the first column. The second column describes people in various places of spiritual interest. The third and fourth columns outline the programs designed to give youth opportunity to develop those purposes in their lives.

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| --- | --- | --- | --- |
| Purpose + People = Program (Junior High) (Senior High) | | | |
| Introduce  (Evangelism) | Community | Events, COTB | Praying for and Interacting with Friends, Retreats, Events |
| Experience  (Worship) | Contacted | Worship Services, Retreats, Camp | Worship Services, Retreats, Camp, Worship as a way of life |
| Connect  (Fellowship) | Cared For | Activate (relationships built) | The Edge, Trust Groups |
| Grow  (Discipleship) | Committed | The Zone | Underground |
| Impact  (Ministry) | Core | Service Projects | YC, COTR, COTB, MBM,  Service Projects |

We have a vision that dares to dream of young people alive and empowered by Jesus Himself. We have a solid, Biblical purpose. How can we measure our progress toward this vision and purpose? How do we know we’re doing youth ministry as opposed to engaging youth in activity?

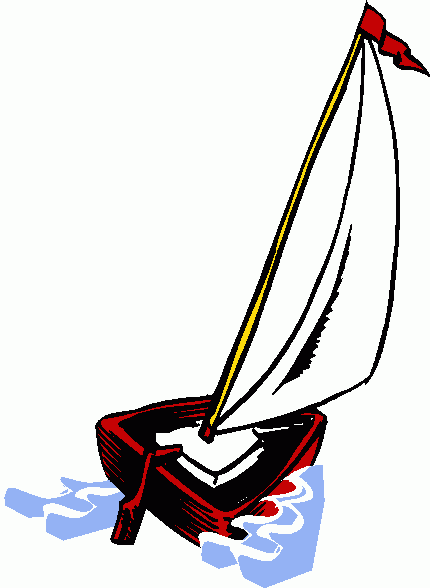
It is not by counting numbers at events, although we want more and more people introduced to Jesus.

It is not that individual programs are going well, though we will make them the best we can.

**Our ministry will be successful when youth live out our vision and purpose.**

When we see evidence of Jesus in the lives of young people we will celebrate!

When we see young people move from introduction to experience to connection to growth to impact, then we will have accomplished what we have set out to do.

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***We’re Sailing!***

A sailboat can be a visual representation of how students move from one purpose to another.

Introduce Deck Inviting people off the dock and onto the sailboat for a ride

Experience Sails Raising the sails and feeling the power of God

Connect Crew Working together to move the boat forward

Grow Keel Below the waterline issues of personal growth

Impact Rudder Giving direction

YOUTH COMMISION AGREEMENT

(one year commitment beginning in September)

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**Qualifications of Ministry Team Members**

Leaders in our youth ministry can visualize our vision and are committed to the process of fulfilling it by way of our purpose. This begins personally, in our lives, then in our ministry.

Know God

* By your love for God and the way you live (your choices and actions), invite youth to come into a relationship with Him.
* Experience God in worship.
* Connect with youth and be open to encouragement and challenge from them.
* Actively pursue your relationship with God and develop the spiritual disciplines of reading and studying the Bible, prayer, and being a part of the ABC Church community.
* Impact your world for Christ, in part by serving and leading in this ministry to youth.

Care About People

* Take an active interest in the lives of young people. Care for them and help them live out our ministry’s purpose statement in their lives.

Be Available

* Be willing to make time in your schedule for involvement with youth and the programming you are a part of.

Be Intentional

* Work towards improving youth ministry skills.
* Establish and work toward goals in your life and ministry.

**Commitment of Youth Leader to You**

Prayer, Encouragement, Resources

* I will pray frequently for you.
* I will encourage you personally and in your faith, challenging you to develop and be accountable to personal, spiritual, and ministry goals.
* I will give you regular training that will help you be effective in caring for and leading young people.
* I will make at least one outside training opportunity per year available to you.

**Commitment of Team Members to the Youth Ministry**

Maintain contact with a small number of youth.

* Pray consistently for each of them.
* Invite them to youth activities.
* Intentionally greet them each time you see them, making them feel valued.
* Notice when they aren't there, and let them know you've missed them.
* Be in touch with them twice a month using a variety of methods.
* Encourage and challenge youth to take further steps in their spiritual journeys
* Acknowledge their birthday with a card.

Program Involvement

* Be part of a Trust Group or equivalent
* Attend a 3 hour monthly ministry team meeting.
* Give active leadership in at least one youth ministry area.

I believe in the purpose of our youth ministry and with God’s strength will give enthusiasm and intentional energy to seeing it’s vision accomplished. I will actively pursue my relationship with God, knowing that who I am speaks much louder than what I say. I will care, pray for, and connect with specific young people. I will make time in my life to fulfill these commitments.

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signature date

Template for meeting with a perspective new team member

Ideally, meet with the person and the team leader of the ministry they may join.

Thanks for coming

A number of leaders in the youth ministry have agreed that you have the kind of faith, character and leadership potential that we would love to see developed as a member on our youth leadership team.

We see good things in you!

* engaged – consistently putting yourself in places that give you opportunity to learn and grow
* we’ve seen expressions of faith in you
* you’ve done well in …
* we see leadership qualities in you

Leadership team agreement

* any questions? We all are growing in these areas and haven’t arrived
* how would you describe your own story of faith - your relationship with God?
* How do you see God active in your life?
* Was there an event where you moved from being just you to being a child of God?
* How do you deal with sin and forgiveness in your life?

Explain why we start with purpose and people when creating programs: Purpose + People = Program

Teams and the needs we have right now. Joining one team doesn’t mean that you may not become a part of another team later.

Are you interested in thinking and praying about this?

When would it be good for you to get back to us?

What is Contacting?

Contacting puts us in touch with people, and people are what ministry is all about.

Relationships are bridges that bring people to Jesus.

Relationships with youth most often begin in the context of youth ministry programming.

Our desire is to get to know students, truly caring about every aspect of their lives.

*To go to the next level of relationship we need to show youth that our interest in them goes beyond their attendance at programs.*

**Contacting means being in touch outside of the expected, regular programming.**

Following up on our interest can be powerful: ask how that exam, that game, that conversation went.

Following up says to youth that we actually do listen and care.

“You can impress people from a distance but you can only impact them up close.” Howard Hendricks

Like everything, contacting is not going to happen if we don't plan for it and hold ourselves accountable to our goals

We have agreed to maintain contact with a small number of youth in the following ways:

* Pray consistently for each of them.
* Invite them to youth activities.
* Intentionally greet them each time you see them, making them feel valued.
* Notice when they aren't there, and let them know you've missed them.
* Be in touch with them twice a month using a variety of methods (see chart for ideas).
* Encourage and challenge youth to take further steps in their spiritual journeys
* Acknowledge their birthday with a card.

Out of the relationships formed with these students, we hope and believe that our vision of seeing *Jesus alive and evident in young people* will be experienced in their lives.

Use this record to keep track of contacts made with youth outside of regular programming.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Student names: |  |  |  |  |  |  |  |
| Phone call |  |  |  |  |  |  |  |
| Texting |  |  |  |  |  |  |  |
| Facebook |  |  |  |  |  |  |  |
| Send a photo |  |  |  |  |  |  |  |
| School, sport event |  |  |  |  |  |  |  |
| Drop by at work |  |  |  |  |  |  |  |
| Postcard |  |  |  |  |  |  |  |
| Restaurant |  |  |  |  |  |  |  |
| Shared interest |  |  |  |  |  |  |  |
| Shopping |  |  |  |  |  |  |  |
| Birthday Card |  |  |  |  |  |  |  |
| Other: |  |  |  |  |  |  |  |

When you make a contact, put the date of the contact under the youth's name in line with the type of contact.

Make sure you’ve contacted everyone at least once before our next meeting.

The Leader of a Team within ABC’s Youth Ministry

Vision

* Grasps the vision of ABC’s youth ministry: Jesus alive and evident in young people
* Understands the mandate of their team (coming out of the youth ministry’s purpose statement), and works with their team to address that mandate

Spiritual Leadership

* Gives spiritual leadership to the team, first giving attention to self leadership
* Ensures that the ministry always has God at the center
* Prays for team members regularly
* Engages and cares for leaders regarding how they are doing personally and spiritually

Team Leadership

* Motivates team members, making them feel valued and excited to be a part of the ministry
* Understands their personal role as engaging and enabling their team to fulfill the purpose of the ministry
* Empowers leaders by giving them specific responsibilities within their areas of giftedness, experience and ability. High expectations express the team leader’s belief that the team members can do a great job.
* Clearly communicates roles and expectations to team members so that strategy and programming are implemented
  + Ask team members to tell you in their words what you are asking them to accomplish
  + Ask them to describe what the end result of their efforts will look like
  + Ask them how they will know when they have hit the target
* Follows up on team decisions and tasks to be accomplished by individual leaders
* Gives encouragement and feedback to leaders regarding their ministry involvement
* Ensures that every part of the ministry is done with excellence
* Leads team meetings as a part of monthly Youth Commission meetings
  + Starts with reports on contacts with youth made by team members
  + Facilitates prayer for youth, and the ministry of the team
  + Reminds team members of the mandate and purpose statement of their team
  + Reviews yearly and seasonal goals
  + Engages the team in regular evaluation to strengthen the ministry, including assessment of recent events and a progress report on last month’s goals
  + Thanks team members for the work they have done and motivates the team to excellence in ministry
  + Encourages questions and input that will result in better ministry
  + Leads the team in setting new goals
  + Gathers resources necessary to accomplish the work of the ministry

Visible Leadership

* Is welcoming to all youth
* Maintains grass roots connections with a small group of youth
* Visibly supports and encourages team members in the context of ministry
* Is approachable to parents