IN PREPARATION FOR THE TRAINING

**Raw Materials List:**

* Opening Activity Supplies (a handful of Model Magic for each participant)
* Printed Copies of the following:
* All Volunteer Job Descriptions
* Volunteer Applications
* Safe Church Policy
* Background Check Forms
* 12-Month Calendar
* Teaching Schedule/Scope and Sequence
* Pertinent Login Information
* Have one or two on hand: Assessment Report

PRESENTATION (2 ½ - 3 hours Overall)

**SLIDE 1: Title Page**

**SLIDE 2: Greetings and Opening Activity** (20 Minutes Overall)

(2-3 Minutes) **Welcome:** Thank everyone for coming. Explain that this leadership launch is for anyone who will be helping out with the youth ministry on a regular basis throughout the upcoming program year. Explain that the leadership launch is annual event that will help teachers/leaders/mentors prepare for the year ahead and remind everyone of some of the important systems and structures that are in place or being put in place in order to make the youth ministry a thriving, sustainable one.

(5 Minutes) **The Model of the Magic:** Say something like: *For our opening activity, I’d like everyone to pick up their Model Magic and create something that represents your call to youth ministry. Or you may choose to design a shape that is important to you that may represent your life in the church.*

(10-15 Minutes) **Group Sharing:** Give folks 5 or so minutes to create something, then ask them to introduce themselves to the rest of their table, explain why they are here/their hopes for the day, and a little about the shape they created. After the groups have had time to share, ask the group at large if anyone from any of the tables would like to share with the large group.

Say something like: *This shape will harden over time. Take it home with you as a reminder that you have been called to help shape the faith development of [church name]’s youth.*

**SLIDE 3: Our Mission** (5 Minutes Overall)

Before reading the mission statement to the group, explain what a mission statement is. A good mission statement is an identity statement that describes who the group is, what/who they are about (target audience), where they are headed (end result), and how they are going to get there (verbs). Explain that a bunch of parents and leaders participated in a vision retreat, which resulted in important visioning documents: a mission statement, core values, 3-year revolving goals, and an organizational chart. Read the mission statement from the slide.

**SLIDE 4: Our Values** (5 Minutes Overall)

Explain that values are the spirit in which we go about ministry. In other words, our values are the way we achieve our goals. For example, a parent may have the goal of having their children tidy up their bedroom. The parent can achieve their goals in a number of ways. They could approach it like Mary Poppins with a spoon full of sugar, or they could shame and threaten their children into getting the job done. Either way, the children learn a lot from the approach their parents take.

We define our values because we want others to know exactly what we mean in the context of our ministry. The following is what resulted from our visioning process.

* **SLIDE 5: From Youth Group to Youth Ministry** (10-15 Minutes)
* \* Pastor Dave comes up

(3 Minutes) **Center for Congregations:** Summarize how and why the church decided to apply for the grant and what the result of the grant process was.

(3 Minutes) **Ministry Architects:** Describe the overall assessment process and briefly outline the report that Ministry Architects prepared, which included a list of assets, challenges, a list of recommendations, and an 18-month timeline in order to help the ministry toward the path of sustainability. Perhaps outline some of the pressure points that the church will be addressing.

(2 Minutes) **The Renovation:** Describe how the grant proposal has allowed for the church to contract with Holy Cross, and that over the next 18-months, the timeline from the assessment and the grant proposal will be referred to as the Renovation. Explain that parallel processes will be going on during the renovation: day-to-day ministry and the work on the foundation that has been charged to the Renovation Team to do.

(3 Minutes) **The Renovation Team:** Introduce each member of the Renovation team, highlighting Tera as the chairperson.

(2 Minutes) **We’re all in this together:** Celebrate that up until now, Holy Cross has enjoyed a successful youth group. However, many communicated how they long for not just a fun youth group, but a multi-faceted youth ministry—one through which by participating, youth may feel confident and well-prepared to face life after high school with a strong, enduring faith and a deep connection with Holy Cross or another church home.

\*Debbie comes up

(1 minute) **It all boils down to relationships:** At the core of solid, deep-impact ministry is meaningful relationships. Thriving, sustainable youth ministries are fueled by caring adult volunteers who are committed to investing time, energy, and prayer in youth in way that helps youth feel appreciated and valued. These relationships are ultimately what helps youth grow in their relationship with God. Let’s take a look at the following clip. While you watch, see if you can identify things that cultivate relationship and what things may hinder relational growth.

**SLIDE 6: Horse Whisperer Video Clip** (8 Minutes Overall)

Ask the groups to talk amongst themselves then share with the group at large about what made an impression on them regarding the clip.

Say: *Our goal in ministry is to be authentic and highly relational.*

\*Melissa comes up for next slide.

**SLIDE 7: Relationships!** (15 minutes Overall)

(5-10 Minutes) **Incarnational Ministry:** Ask the groups to take a few minutes with one another to brainstorm about tools Jesus used in order to build strong relationships. Ask the groups to share with the larger group.

(5 Minutes) **Partners in Ministry:** Serving the youth ministry well means understanding that we’re partnering with a bunch of people in order to support our youth. Naturally, some youth will gravitate toward someone with whom they identify. However, we want to try to ensure that at least 5 adults, other than a youth’s mom or dad, are building relationships with them. Ultimately, parents have been charged to be the primary tenders of their child’s faith. According to the research, new and old, parents are the main influencer of faith in their child. Therefore, we must never forget that, in addition to building relationships with youth, in doing so we are walking alongside and supporting parents.

You are also not alone. Thanks to the great efforts of the Renovation team, we have a large volunteer base. Ministry isn’t always fun and games. It gets messy, and it can be complicated. This is why the team approach works best.

Finally, the staff is here to support you in your ministry. When issues arise, the staff have the skills and expertise to either guide you or take the reins.

**SLIDE 8: Expectations** (20 Minutes Overall)

\*Pastor Dave comes up

(15 Minutes) **Job Description Review:** After the summary of jobs have been highlighted, explain that there will be time before the break for people to commit to ministry roles.

* **Review criteria for chaperoning:** Chaperones are hand-selected based upon the following criteria in this order:

1. Weekly volunteers who have already invested a lot of time and energy into building relationships with youth are considered first.
2. Then those individuals who are deeply relational who may otherwise be unable to commit to weekly ministry are considered next.
3. Then finally, parents who have expressed an interest in chaperoning are considered.
4. REMEMBER: Some of the youth trips and retreats are appealing for anyone, but ultimately, we must remember that the objective of these trips and events are to support our youth’s faith development.

(5 Minutes) **Questions?**

(5 Minutes) **Communication:** In order to support one another in ministry, it’s important to remember that open and thorough communication is key.

* **Staff → Volunteer:** Once the proper structure is in place, you can expect weekly emails from the youth ministry program staff. These emails will contain information about what you can expect the following week, and they’ll also contain some important youth ministry training nuggets

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* **Volunteer → Staff:** It’s important to remember to communicate any concerns you may have regarding the youth ministry with the youth ministry staff person. If you are aware of any pastoral concerns, family dynamics, etc., it’s important to share this with Pastor Dave.
* **Volunteer → Parent:** It’s one of the trickier pieces of working in youth ministry, but it’s a good idea to learn the names and faces of the youth’s parents in order that you may better partner with them in influencing their child’s faith.
* **What and when to share things with parents:** Often youth leaders are put into precarious positions when youth share with them some personal things. It’s a good idea to employ best practices in order that the youth know the youth leader is a safe and trusting confidant, but that there are times when parents need to be informed. Don’t forget to include the staff in helping to determine if mom or dad need to be informed of something.
* **Staff → Parent:** In addition to providing consistent calendar and event information, the youth staff will also regularly provide information to help parents live out their role as primary faith influencer.

(10 Minutes) **Safe-Church Best Practices Review**

\* Debbie comes up

Background checks and volunteer application forms may be filled out during the break.

**SLIDE 9 & 10: Looking Ahead** (5 Minutes Overall)

\*Pastor Dave comes up

Briefly summarize each event on the calendar.

**SLIDE 11: Dream Time** (15 Minutes Overall)

In groups, answer the questions on the slide, then ask a few people to share with the rest of the group. This time is for people to share their excitement and/or trepidation in serving the youth ministry. It’s another great time for questions and coaching to occur.

**SLIDE 12: Sustainable Youth Ministry** (10 Minutes Overall)

**What is it?** Briefly explain what sustainability is/is not: not reliant on the personality or skill-set of one individual. Not re-creating the wheel every time someone leaves and another takes over.

**YOU are the difference:** This isn’t the Pastor Dave show. Your participation is critical!

**Systems and Structure:**

* Job Descriptions
* Calendars
* Youth Ministry Manual
* Major Event Notebooks
* Youth and Volunteer Directory

**SLIDE 13: Herding Cats Video Clip** (3 Minutes)

In a joyful, playful way, explain that though this video wasn’t designed with youth ministry in mind, many people feel like serving in youth ministry isn’t much different. But in this video, even though it was rough work, the herders were big fans of cats. They admitted that is was tough, but rewarding. Our prayer for you is that with the right tools, you’ll feel confident wrangling and shepherding your youth in the role in which you’ll be serving. Thank you for stepping up and leaning in!

**SLIDE 14: BREAK and BREAK OUT** (30-45 Minutes Overall)

**SLIDE 15: Reconvene and Closing Exercise** (15 Minutes Overall)

In group discussion, have folks fill in the blanks. After some time of conversation, ask a few people to share with the main group.