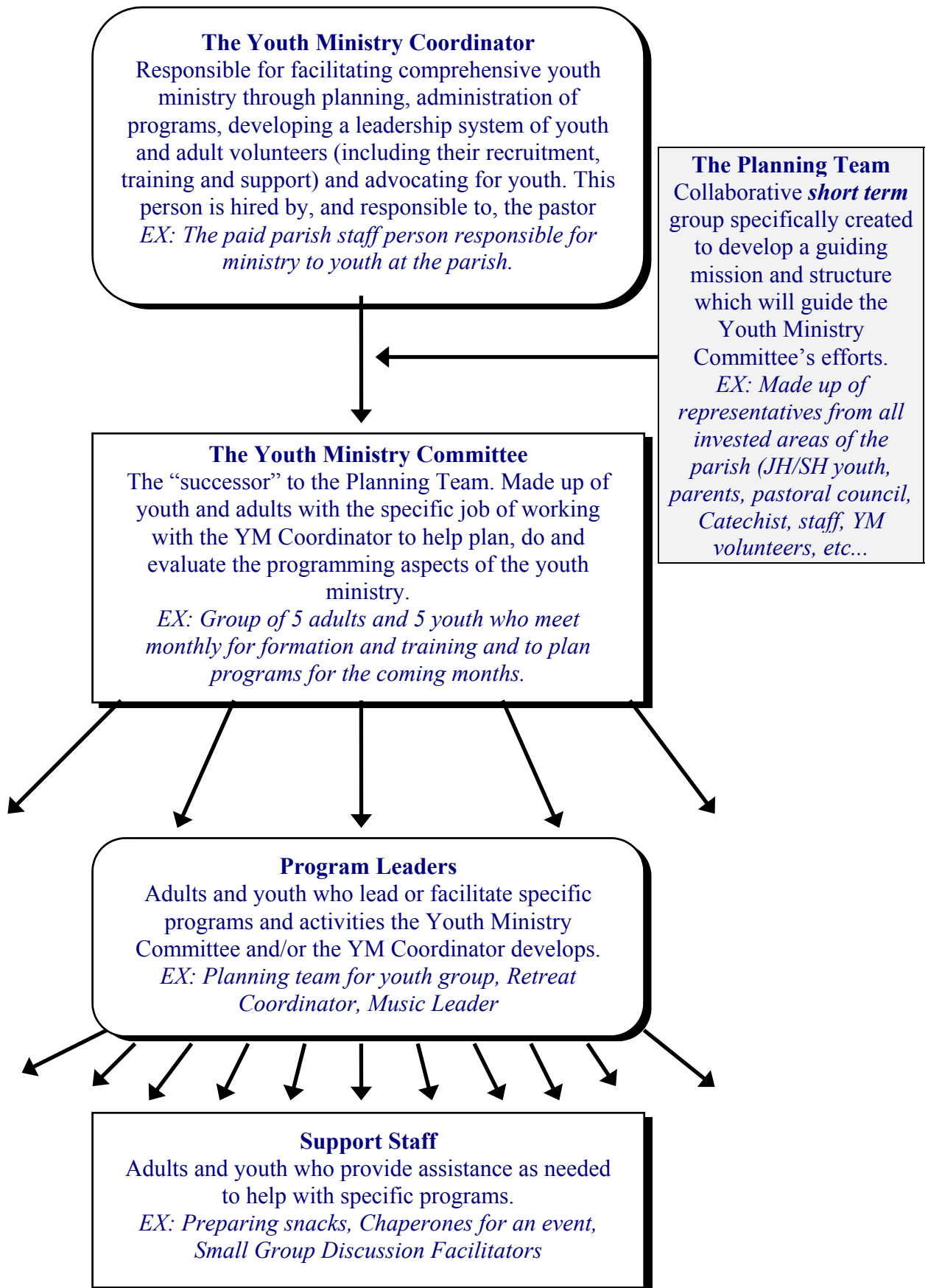


# THE LEADERSHIP STRUCTURE OF COMPREHENSIVE YOUTH MINISTRY



## STEPS IN DEVELOPING A TEAM APPROACH TO YOUTH MINISTRY

1. Recruit and gather the youth and adults who will form the Planning Team responsible for steps 2-6 listed below.
2. Review the overall structural vision, planning process and goals with the Planning Team highlighting the 3 goals, 8 components and other important notes from the document, *Renewing the Vision of Youth Ministry (USCC, 1997)*.
3. Develop a Youth Ministry mission statement which will guide the parish's efforts with young people.
4. Perform surveys and needs assessments which target:
  - Younger Adolescents (6-8 graders)
  - Older Adolescents (9-12 graders)
  - Parents
  - Parish Staff, Pastoral Council and other Parish Leadership
5. Collate and interpret the feedback from the surveys. Use it to create the specific Youth Ministry structure that can best serve the parish (i.e.: the Youth Ministry Committee, general programs and program leaders and job descriptions for each).
6. Develop a constitution made up of all of the above elements that will serve as a guide to the Youth Ministry Committee and the Youth Ministry Coordinator in their efforts to minister to, with, by and for young people.
  - **NOTE:** *Once this step is complete, the Planning Team's job is finished.*
7. Begin forming and training the Youth Ministry Committee (made up of adults and youth) in order to implement the structure and vision created by the Planning Team.
8. Evaluate and refine the structure every 6-12 months making it responsive to changes in parish structure and needs.

### IMPORTANT NOTES:

- The Youth Ministry Coordinator *facilitates* this process and is the one responsible to see that it is done well.
- The Youth Ministry Committee must be an *open group* meaning that adults and youth serve in a limited term capacity allowing for new people to come into and leave the group after serving for a set time (6 months, 1-2 years, etc...)
- The Youth Ministry Coordinator's role is primarily one of leader and therefore is primarily responsible for *recruiting, forming and training* the Youth Ministry Committee which in turn provides appropriate programming and outreach to the young people of the parish. This allows the Youth Ministry Coordinator to spend more time developing new vision and direction for the Youth Ministry program.
- All *program evaluation* should include how well it matches up with the Youth Ministry's mission and goals as spelled out in its constitution.