

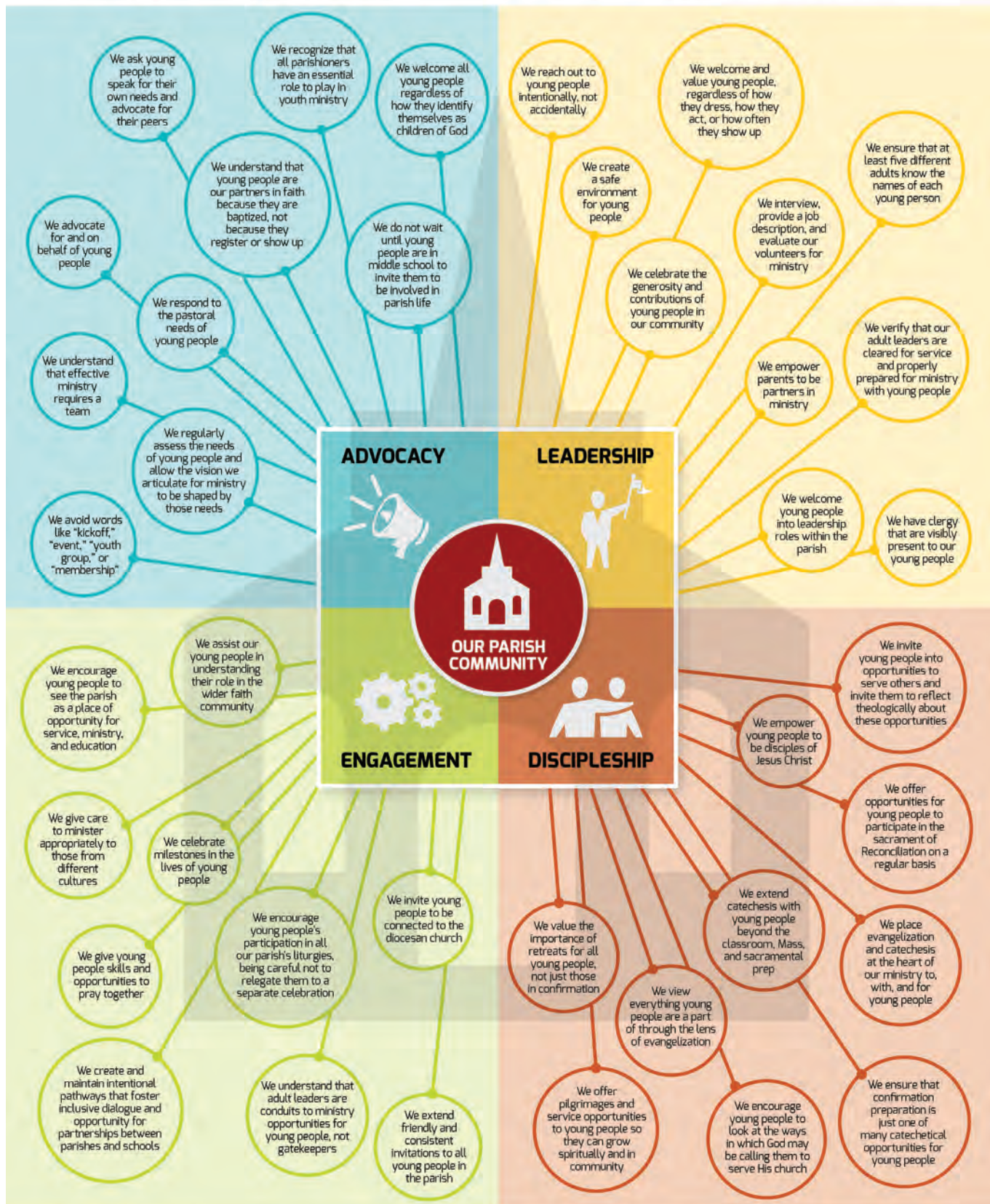
EFFECTIVE PASTORAL MINISTRY TOOLKIT



CATHOLIC YOUTH &
YOUNG ADULT MINISTRY

Diocese of Wilmington

We know that pastoral ministry to young Catholics is effective when...



Who are "young people?"

Effective pastoral ministry with young people can lead to vibrant faith communities, but it first requires us to rethink what we mean by "young people." Our definition of young people extends from the time of reception of First Eucharist into young adulthood. If young people are old enough to receive Jesus in the Eucharist, there should be ways we can engage them in the life, mission, and ministry of the parish. If young adults are to be encouraged to stay active in their parishes, they, too, should be welcomed and encouraged to share their gifts.



CATHOLIC YOUTH & YOUNG ADULT MINISTRY
Diocese of Wilmington

For more information, visit www.cdowcym.org

Catholic Youth and Young Adult Ministry Effectiveness Toolkit

At CYM, we believe that our calling is to assist those who minister to young people in our parishes and schools. The ministry of the local leader is stated simply: To help young people fall in love with Jesus Christ. We recognize that only those who are in relationship with Jesus will, in turn, follow Jesus. Knowledge leads to discipleship. Evangelization leads to catechesis. Relationship leads to wanting to know more... You get the picture.

To help you minister well, we have developed the Toolkit for Effective Practices in Pastoral Ministry with Young People. This handbook, and the poster that accompanies it, are a project of the Diocesan Board for Catholic Youth and Young Adult Ministry. We began several years ago with conversation with the primary contacts for youth ministry, pastors, principals, young adults, directors of religious education, young people, and parents. In addition, the board members spoke to experts in the field from across the country and looked at a variety of studies and research projects.

The results are what we consider to be the forty most important aspects that, when applied together, help create effective pastoral ministry to young Catholics. We have categorized these indicators into four areas: advocacy, discipleship, engagement, and leadership. Since ongoing evaluation is key to the success of effective pastoral ministry, we have left space on each page for your notes. For each indicator, this handbook outlines:

- Details for each item you see on the poster
- The context that sets the scene for why we identified this particular indicator
- An opportunity for parish leaders to indicate how they are currently meeting this aspect of effective ministry
- Suggestions for implementing these indicators in your parish or school
- Ideas for evaluating your progress

You will also notice that at the bottom of the poster, we have changed our working definition of “young people.” To really affect change, our vision of ministry must be broader than in years past.

Who are young people?

Effective pastoral ministry with young people can lead to vibrant faith communities, but it first requires us to rethink what we mean by “young people.” Our definition of young people extends from the time of reception of First Eucharist into young adulthood. If young people are old enough to receive Jesus in the Eucharist, there should be ways we can engage them in the life, mission, and ministry of the parish. If young adults are to be encouraged to stay active in their parishes, they, too, should be welcomed and encouraged to share their gifts.

The diocesan board for CYM will continue to provide updated resources and tools to help your parish meet all indicators and we invite you to visit the website below often to see updates. May God continue to bless your good work.

How to use this document

1. Read through the entire document (or spend some time in front of the poster). Then pick three to four items per category per year. Discuss and complete only the pages for those items.
2. Then, for each indicator, think about how your faith community may already be meeting this benchmark. *Please note: it would be easy to simply go through the entire list and indicate that you are presently doing this or that and therefore, are effective. (If that is the case, congratulations, your parish should be thriving, financially sound, and overflowing on Sundays.) In any case, it will be helpful to look for ways to improve upon what you may consider great ministry (e.g., better communication, more outreach to families, a broader perspective with regard to the age of those you seek to serve, etc.)*
3. For those items you choose for the current year, list some ways to accomplishing this indicator. Think “big picture.” Think outside the box. Involve young people in your conversation. Keep your goals measurable and realistic. The suggestions we listed are only suggestions. Feel free to come up with your own ideas.
4. Plan a strategy for how you will accomplish your goals. Assign tasks. Set up a date and time to get together to evaluate your progress. Ongoing evaluation is key.
5. Meet at least once per year with your parish leaders to review your progress and to repeat the steps above for the following year.

A note about links

Rather than clutter the document with long hyperlinks that users would have to retype (growing more frustrated as the links get longer), we have added several pages to our website. Visit www.cdowcym.org/toolkit to see all indicators, relevant links, suggestions, and resources. So when the document says, “visit this link online” - just start with www.cdowcym.org/toolkit and then add the text at the bottom of each page (i.e., add “advocacy”, “discipleship”, etc. to see the links referenced on those pages). If the suggested link is short, we left it alone.





Choose Which Indicators You Would Like to Focus on Each Year

	<i>Leadership Indicators</i>	YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR
1	We Create a Safe Environment for Young People				
2	We Welcome Young People into Leadership Roles Within the Parish				
3	We Reach Out to Young People Intentionally, Not Accidentally				
4	We Welcome and Value Young People Regardless of How They Dress, How They Act, or How Often They Show Up				
5	We Celebrate the Generosity and Contributions of Young People in Our Community				
6	We Empower Parents to Be Partners In Ministry				
7	We Interview, Provide a Job Description, and Evaluate Our Volunteers for Ministry				
8	We Ensure That at Least Five Different Adults Know the Names of Each Young Person				
9	We Verify That Our Adult Leaders are Cleared for Service and Properly Prepared for Ministry With Young People				
10	We Have Clergy That are Visibly Present to Our Young People				



For more information about these indicators, visit
www.CDOWCYM.org/TOOLKIT/LEADERSHIP



We Create a Safe Environment for Young People

Context: We re-affirm our deep commitment to creating a safe environment within the Church for children and youth. We have listened to the profound pain and suffering of those victimized by sexual abuse and will continue to respond to their cries. (Revised Charter for the Protection of Children and Young People, USCCB, 2011)

Goal: Effective and comprehensive pastoral ministry with young people calls for adults involved in ministry to be cleared for service and that they understand local and diocesan policies.

SUGGESTED IMPLEMENTATION:

- **Leadership Development:** Meet with you adult leaders at least once per year to review the Volunteer Covenant and the Technology in Ministry document. Be sure everyone on your team understands the expected behavior.
- **Understanding Abuse:** Remind your team members and volunteers how to spot signs of physical, emotional, or mental abuse and how to respond appropriately when faced with such issues.
- **Know your place:** Many people volunteer because they love young people. Lead by example so that others working with you understand the importance of appropriate boundaries and expected behaviors when serving young people.
- **First Aid:** Training should be available and encouraged regarding basic first aid, especially for programming that involves overnight settings, service sites, and sports programs. The local American Red Cross can be a contact for such programming, which might be done in collaboration within the parish's organizations and/or with neighboring parishes.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Are we in compliance with all that is required by For Sake of God's Children (FSGC)?
- Is pastoral ministry with young people considered a team effort within the parish?
- What are the perceived needs of the team for the future year?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Welcome Young People into Leadership Roles Within the Parish

Context: So, do we need a preferential option for the young in our church? We need at least to rethink a preferential deference to seniority and experience. Here is what we know: on his second day as pope, Francis instructed the Cardinals of the church: "Let us give with wisdom to the youth: like good wine that improves with age, let us give the youth the wisdom of our lives. (Does the church need a preferential option for the young? Msgr. Joseph Kerrigan. US Catholic) (See source online)

Goal: Effective and comprehensive pastoral ministry with young people calls for young people to be welcomed into leadership roles within the parish. This should include but not be exclusive towards inviting and preparing young people to serve in liturgical ministries alongside adults.

SUGGESTED IMPLEMENTATION:

- **Brainstorm:** In what activities, ministries, and committees might young people provide energy and enthusiasm for the parish? Survey these groups to determine their openness towards younger members.
- **Recruit:** Actively recruit young people for specific involvement in leadership roles both including within as well as beyond pastoral ministry programming. When recruiting young people into adult committees, attempt to engage them (at minimum) two-by-two so that they might have peer support and encouragement.
- **Train for Inclusion:** Develop training that assists adult committees to both meet the FSGC standards as well the generational differences of their newest youthful members.
- **Mentor:** Encourage adult committees to assist and develop mentor relationships with younger members so that there is an intentional listener on the committee as well as an advocate for their voices.
- **Evaluate:** Survey committees with young members regarding their successes and learning opportunities.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- How did the ministries of the parish become connected towards the young people of the parish?
- How did pastoral ministry with young people within the parish become less isolated from the parish community?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Reach Out to Young People Intentionally, Not Accidentally

Context: *The goals of pastoral ministry with young people are to empower young people to live as disciples of Jesus Christ in our world today; to draw young people to responsible participation in the life, mission, and work of the Catholic faith community; and to foster the total personal and spiritual growth of each young person. (Renewing the Vision) (See source online).*

Goal: Effective and comprehensive pastoral ministry with young people insists that our outreach to young people is meant to be intentional and not accidental.

SUGGESTED IMPLEMENTATION:

- **Through personal invitation:** We invite young people into discipleship, into participation in the parish community, and into personal growth through personal invitation. This comes from within the context of relationships built through the witness of Christian living and by accompaniment during liturgy, service, and other programming.
- **Through parents:** We invite young people into discipleship, into participation in the parish community, and into personal growth through personal invitation. This comes from within the context of the family as it offers the witness of Christian living within the domestic church of the home and by accompaniment during prayer, service, and other apostolic actions.
- **Through pastor / pastoral leadership:** We invite young people into discipleship, into participation in the parish community, and into personal growth through personal invitation. This comes from within the context of the parish community that welcomes young people into full and active participation in the Church relationships built through the witness of Christian living and by accompaniment during liturgy, service, and other multi-generational programming.
- **Through many forms of media:** We invite young people into discipleship, into participation in the parish community, and into personal growth through invitation into relationships with others through a wide variety of various media.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do young people and adults understand how ministry programming reflects the goal of our pastoral ministry?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Welcome and Value Young People Regardless of How They Dress, How They Act, or How Often They Show Up

Context: Pope Francis obviously values the Catholic youth as the driving force of the Church both today and in the future. This can easily be discerned from his repeated statements that young Catholics need to make a mess, to shake up the complacency and self-satisfaction of a Church closed in on itself. (Dominicans Religious Order Website) (See source online)

Goal: Effective and comprehensive pastoral ministry with young people demands that all young people are welcome, regardless of the way they dress, how they identify themselves as children of God, or how often they show up.

SUGGESTED IMPLEMENTATION:

- **Respect:** Whenever addressing this concern, always begin with a spirit of respect. We welcome young people and convey that welcome with respect. If we establish codes of conduct or dress codes, they should be conveyed in a manner that communicates the value of the need to respect oneself. *So whether you eat or drink, or whatever you do, do everything for the glory of God. Avoid giving offense, whether to Jews or Greeks or the church of God, just as I try to please everyone in every way, not seeking my own benefit but that of the many, that they may be saved.* (1 Corinthians 10:31)
- **Dress:** If you have expectations regarding wardrobe, make sure to make them in advance and to send along copies of these expectations to parents. This becomes especially true when some programming might have to address appropriate wear for programming, liturgy, and the swimming pool. Make sure to explain the why.
- **Conduct:** If you have expectations regarding discipline and conduct, make sure to make them in advance and to send along copies of these expectations to parents. This takes on even greater importance when travelling away or overnight for an experience. Make sure to explain the why.
- **Accountability/Supervision:** When addressing potential violations of any standards, make sure to communicate both with parent as well as your pastor/ supervisor.
- **Attendance:** When addressing attendance, approach it from the stance that the community (and yourself) misses their participation and contributions.
- **Discretion:** Take care to differentiate between a “regular attender” and an outside guest. Someone new might not have an awareness of dress code or code of conduct.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Can you identify a handful of “fringe” young people? Have they experienced welcome and hospitality? Were any issues appropriately addressed and did they continue with their participation?
- Is pastoral ministry with young people considered a team effort within the parish?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Celebrate the Generosity and Contributions of Young People in Our Community

Context: When asked what the most important values are for the college-age generation to put into practice, Cardinal Dolan singled out generosity – which he described as *penicillin to our culture of entitlement that is avalanching all of us and the virtue of openness to truth*. (See source online)

Goal: Effective and comprehensive pastoral ministry with young people calls for young people to feel valued because they are valued, recognized, and celebrated by the adult community. Further, we should regularly educate our parish about young people in general and, specifically, about the accomplishments of “our” young people.

SUGGESTED IMPLEMENTATION:

- **Recognize the Servant Leaders in Your Community:** Each year, CYM invites parishes and schools to name at least two young people as the winners of the St. Timothy Award, a national award recognizing young servant leaders. Be sure your parish or school participates.
- **Share the Good News:** Be constant in letting the parish community know of the activities and contribution of young people. This can be done through mentions in announcements, petitions, and/ or homilies as well as with sending forth / returning home prayers and commissioning.
- **Beyond Just Us:** We can also celebrate young people’s non-church accomplishments (community, school, sports, scouts) utilizing read or virtual bulletin boards as well as in newsletters and bulletins. Make sure to obtain permission to release such information and be sure you are in compliance with FSGC.
- **Thank You Notes:** Receiving a personalized thank you note from the parish and/or a parish leader is always appreciated. In an age where snail mail is used less and less by young people (with the exception of college advertisements), these are sure to be noted and appreciated.
- **Verbal Thanks:** Taking the opportunity to verbally thank someone accompanied by a handshake, “high five”, or fist-bump is also appreciated. Young people always appreciate it when you “catch them being good.”

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do young people report that pastoral ministry is a supportive and encouraging environment?
- Do young people report that the parish community is a supportive and encouraging environment?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Empower Parents to Be Partners in Ministry

Context: Researchers tracked the degree of religious similarity between parents and young adult children in 1970 with that of young adults and parents in 2005. We measured this degree of similarity in four dimensions of religiosity: intensity of faith, frequency of religious service attendance, agreement with a literal interpretation of the Bible, and agreement with the importance of religion in civic life. Despite the many societal changes that have lurches us towards greater individualism and away from a more collective family focus, over half of young adult children are following in their parents' footsteps, in that they are affiliated with the parents' religious tradition. This number is the same now as it was in the 1970s. In today's culture, one that often disparages family continuity and assumes that families are not doing a good job, our research reflects a basic resiliency in American families over generations. (Families and Faith: How Religion is Passed Down across Generations, Vern Bengtson) (Oxford University Press)

Goal: Effective and comprehensive pastoral ministry with young people assures us that parents are always welcomed when young people gather. Parishes and schools are to minister to parents in offering resources and strategies for them to share faith in the home. In offering intergenerational programming, we allow parents and youth to minister side by side.

SUGGESTED IMPLEMENTATION:

- **Family Diversity:** Recognize that God is active in families of many different shapes and sizes with many different needs. Provide both programming as well as resources available in print and/or on-line.
- **Provide Positive Activities that Engage and Empower Parents:** Programming for parents should not only address problems or parenting challenges but should avoid giving the impression that parents are inadequate or not doing the best they can. Develop Parents Helping Parents gatherings. Work to create an environment where help-seeking and mutual support is honored.
- **Partner with Parents and Programming:** Provide parents with the "right questions" to ask following-up on a program or event "away". Help parents move beyond asking questions that elicit "yes" or "no" responses but that might engage in more fruitful conversations.
- **Cultivating External Family Supports:** Teach parents about the importance of cultivating other caring adults in the lives of children and youth. Assist them in partnering and communicating with other adults (coaches, teachers, program advisors) in collaborating with the care of their child. Design mentoring / Confirmation sponsor programs for children and youth.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- How have we increased our partnership with parents?
- Do we see more parents volunteering in our programs?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Interview, Provide a Job Description, and Evaluate Our Volunteers for Ministry

Context: *Ministry in the Church continues the ministry of Jesus through the ages and throughout the world. Continually, the Spirit calls forth new ministries and new ministers to serve evolving needs, as the history of the Church shows... They are the Church in the heart of the world and bring the world into the heart of the Church as they serve the needs of the community today. (Coworkers in the Vineyard, USCCB, 2005) (See source online)*

Goal: Effective and comprehensive pastoral ministry with young people ensures that adult leaders are valued and recognized for their gifts

SUGGESTED IMPLEMENTATION:

- **Relational:** Despite the listing of forms and templates below, recognize that this process first and foremost demands a relational approach, one which expresses appreciation of the efforts of the volunteer, celebrates their accomplishments, challenges them to advance in skills for their ministry, and insists that they grow in their relationship with the Lord.
- **Volunteer Interview:** Design an interview process based off of the potential templates listed online while making sure to assess motivations and skills.
- **Volunteer Job Description:** Nearly every book written about volunteer management will tell you the importance of job descriptions. Design a job description based on your specific needs. Have people currently filling volunteer roles help create job descriptions. See samples online.
- **Volunteer Evaluation:** Design an evaluation process based off of the self-assessment templates listed online. Make sure to include a plan of continued formation for each volunteer.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Are we doing a better job of connecting, communicating, and following-up with our volunteers?
- When we lose volunteers, is it because they have found leadership to be non-responsive to their needs?
- Do we recognize that all leadership is situational and adjust our own methods to those of those we are called to lead, depending on their needs?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Ensure That at Least Five Different Adults Know the Names of Each Young Person

Context: *Intergenerational relationships are one key if we want students to live their faith beyond high school. Sadly, many high school students lack these significant relationships. In our effort to offer relevant and developmentally appropriate teaching and fellowship for teenagers, we have segregated (and we use that verb intentionally but not lightly) students from the rest of the church. In interviews and open-ended survey questions, participants shared reflections like this one: “The students seemed to be very separated from the rest of the congregation. Maybe fixing that gap would help unite the church.” That segregation causes students to shelve their faith. Our study of nearly 500 youth group graduates from around the country has revealed the following important insights about the power of intergenerational relationships in building sticky faith:*

- *Involvement in all-church worship during high school is more consistently linked with mature faith in both high school and college than any other form of church participation.*
- *The more students serve and build relationships with younger children, the more likely it is that their faith will stick.*
- *High school seniors don’t feel supported by adults in their congregations.*
- *By far, the number one way that churches made the teens in our survey feel welcomed and valued was when adults in the congregation showed interest in them.*

(The Vital Role of Intergenerational Relationships in Fostering Sticky Faith, Kara Powell, Brad M. Griffin)

Goal: Effective and comprehensive pastoral ministry with young people sets a standard that at least five adults know the names of each young person.

SUGGESTED IMPLEMENTATION:

Within the same calendar year frame as you attempt to address this concern, delegate individuals, both young and old, to address this concern:

- Please review <http://goo.gl/wch3V> and discern how you might implement placing a 5:1 twist on existing ministry efforts. See links at the CYM website as well.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Attempt to address your success at this effort by attempting to identify the five adults in at least five young people’s lives.

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Verify That Our Adult Leaders are Cleared for Service and Properly Prepared for Ministry With Young People

Context: Ministry involves a wide diversity of adult and youth leaders in a variety of roles necessary for comprehensive ministry. Coordination is stewardship—overseeing the resources of the community so that they are used wisely in ministry with young people. (Renewing the Vision) (See source online)

Goal: Effective and comprehensive pastoral ministry with young people assures that adult leaders are cleared for service and properly prepared for ministry with young people.

SUGGESTED IMPLEMENTATION:

- **Be Prepared:** Meet regularly with your parish compliance officer and the diocesan coordinator for safe environments to make sure you are doing all that is necessary to create a safe place for young people to gather.
- **General Training:** Meet annually with your team to review the Volunteer Covenant and the Technology in Ministry documents.
- **Specific Training:** Determine what are the training needs for specific roles within pastoral ministry with young people. Determine the knowledge and skills set of the volunteers as well as their needs and develop a formation plan.
- **Celebrate Growth:** Acknowledge and celebrate all training that volunteers have achieved – possibly on Catechetical Sunday, World Youth Day celebrations, or end-of-year celebrations.
- **Spiritual Formation:** Develop a spiritual formation plan for all adult volunteers in programming ensuring that they will recognize that their volunteer efforts fit into the ministry of the church as well as being an outgrowth of their own spiritual lives.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- How have we prepared our volunteers for ministry and helped them to grow throughout the past year?
- What programmatic efforts have we designed for our volunteers in ministry?
- How have we shown our volunteers our appreciation?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Have Clergy That are Visibly Present to Our Young People

Context: *The availability of her priests makes the Church a house with open doors, a refuge for sinners, a home for people living on the streets, a place of loving care for the sick, a camp for the young, a classroom for catechizing children about to make their First Communion... Wherever God's people have desires or needs, there is the priest, who knows how to listen (ob-audire) and feels a loving mandate from Christ who sends him to relieve that need with mercy or to encourage those good desires with resourceful charity.* (Pope Francis, Chrism Mass 2014)

Goal: Effective and comprehensive pastoral ministry with young people calls for clergy that are visibly present to our young people.

SUGGESTED IMPLEMENTATION:

- **Survey:** Ascertain the level of comfort of members of the clergy in engaging with/interacting with young people. In what venues are they most comfortable/least comfortable with young people?
- **Prepare and Equip:** As with any "volunteer" in your programming, prepare and equip a clergy member specifically for their task. Offer notes in advance, properly prepare planning sheets for liturgy or prayers and provide them well in advance for a presider.
- **Draft Notes:** Draft notes of encouragement/support from clergy members in advance or following an important experience. If possible, help them to personalize it for each individual.
- **Vocations:** Develop opportunities where members of the clergy might be able to share their own "call" story and/or engage young people in their own vocational discernment
- **Homilies at Weekend Masses:** Look at the weekend reading well in advance, and assist the homilist in being youth friendly by referencing popular culture or contextualizing their teaching from a youth perspective.
- **Stay Informed:** Keep the clergy informed of major issues in the lives of young people, encouraging them to be present in times of crisis and joy.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do young people report that they have an increased familiarity with the clergy over the past year?
- Do your adult volunteers and team report that they have an increased familiarity with the clergy over the past year?
- Are our clergy more comfortable with our young people?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





Choose Which Indicators You Would Like to Focus on Each Year.

	<i>Engagement Indicators</i>	YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR
1	We Extend Friendly and Consistent Invitations to All Young People in the Parish				
2	We Assist Our Young People in Understanding Their Role in the Wider Faith Community				
3	We Encourage Young People to See the Parish as a Place of Opportunity for Service, Ministry, and Education				
4	We Invite Young People to Be Connected to the Diocesan Church				
5	We Celebrate Milestones in the Lives of Young People				
6	We Create and Maintain Intentional Pathways That Foster Inclusive Dialogue and Opportunity for Partnerships Between Parishes and Schools				
7	We Give Care to Minister Appropriately to Those from Different Cultures				
8	We Encourage Young People's Participation In All Our Parish's Liturgies, Being Careful Not to Relegate Them to a Separate Celebration				
9	We Give Young People Skills and Opportunities to Pray Together				
10	We Understand That Adult Leaders are Conduits to Ministry Opportunities for Young People, Not Gatekeepers				



For more information about these indicators, visit
www.CDOWCYM.org/TOOLKIT/ENGAGEMENT



We Extend Friendly and Consistent Invitations to All Young People in the Parish

Context: Today, the average age of a Roman Catholic sister in the United States is 74, The New York Times reports, and in many communities, it's well into the 80s. Ordained Catholic priests are a bit younger, with an average age of 63 – but that's up from 35 in 1970, and rising fast. Mainline Protestants such as the United Methodist Church are facing their own challenges, experiencing drops in vocations that keep pastors working longer into their later years.

But if the church is at the terminal end of the age spectrum, Silicon Valley, one of the most vibrant economic centers in our country, is at the other. At Facebook, the median employee age is 28, the Times reports, while at Google it's 29 and at AOL, 30. As Katie Bardaro, the lead economist at PayScale, told the Times, "The firms that are growing or innovating around new areas tend to have younger workers. Older companies that aren't changing with the times get older workers." She could have been talking about the church. Apparently, like attracts like; vitality attracts vitality. (Michael O'Loughlin: Make Room For Young People) (See online)

Goal: Effective and comprehensive pastoral ministry with young people calls for friendly and consistent invitations to be offered to all young people in the parish.

SUGGESTED IMPLEMENTATION:

- **Build a Database:** From existing parish records, build a database of all registered young people in the parish community. Make sure to be attentive to the various ways that you might be able to contact them and/or their parents. Continue to grow the database as new classes of young people are promoted into your determined age range as well as when young people join into your program. Remember that the answer to the question, "How many young people are involved in ministry?" is "All of them."
- **Communicate:** Develop a variety of approaches: snail mail, telephone calls, social networking to appeal to young people. In an effort to make sure that the parish is also aware, do not ignore conventional methods of parish bulletin or newsletter under the presumption that young people do not read these.
- **Creative:** Take an opportunity to view a magazine, a college recruitment brochure, or a TV show that is directed at young people. While maintaining a level of dignity and appropriateness, do attempt to make your invitations engaging and attractive
- **Engage young people:** Your best allies in developing creative and attractive invitations for young people might be young people themselves.
- **Get Personal:** Make sure that your leadership and those engaged in programming are intentional about inviting friends and others into ministry opportunities.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Can you name the last three intentional efforts that your leaders have made regarding invitation?
- Can you name the last five young people who have participated in ministry opportunities because of invitations received?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Assist Our Young People in Understanding Their Role in the Wider Faith Community

Context: As young Christians, whether you are workers or students, whether you have already begun a career or have answered the call to marriage, religious life or the priesthood, you are not only a part of the future of the Church; you are also a necessary and beloved part of the Church's present! You are Church's present! Keep close to one another, draw ever closer to God, and with your bishops and priests spend these years in building a holier, more missionary and humble Church, a Church which loves and worships God by seeking to serve the poor, the lonely, the infirm and the marginalized. (Pope Francis at Asian Youth Day Closing Mass, August 17)

Goal: Effective and comprehensive pastoral ministry with young people calls for young people to understand their role beyond their parish faith community as to see themselves as part of the universal church locally, nationally, and internationally.

SUGGESTED IMPLEMENTATION:

- **Encourage Enthusiasm:** Young people offer energy and enthusiasm. We must do all we can to encourage and properly channel the "youthfulness" of our parish.
- **The National Parish:** What opportunities exist for young people to be engaged in national Catholic movements, service organizations, or community projects (e.g., Catholic Relief Service's Food Fast, local food drives, St. Vincent de Paul food pantries)?
- **Multi-Generational Ministries:** Consider offering opportunities where young people work side by side with adult leaders in ministry.
- **Beyond the Parish:** How are our young people visible in the diocesan church? Are they actively participants in CHOAS, the Pilgrimage, NCYC, Youth Leadership Team, and the Diocesan Commission for Young Adults?

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do we limit young people's experience of the parish to youth-only ministry alone?
- Do we limit the parish's experience of young people to youth-only opportunities?
- How can we engage the young people in the wider Church?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Encourage Young People to See the Parish as a Place of Opportunity for Service, Ministry, and Education

Context: *The ministry of advocacy engages the Church to examine its priorities and practices to determine how well young people are integrated into the life, mission, and work of the Catholic community. It places young people and families first by analyzing every policy and program—domestic, parish-based, diocesan, and international—for its impact on young people and families. (Renewing the Vision) (See source online)*

Goal: Effective and comprehensive pastoral ministry with young people calls for young people to be welcomed, valued, and encouraged to see the parish as a place of opportunity for service, ministry, and education.

SUGGESTED IMPLEMENTATION:

- **Training and Engagement in Liturgical Ministry:** Invite young people into service in liturgical ministries. This is the most public witness of the parish being an opportunity for engagement by young people.
- **Multi-Generational Service Programming:** Engage young people in ministry as SIGN (Service in God's Name), especially encouraging them to engage with adults who model lifestyles of service.
- **Catechetical Ministries:** Young people can offer service as catechists and/or aids in catechetical ministries. This is especially true during Vacation Bible Schools.
- **Parish Groupings, Ministries, and Committees:** Survey various adult grouping to discern openness to young people's participation and involvement.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Outside of pastoral ministry specific programming, where are young people "seen"?
- Are there venues within parish life that seem closed to young people?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Invite Young People to Be Connected to the Diocesan Church

Context: *The whole emphasis today is to share the faith. We are to let people know how blessed we are, how happy we are. Pope Francis keeps talking about that. We have to smile and be joyful, otherwise no one will pay attention to us. (Bishop W. Francis Malooly, Pilgrimage 2014)*

Goal: Effective and comprehensive pastoral ministry with young people calls for young people to be connected to the wider community and universal church

SUGGESTED IMPLEMENTATION:

- **Gatekeeping vs. Channeling:** Who is the primary contact for receiving information regarding diocesan events? Who sees that this information is passed on? Has the parish developed a budget in order to support participation in such programming? Are we gatekeepers of ministry, or channels of ministry opportunities to our young people?
- **Diocesan Ministry:** Do we encourage young people to participate in such diocesan opportunities as:
 - Chrism Mass
 - CHAOS
 - CYM Sports
 - Catholics on Campus
 - Marian Pilgrimage
 - Leaders Today / Leaders Tomorrow
 - Pitcher and Basin
 - Annual Recognition Dinner
 - Pilgrimage
 - Youth Leadership Team

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Can young people of the parish identify who the diocesan Bishop is?
- Where has the parish participated in diocesan programming in the past year?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Celebrate Milestones in the Lives of Young People

Context: Throughout the historical life of Israel, at times when the people of God have an encounter with God, they pause to build an altar to honor God's movement in their lives. For instance, after Jacob has a life-altering experience of wrestling with God and receiving a new name, Jacob/Israel builds an altar in remembrance of what God has done in his life. Similarly, in many of Paul's letters he refers to his faith life as a race. On every track, there are mile-markers (or milestones) that allow the runner to know how far along they are in their journey. The runner can pace him or herself, change speed based on remaining distance, and push on toward the end goal. Along the sidelines at mile markers, crowds of people gather to cheer on the runners as they race, providing energy and support to the runners. Combining these ideas—Israel's use of altars as memory markers and Paul's language of running the race—our community developed what we call "faith milestones." These milestones act as a concrete map of hoped-for faith development that fuels parents' and the church community's involvement in the lives of kids. (Steve Johnson, Sticky Faith) (See source online)

Goal: Effective and comprehensive pastoral ministry with young people recognizes that milestones in the lives of young people are to be celebrated.

SUGGESTED IMPLEMENTATION:

- **Discern the Moments:** In your community, what are the milestone moments for young people that hold significance for young people? Consider some of the potential possibilities: Turning 13 (teenagerdom), Turning 16 (Drivers Licenses), Class Rings, Turning 18 (legal in some ways), College Acceptances, Departure for College. How can the parish community commemorate / celebrate these moments?
- **Proms/Dances:** How can the Parish Community assist young people in meeting both their weekend Mass Obligations as well as participate in formal school dances?
- **Return to new School Year/Graduation:** In what ways can the community engage in prayer at either end of the school year?
- **Spring Break/Senior Week:** How can these breaks in the school year be maximized as opportunities for service or evangelization (especially in beach communities)?

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- In what ways did the parish community connect into the lives of young people? Do we bless our new drivers? Do we bless our graduates? Our athletes? Our First Communicants?
- How was the parish community in their efforts "to cheer on" young people's faith lives?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Create and Maintain Intentional Pathways That Foster Inclusive Dialogue and Opportunity for Partnerships Between Parishes and Schools

Context: *In partnership with parents and parishes, Catholic schools prepare young people to become full and active members of the Catholic Church. Families, parishes, and Catholic schools continuously need to find ways to strengthen this partnership so that the lives of all young people are enriched and the resources of the Catholic community are widely used. Some of these activities can be adapted for pastoral ministry with young people. (Renewing the Vision) (See source online)*

Goal: Effective and comprehensive pastoral ministry with young people recognizes that ministry in school complements, but does not replace, ministry in the parish. Young people should be encouraged to remain active in the parish – their sacramental home.

SUGGESTED IMPLEMENTATION:

- **Parish to School:** How do/does the parish's pastoral ministry with young people connect and communicate with the local Catholic High Schools campus ministry? Do Catholic High School students participate in parish activities? Are Catholic high school youth acknowledged within the parish?
- **School to Parish:** How do/does the local Catholic High Schools campus ministries connect with the parish's pastoral ministry with young people? Has the pastor/other staff been invited for liturgies and prayer on campus?
- **Service Overlap:** What policies do the school and the parish have regarding service? How do both complement each other?
- **Communication:** What vehicles are designed to ensure that communication between both is consistent?

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do schools and parish youth ministries operate out of silos or partnership?
- Are leaders in ministry seen as being in service to all young people – or just some?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Give Care to Minister Appropriately to Those from Different Cultures

Context: *The Church's ministry seeks to... promote an understanding of and respect for people who are different from the young people—different cultures, different languages, different faiths, different ages—and develop the attitudes and skills for overcoming racial and ethnic prejudices as individuals and members of society. (Renewing the Vision) (See source online)*

Goal: Effective and comprehensive pastoral ministry with young people calls for care to be given to minister to those from different ethnic or language groups appropriately while avoiding a “one size fits all” approach or “Parallel Church” configuration.

SUGGESTED IMPLEMENTATION:

- **Survey:** Research and understand the diverse ethnicities within your parish community as well as within and around your parish boundaries. Is your parish community presently serving these groups? How? Where do they gather, shop, and go to eat?
- **Recognize, value, and respond** to the diverse ethnic and cultural backgrounds and experiences that exist among young people. A fully multicultural approach to pastoral ministry with young people views ethnicity and culture as core features of identity and behavior. It helps youth identify and explore their own ethnic roots and cultural expressions in order to understand their own and others' ethnic practices. It recognizes that the specific content of tasks and competencies varies by culture, such as the way young people attain individual autonomy. It also recognizes the impact that family ethnicity has on the development of young people in areas such as decision making and social relationships.
- **Develops culturally responsive and inclusive programming** to address these needs. Pastoral ministry with young people helps develop their identity by affirming and utilizing the values and traditions of their ethnic cultures. Specifically, it welcomes and empowers *all* young people; it develops leaders who reflect the ethnic characteristics of participants; it prepares all staff to be competent culturally; it includes young people and their families on advisory councils; and it develops program content that is culturally appropriate and relevant to the needs of participants. In stressing with our young Catholics the importance of multicultural awareness, and awareness of difference and diversity, we should take care to balance this awareness with the concept of their belonging to a universal Church, that is, with the concept of *unity in diversity* that characterizes the universal Church.
- **Incorporate:** Second, *all* ministry with young people needs to incorporate ethnic traditions, values, and rituals into ministerial programming; teach about the variety of ethnic cultures in the Catholic Church; provide opportunities for cross-cultural experiences; and foster acceptance and respect for cultural diversity.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Has your participation grown more diverse?
- How are our young people more aware of the variety of cultures around them?

Our Goal for this year ()::

How did we do?

Evaluation Date _____





We Encourage Young People's Participation in All Our Parish's Liturgies, Being Careful Not to Relegate Them to a Separate Celebration

Context: *The parish is where the Church lives. Parishes are communities of faith, of action, and of hope. They are where the Gospel is proclaimed and celebrated, where believers are formed and sent to renew the earth. Parishes are the home of the Christian community; they are the heart of our Church. Parishes are the place where God's people meet Jesus in word and sacrament and come in touch with the source of the Church's life. (Communities of Salt and Light, p. 1 USCCB)*

Goal: *Effective and comprehensive pastoral ministry with young people notes that young people reflect a distinct age group and "culture" within our society. Their language expressions, musical styles, and ways of life are often quite different from those of older generations. Those who prepare the liturgy need to find appropriate ways to incorporate the world of young people into worship, remembering that the "pastoral effectiveness of a celebration will be heightened if the texts of the readings, prayers, and songs correspond as closely as possible to the needs, religious dispositions, and aptitude of the participants" (GIRM no. 313) (Renewing the Vision) (See source online)*

SUGGESTED IMPLEMENTATION:

- **Liturgical Catechesis:** Our liturgy is both beautiful and steeped in tradition. For us to expect the next generation to appreciate and pass it along to their children, we must take the care to explain it and celebrate it fully.
- **Training and Engagement in Liturgical Ministry:** Invite young people into service in liturgical ministries. This is the most public witness of the parish being an opportunity for engagement by young people.
- **Model Behavior:** Ask adults to serve alongside young people to model appropriate behavior in liturgical ministries.
- **Advocate for their Inclusion:** Work towards ensuring that young people find a place within the many ministries of the Eucharistic Liturgy as well as ensuring that it speaks to them and the culture in which they are growing.
- **Scripture Resources:** Provide resources to assist young people in understanding the Lectionary as well as to prepare and to celebrate the Liturgy of the Word.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do we see more young people at liturgy?
- Can young people see themselves as part of our Sunday liturgies?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Give Young People Skills and Opportunities to Pray Together

Context: *If parishes are to be worthy of the loyalty and active participation of youth, they will need to become "youth-friendly" communities in which youth have a conspicuous presence in parish life. Parish communities that value young people welcome them into their midst, listen to them, respond to their needs, and support them with prayer, time, facilities, and money. More importantly, these parish communities prepare young people to be adult Catholics by providing skills and opportunities necessary to grow in their faith, by giving them meaningful roles in leadership and ministry, and encouraging their contributions. (Renewing the Vision) (See source online)*

Goal: Effective and comprehensive pastoral ministry with young people creates opportunities for young people to pray together but first builds skills to assist them in understanding the importance of prayer in their daily lives.

SUGGESTED IMPLEMENTATION:

- **Peer Ministry:** Train young people to lead and/or pray with their peers
- **Training in Many Prayer Styles:** Offer training to young people in Liturgy of the Hours, Lectio Divina, The Daily Examination, and forms of meditation.
- **Prayer Resources:** Develop and provide prayer resources for young people "where they are" - in anticipation of sports seasons, exams, school productions or events, proms and other dances, promotion or graduation.
- **In Crisis:** Gather young people together when crisis befalls their lives. Pray for the Lord's trust and guidance more than for intervention.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Are young people of the parish community more comfortable with prayer in their lives?
- Can we recruit young people to lead or guide prayer in times of need?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Understand That Adult Leaders are Conduits to Ministry Opportunities for Young People, Not Gatekeepers

Context: *"Mission is not a trip or a youth activity, a silent cousin to evangelism, or an optional model of youth ministry. Mission is the business that congregations are in. Christ views young people as participants in God's mission rather than as targets of ours."* — (Almost Christian: What the Faith of Our Teenagers is Telling the American Church, Kenda Creasy Dean)

Goal: Effective and comprehensive pastoral ministry with young people reminds us that we are all youth ministers – from scout leaders to coaches to principals to catechists – and that we all engage in an important role as a youth ministry leader. We are meant to be inclusive rather than exclusive.

SUGGESTED IMPLEMENTATION:

- **Limited:** Avoid only programming to the interests / spirituality of the adult leaders. Does the adult leadership represent only one segment of parish life, one style of spirituality? Train / "stretch" adults to extend themselves outside of their own interests.
- **Comfort Level:** Is there programming options available to the parish community in which the present leadership express discomfort? Are there concerns which need to be addressed regarding these programs or might the leadership be expanded to include those who might find such programming matching their own interests / style?
- **Review the Components:** In Renewing the Vision of Youth Ministry, components of a comprehensive pastoral ministry with young people are identified. Are there areas in which the parish can discern strengths and address a component? Are there areas of weakness? What might be done to address the weaknesses?
- **"Special":** Regarding child and youth protection, we always take great concern when programming is only offered for "special" participants. All programming should be open and transparent.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Have young people become reflections of the adult leaders or are they reflections of Christ?
- If our adult leaders leave, will ministry continue? If not, why not, and how can we change that?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





Choose Which Indicators You Would Like to Focus on Each Year

	<i>Advocacy Indicators</i>	YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR
1	We Advocate for and on Behalf of Young People				
2	We Do Not Wait Until Young People Are in Middle School to Invite Them to Be Involved in Parish Life				
3	We Ask Young People to Speak for Their Own Needs and Advocate for Their Peers				
4	We Regularly Assess the Needs of Young People and Allow the Vision We Articulate for Ministry to Be Shaped by Those Needs				
5	We Understand That Effective Ministry Requires a Team				
6	We Recognize That All Parishioners Have an Essential Role to Play in Pastoral Ministry with Young People				
7	We Respond to the Pastoral Needs of Young People				
8	We Understand That Young People Are Our Partners in Faith Because They Are Baptized, Not Because They Register or Show Up				
9	We Avoid Words Like "Kickoff," "Event," "Youth Group," or "Membership"				
10	We Welcome All Young People, Regardless of How They Identify Themselves, as Children of God				



For more information about these indicators, visit
www.CDOWCYM.org/TOOLKIT/ADVOCACY

ADVOCACY



We Advocate for and on Behalf of Young People

Context: *The secret message communicated to most young people today by the society around them is that they are not needed, that the society will run itself quite nicely until they - at some distant point in the future - will take over the reins. Yet the fact is that the society is not running itself nicely... because the rest of us need all the energy, brains, imagination and talent that young people can bring to bear down on our difficulties. For society to attempt to solve its desperate problems without the full participation of even very young people is imbecile. (Alvin Toffler)*

Goal: Effective and comprehensive pastoral ministry with young people calls for adults to advocate for the needs of young people. This, of course, includes saying “no” to that which is bad for young people. Further, young people are taught and encouraged to advocate for themselves, to name their own needs.

SUGGESTED IMPLEMENTATION:

- **Developmental Needs:** Regularly offer information to a wide variety of audiences regarding the needs of young people. This can and should include parents, catechists, confirmation sponsors, and core team membership as well as parish staff and leadership. It should include the developmental changes and societal challenges that young people face as well as how young people grow spiritually and emotionally.
- **Diversity:** Offer to assist parents, catechists, confirmation sponsors, and core team membership as well as parish staff and leaderships in assisting young people and families. Include the developmental changes and societal challenges that young people face as well as how they grow spiritually and emotionally.
- **Spiritual Development:** Check out this video to ensure that young people’s journey as a person matches the development of their journey with Christ, <http://tinyurl.com/o4o2ywj> (or visit the link online)
- **Perspective:** When developing responses and/or programming related to young people, actively seek young people’s imagination, participation, and ownership in developing solutions. Remain committed to address various issues and concerns through the eyes of a young person.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do young people evaluate the programming available to them as too demanding and too mature for them or as too simplistic and too immature? Always attempt to match them in their present stage of development and/or compelling and challenging them to growth.

Our Goal for this year (_____):

How did we do?

Evaluation Date _____



ADVOCACY



We Do Not Wait Until Young People Are in Middle School to Invite Them to Be Involved in Parish Life

Context: Jesus said, *Let the children come to me, and do not prevent them; for the kingdom of heaven belongs to such as these.* (Matthew 19:14)

Goal: Effective and comprehensive pastoral ministry with young people remembers, *“The partnership between children’s ministry and ministry with adolescents is one of the most vital relationships in the church. After all, the kids who are in (the) children’s programs will one day be in (the) youth programs. It isn’t as if teenagers, like the Greek gods of old, sprang fully formed from their parents’ foreheads. Every adolescent you minister to was once a child.* (Ryan Timpte, Center for Youth Ministry Training)

SUGGESTED IMPLEMENTATION:

- **Formation of Parents:** Help parents develop skills and support for their parenting through resources and programming that addresses the spiritual and developmental needs of their young people. Consider providing resources regarding logical and natural consequences as a form of discipline.
- **Establish Partnerships:** Seek and develop partnerships with those providing children’s ministry within the parish community. Seek this ministry as a potential venue to offer young people the opportunity to provide service as a catechist and/or catechetical aide.
- **Liturgical Ministry:** Engage young people in both training and active engagement in various liturgical ministries. Provide mentors to assist them as they apprentice themselves into these ministries. Welcome opportunities for children to work beside their parents (e.g., taking up the gifts, ushering, serving as ministers of hospitality).
- **Service:** Engage young people in both training and active engagement in various service opportunities. Ensure that service opportunities are meaningful and not merely “cheap labor” doing menial tasks. Provide mentors to assist them as they apprentice themselves into these ministries.
- **Celebrate their Presence:** Be intentional regarding acknowledging the presence of young people who have yet to reach middle school or high school. Include their concerns in prayers as well as in homilies. Celebrate their contributions in the ministries of liturgy and service in the parish community.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- When young people are invited to participate in middle school or high school ministry, might it be their perception that this is the first time that the parish community has acknowledged them or shown concern regarding them?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____



ADVOCACY



We Ask Young People to Speak for Their Own Needs and Advocate for Their Peers

Context: Our vision of pastoral ministry with young people proposes an approach that attends to a wide spectrum of needs and attuned to the distinct developmental, social, cultural, and religious needs as well. We remain focused on young people. Yet we recognize that the day has passed when one program or structure could respond to the needs of many. (Renewing the Vision)

Goal: Effective and comprehensive pastoral ministry with young people calls for a regular assessment of the needs of young people where young people are involved in this assessment. Any corresponding ministry to young people should be evaluated in light of the needs outlined in the assessment process.

SUGGESTED IMPLEMENTATIONS:

- **Focus Groups:** Consider gathering a focus group of “concerned parties” regarding the needs of young people in the parish community. This might involve pastoral leadership, core team members, and/or parents; but should certainly include young people. Make sure to ask the right questions. For suggestions, see links online.
- **Individual Interviews:** Develop questions that discern what is good and what needs improvement; specifically ask about the distinct developmental, social, cultural, and religious needs of young people. Discern the time obligations already placed on young people as well as the best methods for communication with them. Ensure a diverse sampling.
- **Survey:** Mindful of the statements above, develop your own survey. Examples can be found online.
- **Mindset:** Gather all key adults involved in your pastoral ministry with young people, including catechetical and worship efforts. Review with them the Beloit Mindset List which assists adult in avoiding “hardening of (cultural) references” when speaking with young people as well as offering a “globally reported and utilized guide to the intelligent if unprepared adolescent consciousness.” <http://www.beloit.edu/mindset/> After reviewing the most recent list, examine your parish’s present efforts. What might be changed to reflect the present mindset?
- **Confirmation Preparation:** Consider using the beginning or ending of preparation as a time for inviting young people to speak to their own needs within the parish community.
- **Next Steps:** Following one or all of the above, gather a group to analyze all of the data assembled and invite someone to assemble a report for the parish community, web-site, bulletin, and/or parish leadership.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- What did the team learn regarding the needs of young people? What programs presently best serve their needs? What should be modified or eliminated in consideration of their needs?
- What methods were young people offered to express their needs? What parish based venues have young people been given to express their needs?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Regularly Assess the Needs of Young People and Allow the Vision We Articulate for Ministry to Be Shaped by Those Needs

Context: Effective pastoral ministry is to be people-centered and needs focused. Focus on the people – not the programs. Young people are not called to events, but to discipleship.

Goal: Effective and comprehensive pastoral ministry with young people calls for regular assessment of the needs of young people with young people actually being involved in the process of assessment. Ministry to young people as well as the evaluation of that ministry should correspond to these stated needs. Further, there is to be a stated “vision” of pastoral ministry with young people in the parish, one that is communicated to all staff and parish committees and leaders. This vision should be renewed every two years.

SUGGESTED IMPLEMENTATION:

- **Needs Assessment:** Develop a needs assessment survey to be distributed to young people. A few potential templates can be found online.
- **Town Meeting:** Engage a diverse, sweeping audience representing adults and young people in the parish. Share up to three distinct witness stories from young people. Start a conversation about the needs of young people in the community. Highlight the successes and where there is room for growth.
- **Vision Session:** Annually conduct a gathering of both young people and adults in the parish community that seeks to articulate the needs of young people in the community. Attempt to keep the session focused on discussing advocacy, leadership, engagement, and discipleship needs of the young people. Avoid developing programmatic responses in deference to further understanding the perceived needs.
- **Program Survey:** Annually conduct a meeting of all the programming/programs that are available in the parish community. Are the needs of the young people being met by only one or even a limited number of programmatic choices? Where are the gaps of service and what needs are not being addressed?

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Have our ministry efforts assessed the needs of young people in this following year?
- Has assessment of the needs of young people impacted our ministry efforts?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Understand That Effective Ministry Requires a Team

Context: This approach involves a wide diversity of adult and youth leaders in a variety of roles necessary for comprehensive ministry. Ministry coordinators have a central role in facilitating the people, programming, and resources of the faith community on behalf of a comprehensive ministry effort with young people. Ministry coordinators alert the whole community to its responsibility for young people, draw forth the community's gifts and resources, and encourage and empower the community to minister with young people. Of special importance to effective ministry with young people is cooperation among the leaders, ministries, and programs in a faith community as they work together in a common effort to achieve the three goals of the Church's ministry with youth. (Renewing the Vision)

Goal: Effective and comprehensive pastoral ministry with young people calls for a collaborative, team approach for ministry where adult and youth leaders are to be valued and recognized for their leadership. Representatives from all areas of ministry in the parish serve on the team and the composition of the team should be reflective of the diversity of the parish. The skills and spirituality of adult and youth leaders are nurtured.

SUGGESTED IMPLEMENTATION:

- **State the Vision:** On an annual basis, the team, coordinator, and/or pastoral leadership should evaluate the direction that pastoral ministry with young people has been taking over the past year. Discuss this manual and the evaluation points on each page. Let the team help the coordinator "keep the vision" of ministry.
- **The Role of a Coordinator:** A coordinator of pastoral ministry with young people animates the vision and finds ways for the parish staff and leadership in the community to welcome young people into ministry. A coordinator who is not the "do-er" of ministry but the coordinator best serves a parish. This person should also be connected to diocesan groups like Network and AREA. A coordinator is committed to lifelong learning and takes intentional steps to nurture his/her spirituality.
- **Training:** Local and national resources should be utilized for training team members as well as for evaluating ministry.
- **Commissioned:** Team members should have an experience that their efforts are both recognized and affirmed by the parish community as well as part of the prayer life of the community.
- **Recruitment:** Recognize that recruitment for the team is not a season activity, but an on-going effort.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Is pastoral ministry with young people considered a team effort within the parish?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____



ADVOCACY



We Recognize That All Parishioners Have an Essential Role to Play in Pastoral Ministry With Young People

Context: *The challenge of being transformed into a holy person is not undertaken alone but within a faith community... The longing for community touches each of us at the very core of our being. It is basic to being human.* (Sons and Daughter of the Light: A Pastoral Plan for Ministry with Young Adults. Washington, DC. United States Conference of Catholic Bishops. 1997, pp. 19-20)

Goal: Effective and comprehensive pastoral ministry with young people calls for the investment of time, as well as prayer and attention, in order to strengthen a parish's "web of relationships" – youth with youth, youth with adults, ministry leaders with parents, parish community with parish staff and leadership, and so on.

SUGGESTED IMPLEMENTATION:

- **Prayer:** Consistently request that the community engage in prayer (possibility in the Prayers of the Faithful) on behalf of young people and their various activities in and on behalf of the community. Consider engaging prayer sponsors for young people in sacramental preparation. Encourage parish committees to include young people in their prayer petitions
- **Welcome the Generations:** At parish worship, make a point to acknowledge various generations present and/or engaged in liturgical ministries. This does not need to be limited to young people alone, but can include parents on Mother's / Father's Day, college students returning for the summer or holidays, elementary school-aged young people, etc. Make a point of "catching young people being good" and celebrating those occasions.
- **Time and Talent:** Develop an annual time and talent survey to encourage adult participation in the mission of pastoral ministry within the family community. For an example, see the links online.
- **Curator:** Be willing to serve and/or delegate responsibility to someone who serves as a curator of the latest news regarding young people (spiritually, developmentally, culture, and media) and call the attention of the adult community to this information. Be aware of positive information and potential solutions when there is negative information. Consider including this information in homilies, bulletin announcements, and website/social networking updates.
- **Cheerleader:** Be willing to serve and/or delegate responsibility to celebrate both church accomplishments as well as secular achievements of young people within the faith community. Take care towards not mentioning the same families regularly. Encourage parishioners to celebrate these accomplishments with the young people.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Has the parish's sense of "ownership" in pastoral ministry with young people increased in the past year? If all ministries with young people ceased, would it be missed? Why? Why not?
- Do young people recognize the involvement of the parish community in the ministry efforts of the parish community? If the parish closed, would it be missed? Why? Why not?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Respond to the Pastoral Needs of Young People

Context: *I prefer a Church that is bruised, hurting and dirty because it has been out on the streets, rather than a Church that is unhealthy from being confined and from clinging to its own security.... More than by fear of going astray, my hope is that we will be moved by the fear of remaining shut up within structures which give us a false sense of security, within rules which make us harsh judges, within habits which make us feel safe, while at our door people are starving and Jesus does not tire of saying to us: "Give them something to eat" (Mk6: 37). (Pope Francis, *Evangelii Gaudium*, 49)*

Goal: Effective and comprehensive pastoral ministry with young people includes the ministry of pastoral care, a compassionate presence in imitation of Jesus' care of people, especially those who were hurting and in need. (Renewing the Vision). It has been noted that this should include building a capacity to address the challenges of suicide, death of a family member, struggling with addiction (i.e., drug addiction, cutting, eating disorders, etc.), as well as addressing the needs of incarcerated or institutionalized young people

SUGGESTED IMPLEMENTATION:

- **Care Providers:** Develop/update a listing of local professionals for which you can offer families referrals to assist them in addressing the many challenges of adolescents.
- **Pastoral Care Planning/Training:** Use the Pastoral Cross, provided by CYM during a time of loss in your parish or school community. Use the resources that accompany the cross to help your team lead young people through their grief.
- **Pastoral Needs Survey:** Conduct a survey with school counselors, local police, and other ministry leaders regarding the perceived pastoral needs and challenges facing young people in your community.
- **Parent Formation:** When addressing the pastoral needs of young people make sure to include resources and/or additional programming to serve parents and adults.
- **Peer Ministry Training:** Equip young people with the caring skills (listening skills, empathy, referral skills, etc.) to accompany their peers through the many challenges of life.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Are the pastoral ministry efforts within your parish community perceived as being "at the center" or are they directed towards reaching the fringes of the community?
- Were those responsible for pastoral ministry within the community both trained and flexible enough to help the community address a crisis or emergency pastoral care issue?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____



ADVOCACY



We Understand That Young People Are Our Partners in Faith Because They Are Baptized, Not Because They Register or Show Up

Context: From the very day of Pentecost the Church has celebrated and administered holy Baptism. Indeed, St. Peter declares to the crowd astounded by his preaching: "Repent, and be baptized every one of you in the name of Jesus Christ for the forgiveness of your sins; and you shall receive the gift of the Holy Spirit." The apostles and their collaborators offer Baptism to anyone who believed in Jesus: Jews, the God-fearing, pagans. Always, Baptism is seen as connected with faith: ... The baptized have "put on Christ." Through the Holy Spirit, Baptism is a bath that purifies, justifies, and sanctifies. (Catechism of the Catholic Church 1226 -1227)

Goal: Effective and comprehensive pastoral ministry with young people calls for us to recognize that "As a baptized member of the Church, Jesus Christ calls you (all) to follow in his footsteps and make a difference in the world today. You can make a difference! ... In the words of the Holy Father: 'Offer your youthful energies and your talents to building a civilization of Christian love ... commit yourself to the struggle for justice, solidarity, and peace. (Homily at World Youth Day, Denver, 1993)

SUGGESTED IMPLEMENTATION:

- **Intentional Invitation:** Young people, as do all the baptized and the entire world, deserve and should expect an intentional invitation to participation in the life of the church. At what points throughout the year are you extending specific invitations to young people? Upon review, what are the general expectations set by the invitations? Are invitations taking into consideration the schedule and lives of young people (exams, holidays, etc.)?
- **Intentional Marketing:** Young people, as do we all, deserve and should expect an intentional marketing to participation in programming in the life of the church. Secular companies spend millions of dollars to reach young people. What distinguishes your messages to young people? How are you engaging parents and the young people as collaborators?
- **Intentional Evangelization:** Young people, as do we all, deserve and should expect an intentional invitation into a deeper relationship with Jesus Christ and discipleship of the Lord. Throughout the year is there a consistent invitation and /or challenge expressed to young people related to a relationship with Jesus? Is there a consistent availability of adults and youth modeling and witnessing towards their own relationships?
- **Intentional Homilies:** Young people, as do we all, deserve and should expect an intentional commentary upon God's Word that takes their culture, experiences, and life challenges into consideration. Do the homilists in your community speak to the lives of young people?
- **Intentional Pastoral Ministry:** Young people, as do we all, deserve and should expect ministry designed to address their specific needs from within the context of the faith community. This should not be a ministry that excludes young people from the larger community but engages the larger community with the young people we are called to serve.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Have our ministry efforts assessed the needs of young people this year?
- Has assessing the needs of young people impacted our ministry? Do we take into account what we learn from our evaluations?
- Do we intentionally welcome all young people?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Avoid Words Like “Kickoff”, “Event”, “Youth Group”, or “Membership”

Context: *The Christian truth is attractive and persuasive because it responds to humanity's deepest needs.* (Pope Francis; Address to College of Cardinals, March 15, 2013)

Goal: Effective and comprehensive pastoral ministry with young people reminds us that young people are part of ministry because they are baptized, not because they register, start at the correct beginning of the year, or merely show up.

SUGGESTED IMPLEMENTATION:

- **Prayer:** The true starting point of anything we do in ministry should always involve prayer. If you need a “kickoff” experience, reserve it for your team and make it about prayer.
- **Homecoming:** All programming should offer a sense of homecoming regardless of whether it is a participant’s first experience, part of their regular routine, or if they have been away for a while. An emphasis on hospitality, no matter the season, is key.
- **Avoid Hype:** We should take care to avoid promotion for programming that might be labeled as **excessive** publicity or offers exaggerated or extravagant claims.
- **Spirit of Inclusion:** We should take care to always build a spirit of inclusion to all those who are present; no one set aside, no one ignored, all are welcomed.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Do our publicity efforts contain all basic information needed: Who? What? Where? When? Why? How much? Deadlines?
- What effort have we placed into improving our hospitality?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Welcome All Young People, Regardless of How They Identify Themselves, as Children of God

Context: *If you judge people, you have no time to love them.* (Blessed Teresa of Calcutta)

Goal: Effective and comprehensive pastoral ministry with young people challenges us to remember that young people should feel relevant because they ARE relevant. All young people are to be welcomed, regardless of the way they dress, how they identify themselves as children of God, or how often they show up.

SUGGESTED IMPLEMENTATION:

- **Look Inwards:** Evaluate any stated or assumed set of rules regarding your ministry programming. Do they place a judgmental standard on young people in general or specifically on individuals? Make sure to clarify the rationale for all rules, not defaulting towards “that’s the way we have always done it”.
- **Reaching the Marginalized:** Gather your adult team and watch Gregory Ellison’s presentation at the Youth Cartel: “Learning to Notice Marginalized Teenagers” and /or Nikole Lim: “Teenagers We Overlook.” The links are available online. Discuss these videos. Can we engage in fearless dialogues? Can we recognize brokenness, including our own?
- **Who Is Missing:** In a midyear discussion, engage young people in a discussion regarding who is missing from your gathered ministry. Do not allow the discussion to analyze individual’s situation or excuses, but remain focused on how an invitation might be extended to them.
- **Hospitality:** Offer learning opportunities to youth and adult ministers of hospitality. Be intentional about welcoming all to liturgy and/or ministry programming. Determine activities that engage and encourage all to mix and mingle at the beginning of all programming.
- **Identity:** Encourage young people to identify themselves as Children of God and genuinely listen to how they do so. Consider how your parish or school might encourage young people to reflect on their own spirituality while remaining true to Catholic doctrine. Engage young people in this discussion.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- How has attendance grown more diverse over the past year? In what ways?
- What methods were young people offered to express their needs? What parish based venues have young people been given to express their needs?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





Choose Which Indicators You Would Like to Focus on Each Year

	<i>Discipleship Indicators</i>	YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR
1	We Empower Young People to Be Disciples of Jesus Christ				
2	We Place Evangelization and Catechesis at the Heart of Our Ministry to, with, and for Young People				
3	We Ensure That Confirmation Preparation is Just One of Many Catechetical Opportunities for Young People				
4	We Extend Catechesis With Young People Beyond the Classroom, Mass, and Sacramental Preparation				
5	We View Everything Young People Are a Part of Through the Lens of Evangelization				
6	We Value the Importance of Retreats for All Young People, Not Just Those in Confirmation				
7	We Offer Pilgrimages and Service Opportunities to Young People so They Can Grow Spiritually and in Community				
8	We Encourage Young People to Look at the Ways in Which God May Be Calling Them to Serve His Church				
9	We Invite Young People Into Opportunities to Serve Others and Invite Them to Reflect Theologically About These Opportunities				
10	We Offer Opportunities for Young People to Participate in the Sacrament of Reconciliation on a Regular Basis				



For more information about these indicators, visit
www.CDOWCYM.org/TOOLKIT/DISCIPLESHIP



We Empower Young People to Be Disciples of Jesus Christ

Context: The challenge of discipleship—of following Jesus—is at the heart of the Church's mission. *All ministry efforts with young people must be directed toward presenting them with the Good News of Jesus Christ and inviting and challenging them to become his disciples.* For this reason, catechesis is an essential component of pastoral ministry with young people and one that needs renewed emphasis. If we are to succeed, we must offer young people a *spiritually challenging and world-shaping vision* that meets their hunger for the chance to *participate in a worthy adventure.* (Renewing the Vision) (See source online)

This is what is needed: a Church for young people, which will know how to speak to their heart and enkindle, comfort, and inspire enthusiasm in it with the joy of the Gospel and the strength of the Eucharist; a Church which will know how to invite and to welcome the person who seeks a purpose for which to commit his whole existence; a Church which is not afraid to require much, after having given much; which does not fear asking from young people the effort of a noble and authentic adventure, such as that of the following of the Gospel, (John Paul II, 1995 World Day of Prayer for Vocations)

Goal: Effective and comprehensive pastoral ministry with young people empowers them to be disciples of Jesus Christ. Young people's postmodern belief can be passive—discipleship is not.

A disciple strives to become learned in the teachings of the One, takes a certain amount of pride in his/her study of the teaching of the One, and allows those teachings to guide his/her decisions, craft a lifestyle, set priorities, shape ambitions, inform one's conscience, clarify identity, and locate one's role in the world. Finally, disciples work hard at trying to pay attention and stay awake to Spirit and grace in their everyday lives, interactions, and experiences. They keep trying to have "eyes to see" and "ears to hear". Mike Carotta

SUGGESTED IMPLEMENTATION:

- **Use Disciple Language:** Make sure to engage young people by continually using language that reminds them of their own relationship with Jesus Christ and/or their own call towards discipleship.
- **Engage the Vision:** Invite young people to reflect upon how their faith has been integrated into a spiritually challenging and world-shaping vision that meets their hunger for the chance to participate in a worthy adventure. Because of their faith, what is different about how they operate in the world today, what is different regarding their own prospects for the future?
- **Identify Benchmarks for Growing Disciples:** Recognizing that young people are still maturing in faith, as a leadership or core team, identify some of the benchmarks of "growing discipleship" that you aspire to nurture in the lives of the young people you serve.

How are we already doing this? _____

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Are any young people bold enough to claim themselves as disciples of Jesus Christ?
- Have young people found it easier to share their faith with their peers?
- How has our parish been challenged by our efforts?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Place Evangelization and Catechesis at the Heart of Our Ministry to, with, and for Young People

Context: *Do not be afraid to go and to bring Christ into every area of life, to the fringes of society, even to those who seem farthest away, most indifferent.* “Pope Francis, July 28, 2013, World Youth Day Mass”

Goal: Effective and comprehensive pastoral ministry with young people encourages that all faith formation is to be intentional and presented in a wide variety of formats. Those that present the Good News are to be formed for their ministry. The Good News is to always be presented as relevant and authentic.

SUGGESTED IMPLEMENTATION:

- **Advocacy:** How does our ministry advocating with and on behalf of young people invite them to a relationship with Jesus as well as inform them of the essentials needed for such a relationship?
- **Community Life:** How does our offering of experience of Christian community invite young people to a relationship with Jesus as well as inform them of the essentials needed for such a relationship?
- **Justice and Service:** How does our ministry of seeking God’s justice in the world through our service in the Lord’s name invite young people to a relationship with Jesus as well as inform them of the essentials needed for such a relationship?
- **Leadership Development:** How does our ministry of equipping and empowering young people and others to leadership invite them to a relationship with Jesus as well as inform them of the essentials needed for such a relationship?
- **Pastoral Care:** How does our ministry of serving the pastoral needs of young people invite them to a relationship with Jesus as well as inform them of the essentials needed for such a relationship?
- **Prayer and Worship:** How does our ministry of prayer and worship invite young people to a relationship with Jesus as well as inform them of the essentials needed for such a relationship?
- **Vocational Discernment:** How does our ministry engaging young people into discerning their role in the world invite them to a relationship with Jesus as well as inform them of the essentials needed for such a relationship?
- **Thinks Asymmetrical Outreach, Not Programmatically:** The answers won’t come from programming. Finding where teens are and having intentional outreach in those places simply must be a part of our evangelistic efforts. Waiting for teens to come to us just does not cut it anymore (in fact, it never really did).

How are we already doing this? _____

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- In all that we do, are young people invited into a relationship with Jesus?
- Are young people given the essentials needed for such a relationship?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Ensure That Confirmation Preparation is Just One of Many Catechetical Opportunities for Young People

Context: *It should also be remembered that the most successful catechesis is that which is given in the context of wider pastoral care of young people, especially when it addresses problems affecting their lives. Hence, catechesis should be integrated with certain procedures, such as analysis of situation, attention to human sciences and education, the cooperation of the laity and of younger people themselves.* (General Directory for Catechesis, 186) (See source online)

Goal: Effective and comprehensive pastoral ministry with young people ensures that confirmation preparation is just one of many catechetical opportunities for young people.

SUGGESTED IMPLEMENTATION:

- **Design Comprehensive Program of Catechesis:** Building from the Doctrinal Elements of a Curriculum Framework for the Development of Catechetical Materials for Young People of High School Age, develop a team to design a four-year plan for high school parish catechesis. (See more online)
- **Vacation Bible School:** Engage young people in a concentrated time frame to address a specific subject matter.
- **On-Line Catechesis:** Provide young people on-line resources and engage them in individual or group virtual conversations <http://www.vcat.org>.
- **Bible Study:** Design a small group Bible Study.
- **Mini-Courses:** Limited, specific study with short term commitments.
- **Single Gender programming:** Develop male only or female only groups to address various issues.
- **Film Festival:** Utilize popular culture videos as starting points to discuss deeper issues.

How are we already doing this? _____

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Is the classroom model for catechesis the only model available in our parish?
- Do diverse catechetical programs attract a broader range of participants?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Extend Catechesis With Young People Beyond the Classroom, Mass, and Sacramental Preparation

Context: *The ministry of catechesis fosters growth in Catholic faith in all three dimensions—trusting (heart), knowing and believing (mind), and doing (will). The goal should be to have all Catholic youth involved in some program of catechesis. (Renewing the Vision) (See source online)*

Goal: Effective and comprehensive pastoral ministry with young people insists that catechesis is presented in a wide variety of formats.

SUGGESTED IMPLEMENTATION:

- **Family Based:** How do we support formation occurring within the family setting? What resources and assistance do we provide parents in being the primary catechists of their own family? For those who home-school, what cooperation and assistance do we provide for them?
- **Mentor/ Sponsor:** How do we support formation occurring within the Confirmation sponsor relationship? What resources and assistance do we provide those who are mentoring young people in faith?
- **Apprenticeships:** How do we support formation occurring within the ministerial apprentice relationship? What resources and assistance do we provide those who are mentoring young people in specific ministries?

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Can we identify relationships or setting where catechesis with young people occurs beyond the classroom, Mass, and group sacramental preparation?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We View Everything Young People Are a Part of Through the Lens of Evangelization

Context: *You, teenagers and young people, play a special role: you are called to speak about Jesus to your peers, not only within the parish community or your association, but most of all beyond it. This is a commitment especially reserved to you, because with your courage, your enthusiasm, spontaneity and ease of getting together, you are more easily able to reach the mind and heart of those who have distanced themselves from the Lord. So many teenagers and young people your age have an immense need of someone who through their own life tells them that Jesus knows us, that Jesus loves us, that Jesus forgives us, shares our difficulties with us and supports us with his grace.* (Pope Francis to German Altar Servers August 5, 2014)

Goal: Effective and comprehensive pastoral ministry with young people reminds us *Evangelization is the energizing core of all ministry with young people. All of the relationships, ministry components, and programs of comprehensive ministry with young people must proclaim the Good News. They must invite young people into a deeper relationship with the Lord Jesus and empower them to live as his disciples.* (Renewing the Vision) (See source online)

SUGGESTED IMPLEMENTATION:

- **Witness:** All programming should consciously ensure that leaders are serving as witnesses to our faith in Jesus Christ, that they are offering themselves and the community of faith as living models of the Christian faith in practice. And yet, we have to challenge our young people to share their story too. We have to create the expectation that, with guidance, young people will be comfortable with their story of faith and will look for opportunities to share it.
- **Relevance:** There is obviously a place for programs, but sometimes we are worried about catechesis while young people are asking other questions. What is the Church's understanding of science and faith? Why do people suffer? Is it okay that I have doubts? Catechesis is incredibly important, but it must follow evangelization, not be a substitute for it. Engaging people in the real questions of life can be a vital part of evangelization.
- **Outreach:** Teens are in schools, parishes, families, and communities. So why isn't our ministry? A community that welcomes and that is dedicated to honestly seeking answers to the biggest questions in life is a place where teens are engaged – and where they will stay engaged.
- **Proclamation:** All programming should consciously choose to ensure that Jesus Christ is at the core of all programming. *He offers a message that is a response to their hungers and proposes a way to live.*
- **Invitation:** All programming should consciously choose to ensure that invitation is extended into the life and mission of the Catholic community so that others might experience the support, nurture, and care necessary to live as Christians.
- **Conversion and Discipleship:** All programming should consciously choose to ensure that the challenge is continuously extended, that one might conform their own life and life choices towards that of the Master and commit themselves into discipleship with Jesus Christ.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- How has the lens of evangelization changed our approach to pastoral ministry with young people in the parish?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Value the Importance of Retreats for All Young People, Not Just Those in Confirmation

Context: The importance of a sacred time apart is reflected in the Scriptures. The Old Testament prophets were often led to the desert solitude to prepare for their prophetic task. Jesus invited his disciples to come apart for a time, a time of both refreshment and renewal. Jesus himself gave the example of withdrawing for prayer and solitude before beginning his public ministry. The Gospels refer to his going apart for prayer and then returning to continue his ministry of teaching and healing. The scriptural model is clear in its portrayal of retreat as a time of preparation for renewed ministry. It was a time of rest and revitalization that energized the retreatant to return and continue the given mission. Today's youth retreats are not solely for the rest and sense of community experienced by the participants. It is empowering for youth to live discipleship and to enable them to more own their identity in Christ. It is a time of strengthening for the continuing task of living as witnesses to Christ within their schools, parishes, and families, and retreats are most effective when participants freely choose to take part. [Num. 23:3-4, Ex. 19:17, 1 Sam 3:4, and Is 51:2]

Goal: Effective and comprehensive pastoral ministry with young people has retreats offered to young people, as well as extended trips, so that young people can grow spiritually and in community.

SUGGESTED IMPLEMENTATION:

- **Discern Different Lengths and Locations for Retreat Programming:** Retreats can last over a few hours, an overnight, and/or a series of days. Develop a listing of potential retreat locations from camp settings to your own as well as neighboring parish facilities.
- **Seasonal Retreats:** Develop a schedule of retreats by season that address the Liturgical calendar: Advent (preparing for Christmas), Lent (preparing for Triduum/Easter), Pentecost, and Ordinary Time.
- **Activity Based Retreats:** Design retreats for athletes before or in season, for student leaders, for musicians... Build upon the students' extra-curricular activities.
- **Family Retreats:** Build retreat experiences for families to share in activities and prayer.
- **Days of Silence/Unplugging:** Build opportunities for young people to unplug from their e-connections (including phone/text) and/or to experience a silent retreat.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- How have we increased retreat opportunities for our young people?
- Do we involve young people in the planning and implementation of our retreats? Do our parents play a role?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Offer Pilgrimages and Service Opportunities to Young People so They Can Grow Spiritually and in Community

Context: Our life is made of time and time is God's gift, and it is therefore important to make use of it by performing good and fruitful actions. (Perhaps many teenagers and young people waste too much time in futile activities: chatting on the Internet or on mobile phones, watching "soap operas" on TV technological progress should simplify and improve the quality of life, but sometimes distract you from what is really important.) Among the many things to do in our daily routine, one of the priorities should be reminding ourselves of our Creator who allows us to live, who loves us, who accompanies us on our journey. (Pope Francis to German Altar Servers August 5, 2014)

Goal: Effective and comprehensive pastoral ministry with young people calls for young people to have experiences, which are to include the opportunity to serve others, and then reflect theologically about these opportunities.

SUGGESTED IMPLEMENTATION:

- **Pilgrimage:** Invite young people to participate in the Bishop's Annual Youth Pilgrimage which occurs each "Palm Saturday"
- **All Trips are Pilgrimages/Pilgrimage at Home:** A pilgrimage is a journey of religious significance. Always encourage travelers to pack simply and to maintain a humble spirit for their travels, remaining open to the presence of God along the way. Tour your own church recognizing the history that is there as well as spiritual artwork.
- **Conferences as Pilgrimages:** Treat conferences as a pilgrimage, an opportunity to grow in knowledge and faith. Invite young people to journal their experiences, "debrief" their days in small groups, and seek where the Lord might have spoken to them throughout the day.
- **Seek Holy Spaces:** Design travel to places of religious significance and history. Both learn more about the church's role in the world and engage in prayer in the spirit of those who have gone before you.
- **Service Opportunity Listing:** Develop a list of potential service opportunities within the region. Take note of potential volunteer roles as well as potential age restrictions. List a contact person, phone number, e-mail address, and local address.
- **Service During "Off" Times:** Schedule service opportunities during school breaks and vacation days, including the summer.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Has our parish offered opportunities for young people to live out their faith?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Encourage Young People to Look at the Ways in Which God May Be Calling Them to Serve His Church

Context: First articulated in A Vision of Youth Ministry, these ministry components describe the "essence" of ministry with young people and provide the Church with eight fundamental ways to minister effectively with them. Today, in light of our National Strategy on Vocations, we add vocational discernment to the "essence" of effective pastoral ministry. (Renewing the Vision) (See source online)

Goal: Effective and comprehensive pastoral ministry with young people recognizes that an organization that is not capable of perpetuating itself has failed. An organization therefore has to provide today (those) who can run it tomorrow. It has to renew its human capital. (Peter Drucker)

SUGGESTED IMPLEMENTATION:

- **Prayer Groups/Eucharistic Adoration:** Develop a group or a consistent time where people might gather to pray for vocations.
- **Chalice Program:** Many parishes have a Chalice that travels from family to family to encourage prayer and discernment for vocations. Does yours?
- **Discernment Programming:** Bring small groups together with a priest or a religious woman or man to discuss vocations and then explore the lifestyle. This might include a "nun run" visitation to convents or visits to seminaries.
- **Invite Vocations Directors:** Hold a vocations night as part of your programming and invite vocations directors to participate as speakers and/or on a panel.
- **Sharing "The Call" Stories:** Create opportunities where young people might learn of other's callings as well as share and discern to where they believe they are being called.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Is it the perception of those involved in pastoral ministry with young people programming that we have increased our efforts regarding encouraging vocations?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Invite Young People Into Opportunities to Serve Others and Invite Them to Reflect Theologically About These Opportunities

Context: We are confident that young people will commit themselves totally to Jesus Christ, who will ask everything from them and give everything in return. We need to provide concrete ways by which the demands, excitement, and adventure of being a disciple of Jesus Christ can be personally experienced by young people—where they tax and test their resources and where they stretch their present capacities and skills to the limits. Young people need to have a true opportunity for exploring what discipleship ultimately involves. (Renewing the Vision) (See source online)

Goal: Effective and comprehensive pastoral ministry with young people invites young people into opportunities to serve others and invite them to reflect theologically about these opportunities.

SUGGESTED IMPLEMENTATION:

- **Training and Engagement in Liturgical Ministry:** Invite young people into service in liturgical ministries. This is the most public witness of the parish being an opportunity for engagement by young people.
- **Multi-Generational Service Programming:** Engage young people in ministry as SIGN (Service in God's Name), especially encouraging them to engage with adults who model lifestyles of service.
- **Catechetical Ministries:** Young people can offer service as catechists and/or aides in catechetical ministries. This is especially true during Vacation Bible School.
- **Parish Groupings, Ministries, Committees:** Survey various adult groups to discern openness to young people's participation and involvement.
- **Journal:** Invite young people, while engaged in service, to reflect upon their experience with attention to how God may have been working through or around them as well as where they felt God calling them after the experience.
- **Post-participation Interview:** Invite young people, following their service or ministry, to reflect upon their experience with attention to how God may have been working through or around them as well as where they felt God calling them after the experience.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Are young people engaging in service or ministry for "higher purposes" than collecting service hours?
- What service opportunities (e.g., Pitcher and Basin) are available to our young people?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____





We Offer Opportunities for Young People to Participate in the Sacrament of Reconciliation on a Regular Basis

Context: When confessing our sins then, we confess to the priest who represents not only God but also the community of the Church that accompanies us on the path of conversion. Though this Sacrament is a great treasure, we may be tempted to dismiss it, perhaps due to laziness or embarrassment, or because of a diminishing sense of sin and its effects. Too often, we see ourselves as the center and measure of all things, and our lives can go adrift. The Sacrament of Reconciliation calls us back to God, and embraces us with his infinite mercy and joy. May we allow his love to renew us as his children and to reconcile us with him, with ourselves, and with one another. (Pope Francis, Angelus, February 19, 2014)

Goal: Effective and comprehensive pastoral ministry with young people understands that When teenagers participate in the Sacrament of Reconciliation, they come face to face with the mystery of God's love. This sacrament helps them experience God's forgiveness firsthand. Hopefully, they will come to experience Jesus' "look of love". (See source online)

SUGGESTED IMPLEMENTATION:

- **"Second Reconciliations":** Recognizing that many/some young people receiving the Sacrament of Reconciliation might be receiving their "Second Reconciliation" having not received the sacrament again since their First Reconciliation. Continued formation related to the sacrament might be useful and appreciated.
 - **Examination of Conscience:** Consider making available a youth friendly examination of conscience to help them prepare for the sacrament.
 - **Aid:** Provide them with a worship aid/template to assist them in reception of the Sacrament.
 - **Penance:** In collaboration with the confessors, provide a resource that might be helpful in prayer or action in addressed potential penances.
- **Retreats/Away Programs:** Consider offering the Sacrament of Reconciliation while on retreats and/or while "away" at conferences or service opportunities.
- **Confirmation Preparation:** Was the Sacrament of Reconciliation available as part of immediate preparation for the Sacrament of Confirmation?
- **Seasonal:** Make youth friendly invitations to the Sacrament of Reconciliation when offered locally / regionally during liturgical seasons.

How are we already doing this?

Methods for Evaluation: Within the same calendar year as you attempt to address this concern, delegate individuals, both young and old, to ask:

- Where was the Sacrament of Reconciliation offered to young people this year?
- Was this an increase over previous years?
- What lessons have been learned regarding future offerings to young people for the Sacrament of Reconciliation?

Our Goal for this year (_____):

How did we do?

Evaluation Date _____



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Throughout the document, you will see (RTV). This refers to the foundational document, "Renewing the Vision, A Framework for Catholic Youth Ministry" - a must read for anyone ministering in today's Church.

It starts with a question.

Look in your pews. Look around your parish. What do you see?

A vibrant faith community? Young people actively engaged in the life, mission, and ministry of the parish?

No?

Fear not. You are not alone. Clearly, there is work to be done.

Young people bring energy and vibrancy that can breathe new life into an environment often weighed down by practices that have become rote and mundane.

Surely we want our faith communities to be places of new life and renewed spirit – a place that will be alive and well long after we are gone and our own children are grown.

And sometimes the answers to our questions are right in front of us.

Let us help you. Let us use this toolkit together to change the face of our faith communities.

The young church of today is counting on us.

Open the book.

Let us begin.

GO ONLINE TO LEARN MORE

Be sure to visit www.cdowcym.org/toolkit for the latest video tutorials, tips for using this handbook, and the latest resources.



www.cdowcym.org/toolkit