



THRIVING YOUTH MINISTRIES IN SMALLER CHURCHES:

Doing More with Less By Stephanie Caro

Stephanie.caro@ymarchitects.com FB: Stephanie Caro TW: @stephaniecaro

A) Doing More (and better) with Your Smaller Youth Group

Today's Small Church:

1. Average size church membership in US is 76
2. Average size youth group is 8-12
3. 90% of churches in America have 300 members or less
4. Average youth director in small church makes \$25,700 (but most don't have a FT director)
5. Average male youth director make \$41,200, female 27,000
6. Average youth worked in small church 15,800-26,800
7. Small is 150 or less

RENT PAYMENT:

- **Target Numbers**
 - Set those numbers
 - Know your flock
- **Visible Programs** – gives you a chance to experiment with new stuff
- **Joyful Enthusiasm**
 - Develop a way to share the stories
 - Time/money is well spent

Statistics (Youth):

- 10% of average weekly worship
- 20% ceiling
- 1 FT worker for 50 students
- 1 volunteer for every 5 students
- \$1,000 per student

(Children)

- %15
- 1 FT for every 75 Children
- 1 volunteer for every 5 children
- \$750-1000 per child

(break-up in triads and ask them to make a list of advantages and disadvantages of being a small church)

Advantages of Small Church Ministry

- You can know every kid
- 100% turf visits success rate
- Only need to do 1-2 things really well
- Easier collaboration
- Easier to make last minute a swith-a-roos.

Disadvantages of Small Church Ministry

- Combine Mid-highs and Sr. Highs
- Fewer resources
- Harder to fly under the radar (small church family systems-“that” family)
- Harder to staff long-term
- Bandwidth for fewer things
- Networking, advertising and branding is more difficult

B) Doing More (and better) with Your Volunteers

The new breed understanding today's Youth Ministry Volunteer – Jonathan

Today's Volunteers Are...

- Are volunteering at an all time rate, BUT...
- Are smart
- Need flexibility
- Do not appreciate “fly by the seat”
- Are outta here

A Healthy Recruiting Style...The Five “I’s”:

(Steph - convinced that it is the way we ask people – that keeps them)

video clip – how the disciples were recruited – Origins of the early church)

leadership/experience/faithfulness

1. The Beggar Style kind of like the synoptic gospels (1-3) then LR like John
2. The Cruise Director
3. The Controller
4. The Lone Ranger

Here is the Healthy style:

- Invoke
- Identify
- Invite
- Initiate
- Inform

The Volunteer Recruiting Process:

- Have a sharp volunteer packet ready for them
- Create a volunteer needs list
- Create a fishing pond of volunteers
- Identify W-B-E, then A-B-C
 - **W**ith kids
 - **B**ehind the scenes
 - **E**ither
- Figure out who will ask who
- Gather results, evaluate, and go for round two!

A Great Volunteer Packet Contains:

- 12-18 month calendar
- A job description
- Guidelines/expectations for youth and adults (covenant)

- Youth Ministry vision, values and goals
- Youth Ministry teaching calendar (Christian Formation plan)
- Organizational chart

Love for Volunteers Means:

I'm sorry, but lunch is on me

I'm sorry. You were right

I sorry, Let me set up the chairs

I'm not sorry

I'm sorry, and....

C)Doing More (and better) with Your Teaching

How Students Learn

Auditory

Visual

Kinesthetic

Learning Retention is:

- 5-10% from auditory presentations (lecture, sermons, podcasts)
 - Studies show that the average High school student tracks for about 7min
 - Adults 12min
- 25%from visual mediums (clips, dramas, plays, movies, etc)
- 40-60% role plays
- 70-80% from contrived learning experiences
- 90% from direct, hands, on activities or events (mission trips are good example)

REAL LEARNING

Anything where we get them up a

- **RELATIONAL – pair shares, trios**
 - Small groups
 - Faith comes from w/peers, relation to each other
 - Harder for intravert
- **EXPERIENTIAL** - learning through doings (not boring)
 - Don't ask judo d
 - Level the play field
 - Engages th kinesthetic learner
 - Great for wigglers
 - Is more than
- **APPLICABLE** - Challenge, give choice get into, dig deep (photos, posting, searching)
 - Real life connection
 - Use everyday open as a remember all
 - Otherwise its just a story (cell phone, etc)
- **LEARNER BASED** – modes and ways people lean study the week before
 - Its not about you
 - 1/168 (if you choose to watch TV) ONE HOUR
 - not on the drive there
 - take command of your classroom lighting seating temperature ambience
 - no Floresant bulbs

Great Question Asking...

does NOT begin with “do, can, will, should, would, is, does,” etc.

Great Question Asking...

does begin with “what, why, how, etc.”

Great Question Asking...

has content that is

**SURPRISING
SPECIFIC
PERSONAL**

Questions:

“I have noticed that church members Christian Formation seems to end as they go to Middle School, even the adults” - Jonathan

Christian Formation

- KNOW
- FEEL
- DO

LEARNING PROCESS FROM AN EXPERIENCE

1) Ask debriefing questions: “What were you thinking/feeling when...” “What was going on inside your head when you...”

2) Ask interpretation questions: “How was this experience like or unlike (insert the directional phrase where you want the learning to go)?”

3) Ask Scripture questions: “What does Jesus/God/Scripture have to say about this?” and have them look up key Scripture for theme.

4) Ask application questions: “What will I do differently now? What is God saying to me personally?” Calls for life application and change.