



YOUTH MINISTRY ASSESSMENT REPORT EXECUTIVE SUMMARY

Fort Hill Presbyterian Church
Clemson, South Carolina
January 13, 2015

Statistics

45 Youth on the rolls
28 Youth participating weekly

Youth Ministry Norms

1 Full-Time Staff Person for Every 50 Youth:

28 participating weekly= 70% time staff
Currently staffed: on target

\$1300 per Child:

28 participating weekly/\$36,755 YM budget
Funded on target

Assets: Clarity of Need, Priority of Youth, Fabulous Youth, Desire To Go Deeper, Staff, Self-Identity, Caring Parents, Volunteers and Members

Challenges: Infrastructure, Vision, Bridges to Ministries, Hospitality, Transportation, Communication and Scheduling, Curriculum, Training, and Measurable Markers of Effectiveness.

RECOMMENDATIONS

Establish a Youth Ministry Renovation Team made up of four to five volunteers who meet regularly and collaborate with the pastoral staff as well as the Youth Advisory Team to work through the timeline while the youth ministry interim staff continues to conduct day to day ministry. Establish a team to support and bathe this renovation process with prayer.

Engage the services of Ministry Architects to take responsibility for working with staff and volunteers through this process

- I. In the first 3-4 months, address the immediate pressure points
 1. Develop a vision that can be embraced by parents, youth, and the larger church that address needs/clarify the role of the staff and Advisory Teams
 2. Evaluate how to balance staffing structure to complement staff and volunteers strengths and capitalize on gifts.
- II. After we tackle those, we will move on to...
 - A. BUILDING INFRASTRUCTURE AND STABILITY
 - o Create a group of volunteers and staff that complement each other's gifts and address the needs in ministry
 - B. DEVELOPING AND NURTURING STAFF AND SERVANTS
 - o Leadership Development: create job descriptions and continuing education
 - o Volunteer Recruitment: Build a fortified, multigenerational volunteer recruitment process
 - o Leadership Launch
 - C. DEVELOPING CLEAR STRATEGIES AND NEW INITIATIVES
 - o Parent Engagement and Equipping Game Plan
 - o Local Missions
 - o Small Groups
 - o Continued retreats, trips and lock in experiences

Youth Ministry Renovation Team: 4-5 non-anxious, goal-oriented volunteers; meet regularly; report directly to pastoral staff; lead the implementation of the strategic plan through

- Addressing Pressure Points: Strategic Staffing Plan; Youth Advisory Team; Vision
- Guarding the Vision
- Establishing consensus for direction of youth ministry; visioning
- Assuring development of Infrastructure
- Staff and volunteer development and nurture
- Strategy and new initiative development
- Overseeing timeline and related goals
- Regularly evaluating progress of their team

Youth Advisory Team: 6-8 individuals (parents, youth, college students, members, youth staff), serve on a one or two year term, who support the day to day operations of the youth ministry by

- Assessing volunteer needs
- Developing results-based volunteer job descriptions
- Recruiting volunteers for upcoming year
- Establishing and coordinating annual calendar
- Make sure measurable marks of effectiveness are achieved
- Claim responsibility for supporting the day-to-day youth ministry