



Christian Endeavor Resource Sheet

MISSION

Implementing Vision & Surviving Youth Ministry Change

Connect with the Church's Vision

- The youth ministry should be running on the same track as the church

Understand How People Change

(From Alan Deutschman's book Change or Die)

- Relate: form new relationships
- Repeat: learn, practice, and master new habits
- Reframe: learn new ways of thinking about your situation & life (look at the world in a new way)

Define the Vision

- Identify the people your ministry intends to reach
- Clarify the purpose of your efforts to reach them
- Indicate qualities that make your youth ministry and church different
- Define a geographic region you are targeting
- Develop benchmarks and a timeline when benchmarks will be accomplished

Cast and Test the Vision

- People may verbally agree with the vision but not understand it fully. For instance, people may see a color and agree it is Blue, but there are many different shades of blue. After the vision has been shared, allow people to live with it for a little while. Then test the vision until people agree it is not only blue, but navy, baby or teal.
- Understand people's perceptions. Once you know people are understanding the vision it is important to know who is standing in agreement with the vision.

Manage Transitions

- It is important to manage transitions well. William Bridges provides a model for how people process transitions.

(From William Bridges's book Managing Transitions)

- Ending (Letting go of present and past)
- Neutral Zone (dangerous place, speed just enough time here and then get out)
- New Beginning

Recognize Reactions

- A body in a state wants to keep that same state. Things may seem like they're going well until stress hits. Then patterns emerge that have not been seen for years. We will regress to the path of least resistance in the midst of stress

unless we intentionally choose to not respond in the way we're used to responding.



Achieve Small Wins (Acts 16, Opportunity versus Difficulty)

- Understand the direction the ministry is going. Weigh the opportunities available against the potential difficulty involved pursuing that opportunity.
- Look for the "low hanging fruit." This is an opportunity with great potential impact requiring low difficulty emotionally with people and minor investments of resources.

Special points of interest:

In order to have effective youth ministry, there must be a MISSION!

Permission is given to copy and use