

Youth Ministry Events as Faith Formation Part Two

Going Deeper and Preparing Your Group

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Outline for Youth Ministry Events Part Two: Going Deeper and Preparing Your Group

1. Welcome and BINGO mixer (7.5 minutes)
2. Community Building (7.5 minutes)
 - a. Purpose of community building
 - b. Human BINGO processing
 - c. Who to build community with
 - d. How do you build community
3. Facilitating Small Group Discussion (20 minutes)
 - a. Dividing into groups
 - b. Small group time needs to be intentional
 - c. Create atmosphere
 - d. Set clear expectations
 - e. Small group leader responsibilities
 - f. Creating opportunities for all to share
 - g. Build trust
 - h. Be in prayer
4. Group Sharing Activity (5 minutes)
5. Discuss the Purpose of Events (10 minutes)
 - a. Starting Right Theological Understanding
 - b. Compass
 - c. Plan with Purpose: Program Pyramid/Spiritual Interest Categories
6. Small Group Activity (20 minutes)
 - a. Designing an event
7. Discussion of Event Evaluation (10 minutes)
 - a. Ruler
 - b. Small Group Activity: Evaluation Questions
8. Acting With Wisdom (10 minutes)
 - a. Handout from Starting Right with planning questions

9. Covenanting (10 minutes)

- a. Purpose of covenants
- b. Specific purposes of covenants
- c. Who to covenant with
- d. Creating a covenant
- e. When a covenant is broken

10. Event Finances (10 minutes)

- a. Budgeting
 - i. Purpose of budgeting
 - ii. Base cost of an event
 - iii. How much do youth and families pay
 - iv. How much does the church pay
 - v. How much will be fundraised
 - vi. Special things to consider when financing events
 - vii. Additional event costs
- b. Fundraising
 - i. Purpose of fundraising
 - ii. Key things to remember when fundraising
 - iii. Steps for solid fundraising
 - iv. Managing funds

11. Release Forms/Consent Forms/Paperwork (5 minutes)

- a. Purpose of paperwork
- b. Kinds of paperwork

12. Crisis Management (5 minutes)

- a. Purpose of crisis management
- b. Things to consider

13. Questions/Comments on Learning

14. Helpful Resources

Supplies needed for this session:

- PowerPoint/LCD Projector/Screen/Laptop
- Pens/Pencils
- Paper
- Bibles
- Miniature candy bars, variety
- Candles
- Handouts:
 - Bingo Sheet (*Handout One*)
 - Community Building and Facilitating Small Groups (*Handout Two*)
 - Spiritual Interest Categories (*Handout Three*)
 - Program Pyramid (*Handout Four*)
 - List of Questions (*Handout Five*)
 - Covenanting (*Handout Six*)
 - Event Finances (*Handout Seven*)
 - Forms (*Handout Eight*)
 - Appendix One: Sample Covenant for a Small Group
 - Appendix Two: Sample Covenant for a Group Trip/Travel Experience

(7.5 min)

Welcome and BINGO Mixer

Welcome! We are so glad you are here. Thank you for your work in youth ministry and the important role you play in the faith lives of young people. We hope you were able to attend Part One of these trainings, or watch it online, but if you didn't, you won't be lost and we will do some review later on in this training. We are going to start our time together with a quick activity to help you get to know the people in the room.

Give each participant a BINGO sheet (see Handout one). You must get signatures for as many of the squares as possible in 3 minutes. People in the room may only sign on squares that describe themselves and/or something they have done. You may only have one signature per person on the sheet. In other words, Joe Smith cannot sign your sheet in more than one place. (Adapt the number of signatures allowed if the group is smaller.)

Call the group back after 3 minutes. We will process this activity in just a few minutes. First, let me give you an overview of our time together.

We learned in the Part One training that the primary way in which faith is passed on is through relationships. Caring adults of faith who accompany young people on their faith journey are essential. One of the key tools we have to build relationships is through event ministry. When done well and with intentionality, events can be transformative faith experiences for and with youth. So today we will be discussing preparation for an event in order to make it a deeper faith experience in the lives of young people. We will begin with some discussion of how to create community and then move on to making an event a meaningful faith experience. Finally, you will be provided with some helpful resources for financing ministry, creating covenants, and managing risk and crises that come up. So let's begin with community building.

(7.5 min) Community Building

Pass out Handout 2. Community building is the first step in any event.

Purpose of Community Building:

- Build trust among participants so you can move from surface conversation to deeper discussions on faith and other personal matters (moves participants away from just a feel-good faith (MTD) to a life-changing faith in the context of a supportive community).
- Establish an environment for learning/experiencing.
- Begin relationships so that the event can be experienced in the context of relationship.
- Essentially, what you are doing with community building is creating relationships and space for a meaningful and transformative faith experience.

Earlier we played a game of Human BINGO.

- How well did you know the people here before we played?
- What did you learn about people?
- How was that helpful for today's training?

The purpose of the game was to help you get to know the people you are training with a little better. Once we know a little more about a person, it is easier to be in conversation with them.

Who to build community with:

- Between the participants
 - Youth with youth
 - Leaders with youth
 - Leaders with other leaders
- With the congregation
 - Not all congregational members will be directly involved in youth ministry or the events you plan. However, finding ways to build relationships with congregational members is critical to building support and trust for youth ministry and creating a congregational atmosphere that deepens the faith of all its members.
- As part of a larger group/picture
 - As Lutherans, we believe that being part of a faith community includes not only the congregation with whom we worship, but other congregations and church bodies as well as the community around us. Relationship with community allows us to share God's love with all people.

How do you build community?: (not an all-inclusive list but a starter list)

- In preparation for an event
 - These types of community builders help the group gel and form before an event and get others in the community involved as well. They establish community and trust before the event even happens.
 - Small group meetings
 - Bible studies
 - Prayer groups/partners
 - Mentors/congregational involvement
 - Fundraising

- During the event
 - These types of community builders help continue to build new relationships as well as reinforce relationships already established. For example, starting a Bible study with highs and lows gets participants talking, breaks down the barriers of the day, and makes participants feel more comfortable with the group so that they can go deeper in the Bible study conversation
 - Games and mixers
 - Initiative games
 - Affirmation activities
 - Highs and lows

(20 min) Facilitating Small Group Discussion

The Purpose of Small Groups:

We do small groups because we believe youth ministry is relational. Youth want a relationship with God and with people. You are therefore more than a chaperone imparting an idea of God. You are a caring presence sharing an experience with a relational God. Small groups led by this type of leader are a great relational ministry tool.

A. Dividing Into Small Groups.

Give each participant at the training a miniature candy bar (from a variety). Then have them find and gather with those who have a matching candy bar. If the groups end up being smaller than 4, combine candy bar groups. Careful thought should be given to how you divide a larger group into small groups. An important part of small groups is size, not so big you can't give everyone presence and opportunity to share, not too small it is intimidating and threatening. Sometimes small groups may be formed randomly as we have just done, while other times personalities, etc. should be considered and groups should be formed with intention.

B. Small group time needs to be intentional.

- Consider space
- Eliminate distractions (no phones, no walk throughs)
- Make room for a circle where everyone is at the same level, body language is not hidden behind tables, everyone can have eye contact, no one is outside of the group

Ask participants to sit in a circle, knee to knee on the floor, where they can see each other's eyes all around the circle. If there are tables, make sure everyone has a spot and make the point that tables can limit body language and shield participation.

C. Create atmosphere

- Be welcoming. Greet and celebrate each individual's presence.
- Use a focal point to gather around such as a candle.
- Leave an empty space to remind group of God's presence or the desire to grow.
- Consider temperature, lighting, etc.

Place a candle in the center of every group. Focal points can help a group to focus and set an atmosphere. It can also increase people's comfort with talking because they have something to look at.

D. Set clear expectations

- Create a group covenant
- Layout and verbalize the plan for the time together
- Know your goals for your time together

We are going to walk through a list of some important small group skills, introduce and check in with one another, and then give you a chance to consider your small group experiences, ending with prayer.

E. Small group leaders should:

- Offer presence
- Be authentic
- Listen
- Share appropriately (Share your life too but know what is appropriate)
- Direct discussion and growth
- Begin with introductions – has everyone been named

Go around the circle and share your name and a memory of a small group experience.

F. Create an opportunity for all to share, allow for passes

- Check in: highs and lows
- Discussion starters
- Opportunity to name experience of God's presence or feeling of God's absence
- Opportunity for questions – Letting questions hang
- Prayer requests
- Response to content
- Name what you hear and claim God's presence
- Allow for silence
- Encourage

G. Build trust

- Team building
- Hold group to the covenant

H. Be in Prayer

- Pray for your time together
- Pray during your time together. Use your discussion to guide your prayer time.
- Pray for the youth beyond your time together

Share in your circle:

- What typically goes well for you in small group leadership?
- What can you improve on?
- Ask someone in the small group to pray for what they heard.

Bring the groups back together and share the following information:

Special Note: For more information on leading small groups, watch the “Leading a Small Group” webinar at www.practicediscipleship.org. Small groups are a key component of developing safe spaces for conversation and relationships between youth and their peers as well as youth and adults. This online webinar is free of charge!

At this time, we will move into the portion of the day where we discuss how to make an event a transformative faith experience. We’ll begin with another sharing activity in your small group.

(5 min) Group Sharing Activity
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In groups of 3 or 4 people, have participants think of a youth ministry event where they observed a young person who showed some kind of transformation/aha moment/growth in faith, either during or as a result of the event. It could be something like a past youth event, small group Bible study or trip they helped lead or were a part of, or even an event they participated in as a youth. Have them briefly share the story with their group. *(You may want to give a brief example.)*

(10 min) Discuss the Purpose of Events:

For our purposes today, we will use the term “event” to describe a wide variety of activities spanning from one-hour events to small group or Confirmation Bible studies, and even to include trips and mission events. Essentially, event ministry happens when we gather young people together in community for the purpose of growing in their faith and building up the Body of Christ.

After hearing stories of transformation, no one can argue that youth ministry events are a vital part of solid youth ministry. But, events can quickly fill up a calendar and become just one more thing to do if they are events put on simply for the sake of having an event. Events that are truly transformational are purposefully and intentionally planned and thought out to make a meaningful experience for the participant. Listen to the words of Karen Jones in Starting Right (edited by Kenda Creasy Dean, Chap Clark and Dave Rahn, Youth Specialties publishing 2001):

“How can a youth minister distinguish between calendar-cramming and purposeful planning when it comes to scheduling? The secret is to plan with intentionality. This requires an understanding of the role the minister is called to fulfill. ***[Have a participant read out loud the following Matthew, Luke, and Ephesians verses]*** The Great Commission (Matthew 28:18-20) and the Great Commandment (Luke 10:27) outline God’s expectations for all Christians, and Ephesians 4:12-13 explicitly describes the additional purposes to which vocational ministers are called:

‘To prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.’”

(Starting Right, pp. 349-350)

Karen Jones goes on to describe that youth leaders should approach planning events with two tools: a compass and a ruler. The compass points the leader in the right direction and the ruler measures the results. In other words, when planning events, a leader must have a goal in mind to help set the direction and must also have a plan for evaluation and determining if the goal(s) were accomplished.

Two helpful tools that serve as a compass are the Program Pyramid and the Spiritual Interest Categories¹ that you may remember from the spring training. To be clear – relationships are the most vital tool we have for passing on faith. Walking alongside young people, sharing our stories, our questions, our doubts, and what we are learning as we follow Christ together. The goal of events is to offer opportunities in which we might build relationships with each other – adults with youth, youth with youth – and challenge each other to grow deeper in our faith.

So to review, the Spiritual Interest Categories help us consider where youth are on their faith journey, so we can best offer opportunities that will not only interest them but also challenge them to grow in their faith, whatever that might look like (*see Handout 3*).

- **Disinterested/Unaware:** Young person has no understanding or interest in faith matters.
- **Attending Resister:** Young person attends worship or youth events, but not of their own free will.
- **Status Quo:** Young person holds a primarily cultural view of God. They are not looking to grow in their faith or be challenged. They often attend because their friends are involved or it's the "normal thing to do." They may listen and participate if something piques their interest, but are often more engaged with the snacks and Wii.
- **Seeker:** Young person shows interest in God, the Bible, faith and church. They want to learn and ask a lot of questions.
- **Committed:** Young person is serious about his/her faith and tries to live it out on a daily basis.

When we prayerfully consider the young people we are reaching out to and where they fall on the spectrum of these categories, we can be more intentional with the events we offer to help them grow in their faith. The Program Pyramid (*see Handout 4*) is a tool in which we can consider different types of events to offer to meet the different faith needs of young people. Each category can be looked at as a way to welcome in different young people.

You may plan:

Come and Enjoy Events: These events are aimed at creating a fun environment in which youth have a positive encounter with the church. These events help youth meet one another. The event is successful if you can answer "yes" to the question: Did youth have fun? Did the youth feel welcomed/accepted in the community? Unaware, Attending Resisters, and Status Quo youth might feel most welcome at these type of events. Committed youth will most likely become bored or leave if these are the only events you offer.

¹ Tiger McLuen/Youth Leadership, *Timothy Project*. Used by permission.

Come and Listen Events: These events may be mostly fun events that additionally try to share something of the Good News. Maybe it's a pizza party followed by an enthusiastic speaker. The event is evaluated by the questions: Did we communicate something of the Gospel? Did the youth hear and understand? Unaware, Attending Resisters and Status Quo youth might feel most welcome at these type of events. Seeker and Committed youth will perk their ears when you get to the Gospel message.

Come and Grow Events: These events strive to deepen the faith of the youth attending. A Bible study or prayer event may be a grow event. We ask: Did we create an opportunity where students were able to grow in their faith? Unaware and Attending Resisters probably wouldn't show up to these on their own free will. Status Quo will listen, especially if their friends are there. Seekers and Committed youth will feel most welcome at these events.

Come and Serve Events: These events create opportunities for youth to serve others. Did we create a significant experience of service that stretched them and helped them see God at work in the world? Depending on the service activity, all youth might feel welcome at these types of events. Unaware and Attending Resisters might check out when the faith connection is made to the activity. Seekers and Committed will be the ones that want to pray for the family you are building a house for. Status Quo will go either way, depending on what their friends are up to.

Come and Lead Events: We plan these events for our growing leaders. Did we create an opportunity where students were trained, developed and used in leadership roles that helped them grow in faith? Although all categories of youth might have strong leadership skills, these type of events/ministry are most welcoming and suited for the Committed and Seeker youth whose focus and desire is to follow Christ and serve others in the name of Jesus.

- Think about the youth in your congregation or community that you serve. Where do they fall on the spectrum of the Spiritual Interest Categories?
- As you look at this program pyramid, think about your youth events at church. Where do they fall? Do these events meet the spiritual interest needs of the youth in your congregation?
- Discuss in your group what a good balance of events might look like, particularly in your own context.

So, as we consider how to make events transformative faith experiences, we should also review from our spring training what Christian Smith, Kenda Creasy Dean and others have to say about the current state of our young people's faith. From the National Study of Youth and Religion, reported in Soul Searching by Christian Smith (pp. 162-163), and expanded upon in Creasy Dean's book, Almost Christian, the predominant understanding of faith by youth in America today is defined as "Moralistic Therapeutic Deism". The "creed" so to speak, of Moralistic Therapeutic Deism sounds basically like this:

1. A God exists who created and orders the world and watches over human life on earth.
 2. God wants people to be good, nice and fair to each other, as taught in the Bible and by most world religions.
 3. The central goal of life is to be happy and to feel good about oneself.
 4. God does not need to be particularly involved in one's life except when God is needed to resolve a problem.
 5. Good people go to heaven when they die.
- How are our events reaching past this "creed" and encouraging even the newest of Christians to push past Moralistic Therapeutic Deism towards a deeper and transformational kind of faith?

(20 min) Small Group Activity

Your group will spend the next 20 minutes designing an event to meet the criteria for each level of the program pyramid. You may do this as a group, or design and discuss your own events, bouncing ideas off of each other. You could even use this time as the beginning of your spring semester plans for your youth ministry setting.

As you create each event for the pyramid, consider what we have discussed in terms of meaning for events, as well as how you will strive to push past the limitations of Moralistic Therapeutic Deism and move students forward in their understanding of faith. You might use something like the following questions as a guide:

1. What is the purpose of this event? (Come and Enjoy, Come and Serve, etc.)
2. Who is this event intended for? (Disinterested/Unaware, Committed, etc.)
3. How will you reach out and bring in new attendees to this type of event?
4. Are there youth leaders you might enlist to help you invite new youth to an event of this nature?

5. How will this event move youth a step deeper in faith?
6. How will this event challenge youth in their faith? - OR - Which young people in your ministry are ready for a faith challenge?
7. How will this event speak to youth in a way they can understand, based on their current understanding of faith?
8. How will this event be processed with youth?

Talk through these questions with your group as you work and use this time to also process how to design events that transform as you plan!

Leader Note: This activity should be given at least 15 minutes. Walk around and assist groups as they need it. After about 15 minutes, spend the last five minutes having the groups present one activity from their table and share how they hope the event will move youth deeper in their faith journey.

(10 min) Discussion of Event Evaluation
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This brings us to the second tool suggested by Karen Jones; the ruler. Along with developing purpose for event ministry, we must also continually evaluate what we do with youth to determine if our goals are being met. As you plan an event, it is important to prepare some questions to answer after the event. It is equally important to sit down after the event and answer these questions! This can be a helpful tool for evaluation! Some examples of these questions have already been given in the program pyramid, but equally important are the questions of HOW, beyond just a yes or no answer.

Example for a Come and Enjoy Event:

Goal/Purpose: To build community

Evaluative Questions:

- Short Term: Did the youth build community? *(Yes)*
How do you know? *(Youth were engaged with other youth at the event outside their usual circle of friends.)*
- Future: Did new youth feel welcome and become connected with other youth and adults from the congregation, and or/become involved with other events or worship?
- Long Term: After 3 or 4 come and enjoy events, are new youth feeling bonded enough to the group that they are willing to move into a more challenging event on the program pyramid?

Small Group Activity:

Each group should now return to their new plan of activities and pick one for which they would like to prepare an evaluation. Make a list of five questions you would use to evaluate the event upon completion to measure how and how well outcomes were met. Spend a minute or two sharing these questions with the larger group if there is time.

(10 min) Acting with Wisdom

Starting Right's Chapter 25 written by Karen Jones ends with some helpful questions to ask when planning. She shares that events "planned for the right reasons can still be carried out in an unwise manner." (p. 355)

Have participants pick one of the events they have worked on today. Then read through the list of the questions from pp. 355-356 (*see Handout five*) and have the participants evaluate the event they chose.

- Is the context "Christian"? Will it detract from the intended purpose?
- Does the event allow for good stewardship of God's resources: time, money, talents, and possessions?
- Will the event connect students with or alienate them from the collective body of Christ?
- Who will serve in positions of leadership? Are they worthy mentors and spiritual examples?
- If youth are being sent out "into the world," will they be spiritually prepared so as to advance God's purposes and not hinder them?
- Has time been allowed in the schedule for youth to reflect and integrate the experience with scriptural principles, if appropriate?
- Is there a sound rationale for the event, or has it been justified because it has popular appeal?
- Is this event allowing young people to join God in his work?
- Will our actions create obstacles for non-Christians?
- Will this event cause divisions within the body or promote harmony?
- Will this activity place burdens on families or disrupt family unity?
- Will this provide a context for moving youth forward on their faith journey, or will it simply fill their calendar?

- Will some youth be left out or alienated due to their social status, family or economic conditions?
- Will youth be given opportunities to use their spiritual gifts?
- Will their good experiences translate into meaningful encounters with the God who loves them and created them for himself?

After listening to the questions, how do you feel about your up-coming event(s)? *(Answer the following three questions in small groups.)*

1. Is it on track?
2. How might you tweak or change the event having heard today's information?
3. If the event cannot be changed, what kind of event does this list inspire you to plan next?

At this time, we will move into the last portion of our training time together. We'll now talk about some things to consider as you plan an event to help create a safe, welcoming environment and allow for maximum participation by the youth.

(10 min)	Covenanting
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The Purpose of a Covenant:

(See Handout Six)

Covenants are an opportunity for Law and Gospel:

How will your group covenant included both the “rules” that will define your time together as well as the good news of the connections you will have with each other as God’s people, with your God and with the wider community?

Covenants can be used for a wide variety of events, and so they can look very different from each other. A covenant for a Confirmation class or Year-long Bible study group may look very different from a covenant for a trip. Both might look very different from a covenant that a lock-in participant may sign. Regardless, the following are some helpful tips for writing covenants.

What is the specific purpose of the covenant you are writing?

- Expectations for community building before an event
 - Ex. Summer trips might require a covenant for during the event on boundaries/rules, but there may also be a pre-event covenant determining preparatory participation including group building, Bible study, fundraising, etc.
- Rules/boundaries during the event
 - What will and won't be accepted regarding behavior toward and with each other?
- Expectations during an event
 - Positive attitude, ready to learn, event benefits such as personal faith growth or goals

Who to Covenant with:

- Youth participants
- Adults leaders
- Parents
- Congregation/Community

Creating a Covenant:

- Know your non-negotiables before you meet to write the covenant
- In small groups, brainstorm a list of what you think should be in the covenant
- Share your brainstormed lists with one another. List all of the responses.
- Cross out what cannot be agreed upon as a group.
- Add your non-negotiables
- Have the group sign your covenant
- Be clear on the consequences of breaking the covenant
- Share the covenant with parents and the congregation

For any covenant, it is important to set clear expectations as well as consequences if the covenant is broken.

When a covenant is broken:

- Be proactive – define your process
- Go to the individual youth who has broken the covenant first.
- Involve your adults leaders in the discussion
- Bring the parents into the process with the youth
- Provide opportunity for community healing within your group and for the individual
 - Where is the grace, even if the law means they will not continue to be part of this event?

Sample Covenants

(see Appendix One and Two)

(10 min)

Event Finances

(See Handout Seven)

Budgeting:

Purpose of Budgeting:

- Budgeting is important in ministry because it:
 - Helps leaders be good stewards of resources
 - Can guide the planning process a little as the leader considers what is truly needed to make meaning of an event
 - Considers the family, congregation and community resources that are available or needed

There are many questions to consider when developing a budget:

What is the base cost of the event?

- This will vary a great deal from event to event...with trips including much more
- Ex. Pizza and movie night may only be the cost of the pizza and a video rental, but a trip requires you to think about lodging, meals, transportation, activity fees or registration fees, supplies, offerings, etc.

How much will youth and their families pay?

- a monetary investment increases participant commitment
- how do you handle giving out scholarships

How much will the church pay?

- Is there a budget for youth?
- Can you use other budget monies like a hospitality or education budget?

How much will you have to fundraise?

- Once you've taken a look at how much the church and the families can pay for an event, it is time to consider fundraising. See the next section for fundraising specifics

Some things to consider as you fund events:

- What message are a church's financial contributions/scholarships for events sending to the families?
 - As you consider whether the church will pay a portion of an event, keep in mind the message you WANT to convey: this event is important and you want youth to be able to participate even if they can't afford the event. What you DON'T WANT to convey is a sense of entitlement.
 - Be sure when assisting families that you consider what the true needs are.
 - Find ways for the youth and their families to make a commitment to the event otherwise, so they still have ownership in the process even if it's not financial.
 - In some areas, or in some families, financial commitment to an event is just not possible. Find ways for all people to be involved in planning or getting ready for the event so that they know they have also contributed to the effort. In general, people want to help out!
 - Sometimes, when people do not feel connected to an event, whether financially or otherwise, they might back out. This can be a financial burden on a church if they are left with bills to pay, or that have been paid, and a lack of participants.
- Here are a few options for working with families:
 - Payment plans (Ex. \$20 per month for X months)
 - Families pay 1/3, church pays 1/3, fundraise 1/3
 - How much can the family pay? (Even if it is only a few dollars...this allows for some ownership in the process)
 - Consider alternative sources for funding like grants or other assistance within the community

Are there additional costs of the event?

- transportation fees, adult leader fees, food not covered in the base cost, spending money

Special Note: Whenever possible, it is good practice for the event or congregation to pay for the adult leader expenses for an event. Adult leaders are expected to serve as "staff" when leading an event, and while they are not compensated for their time, congregations value their presence and hold them accountable to their role by paying for expenses.

- Does your budget include money for tips, tithes and offerings? How can the budget become a teaching tool?

Fundraising²:

Purpose of Fundraising:

“Fundraising events are ministry – you are providing the opportunity for the entire congregation to be a part of passing faith on to young people. Fundraisers are opportunities to advance ministry.”

Two key things to remember:

1. Make sure your fundraiser builds community
 - With the youth (and adult leaders)
 - Breaks down walls and builds relationships while it motivates and excites the youth about the event coming up
 - Gives youth ownership in the event during the planning and preparation stage
 - With the congregation
 - Involves the congregation with the coming event so they feel informed and a part of the ministry, not just a monetary donor for the ministry
 - Builds relationships between youth and the congregation
2. Make sure your fundraiser fills a need
 - Selling breakfast tacos fills a need for fellowship on a Sunday morning (builds community) while it feeds people...people need to eat. Selling calendars may not fill a need as much (unless your church really needs calendars!)

Steps for solid fundraising:

1. Inform
 - a. Who do you inform?
 - i. The parents and youth
 - ii. The congregation
 - iii. Other potential donors within the community
 - b. How much do you need (this is where the budget comes in!)
 - c. What do you need the money for?
 - d. Who, what, when, where

² Fundraising notes from the Rev. Michael Ward, Vice President of Advancement, Lutheridge and Lutherock Camps, North Carolina. Used by permission.

- e. Let people know that God will work through the event, both before and after the event
2. Motivate
 - a. Who do we motivate?
 - i. Parents and youth who will work at raising the money
 - ii. Potential donors, both within the congregation and in the community
 - b. What is the event for? How will it impact lives? What are the outcomes from previous similar events?
 3. Ask
 - a. Who do you ask?
 - i. Who don't you ask? This may seem a bit brash, but when asked well, and when they know what is being asked for, people are motivated to give to good things.
 - b. At least give guidance for what is needed, total needed, total needed per person, goal for each fundraising event, average gift needed to be successful
 4. Thank
 - a. Write personalized thank you to all donors and volunteers who helped with the fundraising effort
 - b. Send out postcards or pictures from the event
 - c. Have a thank you event upon return (if from a larger event/trip) where all the donors can hear how the event made a difference for the Kingdom of God...Share outcome stories

Managing Funds:

There are many ways you can manage the acquisition of funds for an event. Here are a few things to think about as you plan the fundraisers.

- Parent and youth led verses adult leader led
 - Will parents and youth be responsible for running fundraisers, or will an adult leader guide the process?
 - Parent and youth led gives ownership, but takes a great deal of time and effort for the families...sometimes volunteers don't have as much time

- Adult leaders may have more time, especially if they are staff members, but there is a risk that families will not buy into the event and the leader does all the work for someone else
- Team pot verses individual accounts
 - A team pot is easier and can promote a community feel, but may or may not be fair in the end if the whole group does not contribute time evenly
 - Individual accounts are harder to track and for busy students who cannot make the fundraisers seem exclusive, but more fairly distribute money on the basis of work put into the fundraising effort
- Attendance at all fundraisers with allowed misses verses hours kept and funds divided
 - This question may really depend on the group make-up.
 - If there are many youth who are involved in other activities, attendance at all events could be difficult, yet, they might be able to make an hour here or there.
 - Misses could contribute to a lack of community building that you may be striving for. Is this something to be considered?
 - What seems the most fair and realistic in your context?

(5 min)

Release Forms/Consent Forms/Paperwork

(See Handout Eight)

The Purpose of paperwork:

- While paperwork serves one purpose to protect churches from liability to a certain extent, paperwork goes way beyond liability to ensuring the safety of the youth
 - Ensures that you know how to contact parents in an emergency, discipline situation, late arrival, etc.
 - Gives you pertinent emergency information on a moment's notice for medical professionals

Kinds of paperwork:

- Release forms
- Does your church have a form that can be used all year for active youth?
- Release from liability for injury, etc
- Permission for medical treatment to be sought if necessary
- Permission for pictures/video to be taken and used reasonable
- Special forms for long trips (maybe with additional emergency contacts, etc) OR for higher-risk activities like ropes courses
 - Who do you call first in an emergency? How best to reach them?
- Medical history forms
- Sign in sheets
 - Some events attract youth who you may not know or who you will not have a form for
 - Having a sign in sheet with basic information such as name, parent name and phone numbers can be helpful in contacting parents if necessary as well as following up with the youth later

For sample forms and paperwork, check out some of the resources listed in the helpful resources section at the end of the session, particularly [Youth Ministry Management Tools](#) and [Safe Sanctuaries: Reducing the Risk of Abuse in the Church for Children and Youth](#).

(5 min)

Crisis Management

The Purpose of Crisis Management

Hand in hand with proper paperwork, being prepared for a crisis provides for a safe environment for the youth we serve.

Things to consider:

- Plan for multiple adults at an event
 - ALWAYS have at least two adults per event
 - If something were to happen that needed one-on-one attention from an adult (medical emergency, pastoral care situation, suicide threat to name a few), you need another adult to work with the rest of the group
- Have a plan for emergencies
 - Who will make phone calls
 - Who will transport for medical care
 - Notification procedures
 - Determine who needs to be contacted in what order, and by whom when there is an emergency:
 - 911
 - Parents
 - Other adult leaders that are part of the events
 - Pastor
 - Church council president
 - Youth committee chair
- In the event it is necessary, who will deal with media
- Who will calm youth
- Is there someone who can give basic first aid treatment
- Make sure everyone knows where release forms/paperwork are/is
- Do you have referral sheets for counseling crisis
- In case of fire, weather emergency – where to meet
- When holding an event outside the church, know where phones, hospitals, shelter areas are located
- Keep first aid kit and release forms with you at all times

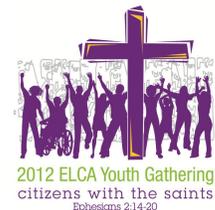
You cannot over-prepare for emergencies, but you should not let fear or worry overtake you when planning an event! Plan for crisis within reason and consider what is truly due diligence.

(5 min)

Questions/Comments on Learning

We've talked so far today about the importance and purpose of making an event a meaningful and transformative faith experience, and we've talked about how to prepare for an event to make that meaning happen. Thank you to everyone who has participated in this training today because we know you care about young people and their faith! You help change lives and create transformative faith experiences for our youth – you play a vital and special role in our church! *(The facilitator/leader may also want to thank volunteers who have helped out with the training at this point before anyone leaves.)*

**This curriculum was developed for the Practice Discipleship Project, an initiative of the 2012 ELCA Youth Gathering (www.elca.org/gathering) in partnership with the ELCA Youth Ministry Network (www.elcaymnet.org). While primary authorship belongs to the author noted above, this is a collective work of the Practice Discipleship writing team: Shivon Miller (Trinity Lutheran Church, Duluth, MN), and Heather Hansen (Texas Lutheran University: www.tlu.edu). Permission is given to use these resources in your local context, so long as no organization or individual profits from the use of these materials.*



Helpful Resources:

Timothy Project, Tiger McLuen, Youth Leadership. www.youthleadership.org Youth Leadership developed this curriculum to equip synods to provide training in local congregations. The content includes both theory and practical skills for ministry.

Starting Right, Edited by Kenda Creasy Dean, Chap Clark, and Dave Rahn: Chapter 25, Karen Jones. Youth Specialties and Zondervan Publishing, 2001.

Youth Ministry Management Tools, Ginny Olson, Diane Elliot, and Mike Work. Youth Specialties and Zondervan Publishing, 2001.

-for help with budgeting, risk management and planning events, and many other things!

Keep 'Em Talking, Mike Yaconelli. Zondervan Publishing Company, 1997.

-available on Amazon.com, for help with small group leading

Safe Sanctuaries: Reducing the Risk of Abuse in the Church for Children and Youth. Joy Thornburg Melton. Discipleship Resources, 2008.

-available on Amazon.com, a helpful resource for developing church policies in areas of risk management. Includes sample policies and forms.

Youth Ministry Events as Faith Formation Part Two
Handout One

Human BINGO

Rules:

1. Introduce yourself to a person.
2. Get a signature from a person who satisfies a statement in one of the squares.
3. Each person may sign your sheet only ONCE.

Was born in Texas	Plays a musical instrument	Owens a Ford	Has been to Disneyland	Is a morning person
Varsity athlete	Who wears the same shoe size as you	Wears contact lenses	Is left handed	Attended a Lutheran college/university
Has been on a mission trip to another country	Remembers their baptism date	GRACE SPACE	Listens to country music	Is afraid of the dark
Wears or has worn braces	Is a teacher	Has lived most of their life in a small town	Is a vegetarian	Has the same brand of shoes on as you
Was born in the same month as you	Knows the second verse of Jesus Loves Me	Is a fan of GLEE	Never changed a flat tire	Has lived most of their life in a city

Youth Ministry Events as Faith Formation Part Two
Handout Two

Community Building

Purpose of Community Building:

- Build trust among participants so you can move from surface conversation to deeper discussions on faith and other personal matters (moves participants away from just a feel-good faith (MTD) to a life-changing faith in the context of a supportive community).
- Establish an environment for learning/experiencing.
- Begin relationships so that the event can be experienced in the context of relationship.
- Essentially, what you are doing with community building is creating relationships and space for a meaningful and transformative faith experience.

Who to build community with:

- Between the participants
 - Youth with youth
 - Leaders with youth
 - Leaders with other leaders
- With the congregation
- As part of a larger group/picture

How do you build community?: (not all-inclusive, but a starter list)

- In preparation for an event
 - These types of community builders help the group gel and form before an event and get others in the community involved as well. They establish community and trust before the event even happens.
 - Small group meetings
 - Bible studies
 - Prayer groups/partners
 - Mentors/congregational involvement
 - Fundraising
- During the event
 - These types of community builders help continue to build new relationships as well as reinforce relationships already established. For example, starting a Bible study with highs and lows gets participants talking, breaks down the barriers of

the day, and makes participants feel more comfortable with the group so that they can go deeper in the Bible study conversation

- Games and mixers
- Initiative games
- Affirmation activities
- Highs and lows

Facilitating Small Group Discussion

The Purpose of Small Groups:

We do small groups because we believe youth ministry is relational. Youth want a relationship with God and with people. You are therefore more than a chaperone imparting an idea of God. You are a caring presence sharing an experience with a relational God. Small groups led by this type of leader are a great relational ministry tool.

I. Dividing into Small Groups.

An important part of small groups is size: not so big you can't give everyone presence and opportunity, not too small it is intimidating and threatening. Sometimes small groups may be formed randomly while other times personalities, etc. should be considered and groups should be formed with intention.

J. Small group time needs to be intentional.

- Consider space
- Eliminate distractions (no phones, no walk throughs)
- Make room for a circle where everyone is at the same level, body language is not hidden behind tables, everyone can have eye contact, no one is outside of the group

K. Create atmosphere

- Be welcoming. Greet and celebrate each individual's presence.
- Use a focal point to gather around such as a candle.
- Leave an empty space to remind group of God's presence or the desire to grow.
- Consider temperature, lighting, etc.

L. Set clear expectations

- Create a group covenant
- Layout and verbalize the plan for the time together
- Know your goals for your time together

M. Small group leaders should:

- Offer presence
- Be authentic
- Listen
- Share appropriately (Share your life too but know what is appropriate)
- Direct discussion and growth
- Begin with introductions – has everyone been named

N. Create an opportunities for all to share, allow for passes

- Check in: highs and lows
- Discussion starters
- Opportunity to name experience of God’s presence or feeling of God’s absence
- Opportunity for questions – Letting questions hang
- Prayer requests
- Response to content
- Name what you hear and claim God’s presence
- Allow for silence
- Encourage

O. Build trust

- Team building
- Hold group to the covenant

P. Be in Prayer

- Pray for your time together
- Pray during your time together. Use your discussion to guide your prayer time.
- Pray for the youth beyond your time together

Special Note: For more information on leading small groups, watch the “Leading a Small Group” webinar at www.practicediscipleship.org. Small groups are a key component of developing safe spaces for conversation and relationships between youth and their peers as well as youth and adults. This online webinar is free of charge!

Youth Ministry Events as Faith Formation Part Two
Handout Three: Spiritual Interest Levels³



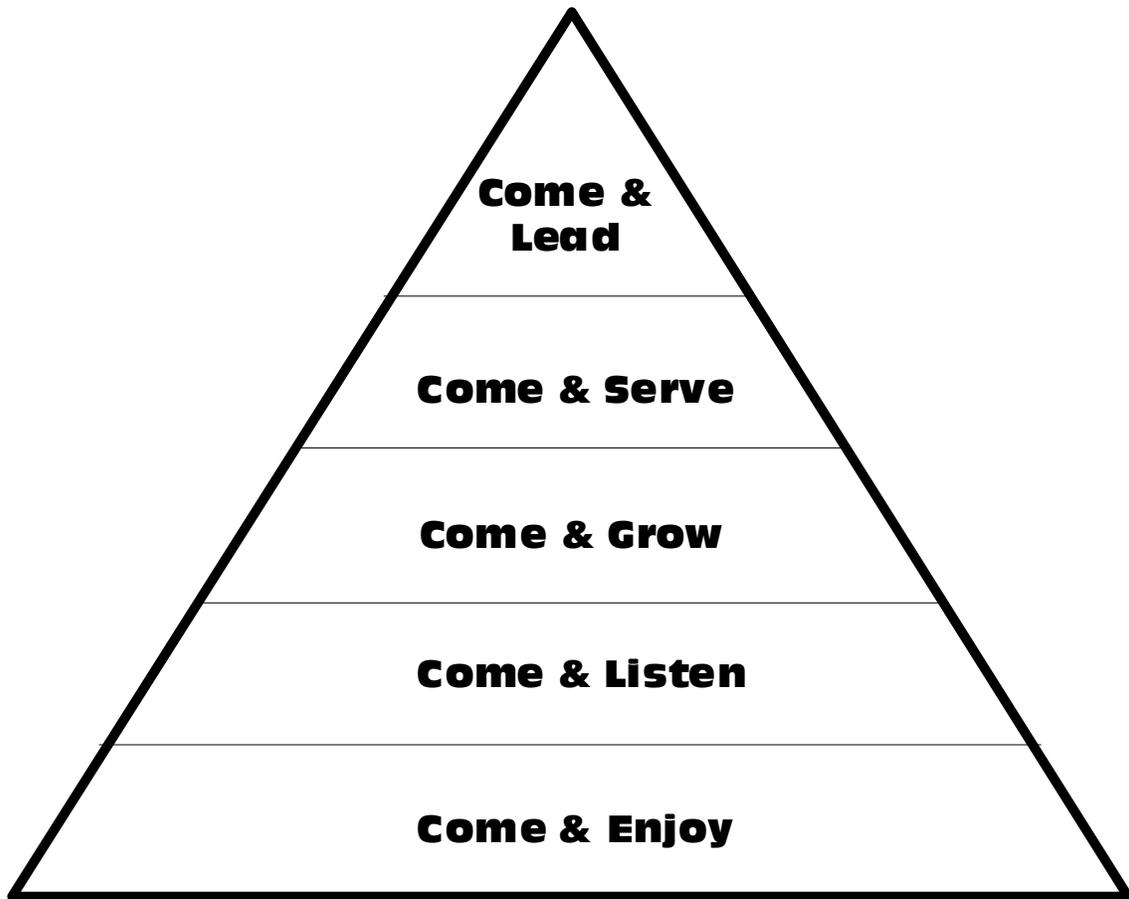
SPIRITUAL INTEREST LEVELS OF TEENAGERS

Think about the teenagers in your church or ministry, and the needs that they may have. Which youth seem to fall in each category? What type of events would be helpful for youth in each category?

SPIRITUAL INTEREST	TEENS WHO MAY FIT HERE	CHARACTERISTICS OF THESE TEENS
UNINTERESTED		These teenagers are not interested in spiritual things. They usually don't attend youth activities and may be cynical about such things. These young people have questions about life and faith, but tend to think that church and the Bible have no connection to their world.
ATTENDING RESISTER		These teenagers do attend some or all of your activities, but are there under duress. They are usually pressured to come by their parents and they have little interest in what is happening in the youth ministry. They may be passive in their resistance (apathy, non-involvement) or they may be active (negative, interrupting, sarcastic).
STATUS QUO		These teens attend youth activities, and may in fact be very consistent. They react with a variety of levels of enthusiasm to the activities, but the key issue for these adolescents is that they do not want church, God, or the Bible to affect their lives in significant ways. Their primary goal in life is to stay the same as the rest of their friends. All adolescents demonstrate this quality at various times, but these teens are focused in not wanting to change. They state belief in God, but have no interest in anything that may challenge them.
SEEKER		These teens are starting to ask questions and seek out spiritual things. They are more attentive in class and may talk to you individually. Their attendance may not be consistent, depending on their families, and what category they were in before entering this stage. Yet these adolescents are open to wondering what a life lived for God would look like.
COMMITTED		These teens are serious about their faith and are trying to live it out in their world. They are at different levels of Bible knowledge, and have a variety of personality types, but these teens want to live for God. They can get bored with pat answers, with being spectators, and with having no leadership roles. They want to try new things, be stretched, and get involved.

³ Tiger McLuen/Youth Leadership, *Timothy Project*. Used by permission. Permission is granted to duplicate this handout for the purpose of this training. Please acknowledge Youth Leadership on handouts.

Youth Ministry Events as Faith Formation Part Two
Handout Four: Program Pyramid⁴



⁴ Tiger McLuen/Youth Leadership, *Timothy Project*. Used by permission. Permission is granted to duplicate this handout for the purpose of this training. Please acknowledge Youth Leadership on handouts.
www.youthleadership.org.

Youth Ministry Events as Faith Formation Part Two
Handout Five⁵

Acting With Wisdom

Some questions to consider when planning an event:

- Is the context “Christian”? Will it detract from the intended purpose?
- Does the event allow for good stewardship of God’s resources: time, money, talents, and possessions?
- Will the event connect students with or alienate them from the collective body of Christ?
- Who will serve in positions of leadership? Are they worthy mentors and spiritual examples?
- If youth are being sent out “into the world,” will they be spiritually prepared so as to advance God’s purposes and not hinder them?
- Has time been allowed in the schedule for youth to reflect and integrate the experience with scriptural principles, if appropriate?
- Is there a sound rationale for the event, or has it been justified because it has popular appeal?
- Is this event allowing young people to join God in his work?
- Will our actions create obstacles for non-Christians?
- Will this event cause divisions within the body or promote harmony
- Will this activity place burdens on families or disrupt family unity?
- Will this provide a context for moving youth forward on their faith journey, or will it simply fill their calendar?
- Will some youth be left out or alienated due to their social status, family or economic conditions?
- Will youth be given opportunities to use their spiritual gifts?
- Will their good experiences translate into meaningful encounters with the God who loves them and created them for himself?

⁵ Dean, et al, *Starting Right: Thinking Theologically About Youth Ministry*, (Grand Rapids: Zondervan Publishing House, 2001), 355-356. Used by permission. Permission is granted to duplicate this handout for the purpose of this training.

Covenanting

The Purpose of a Covenant:

Covenants are an opportunity for Law and Gospel:

How will your group covenant include both the “rules” that will define your time together as well as the good news of the connections you will have with each other as God’s people, with your God and with the wider community?

Covenants can be used for a wide variety of events, and so they can look very different from each other. A covenant for a Confirmation class or Year-long Bible study group may look very different from a covenant for a trip. Both might look very different from a covenant that a lock-in participant may sign. Regardless, the following are some helpful tips for writing covenants.

What is the specific purpose of the covenant you are writing?

- Expectations for community building before an event
 - Ex. Summer trips might require a covenant for during the event on boundaries/rules, but there may also be a pre-event covenant determining preparatory participation including group building, Bible study, fundraising, etc.
- Rules/boundaries during the event
 - What will and won’t be accepted regarding behavior toward and with each other?
- Expectations during an event
 - Positive attitude, ready to learn, event benefits such as personal faith growth or goals

Who to Covenant with:

- Youth participants
- Adults leaders
- Parents
- Congregation/Community

Creating a Covenant:

- Know your non-negotiables before you meet to write the covenant
- In small groups, brainstorm a list of what you think should be in the covenant
- Share your brainstormed lists with one another. List all of the responses.
- Cross out what cannot be agreed upon as a group.
- Add your non-negotiables
- Have the group sign your covenant
- Be clear on the consequences of breaking the covenant
- Share the covenant with parents and the congregation

For any covenant, it is important to set clear expectations as well as consequences if the covenant is broken.

When a covenant is broken:

- Be proactive – define your process
- Go to the individual youth who has broken the covenant first.
- Involve your adults leaders in the discussion
- Bring the parents into the process with the youth
- Provide opportunity for community healing within your group and for the individual
 - Where is the grace, even if the law means they will not continue to be part of this event?

Event Finances

Budget:

There are many questions to consider when developing a budget:

- What is the base cost of the event?
- How much will youth and their families pay?
- How much will the church pay?
- How much will you have to fundraise?
- What message are a church's financial contributions/scholarships for events sending to the families? Keep in mind the message you WANT to convey: this event is important and you want youth to be able to participate even if they can't afford the event. What you DON'T WANT to convey is a sense of entitlement.
 - Find ways for the youth and their families to make a commitment to the event in other ways, such as volunteering to stuff envelopes, so they know they have contributed to the effort. If people are not connected to an event, it is easy to back out. This can be a financial burden on a church for deposits that have been paid.
- Are there additional costs of the event (transportation, food, adult leaders, etc.)
 - Whenever possible, it is good practice for the event or congregation to pay for the adult leader expenses for an event. Adult leaders are expected to serve as "staff" when leading an event, and while they are not compensated for their time, congregations value their presence and hold them accountable to their role by paying for expenses.
- Does your budget include money for tips, tithes and offerings? How can the budget become a teaching tool?

Fundraising⁶:

Purpose of Fundraising:

"Fundraising events are ministry – you are providing the opportunity for the entire congregation to be a part of passing faith on to young people. Fundraisers are opportunities to advance ministry."

⁶ Fundraising notes from the Rev. Michael Ward, Vice President of Advancement, Lutheridge and Lutherock Camps, North Carolina. Used by permission.

Two key things to remember:

3. Make sure your fundraiser builds community
 - With the youth and adult leaders
 - With the congregation
4. Make sure your fundraiser fills a need

Steps for solid fundraising:

5. Inform
 - a. Parents, congregation, other potential donors in the community
 - b. How much do you need and what it is for
 - c. Who, what, when, where
 - d. Let people know that God will work through the event, both before and after the event
6. Motivate
 - a. Who do we motivate?
 - i. Parents and youth who will work at raising the money
 - ii. Potential donors, both within the congregation and in the community
 - b. What is the event for? How will it impact lives? What are the outcomes from previous similar events?
7. Ask
 - a. Who do you ask? Who don't you ask?
 - b. Give guidance for what is needed
8. Thank
 - a. Write personalized thank you to all donors and volunteers
 - b. Send out postcards or pictures from the event
 - c. Have a thank you event upon return (if from a larger event/trip) where all the donors can hear how the event made a difference for the Kingdom of God...Share outcome stories

Managing Funds:

There are many ways you can manage the acquisition of funds for an event. Here are a few things to think about as you plan the fundraisers.

- Parent and youth led verses adult leader led
- Team pot verses individual accounts
- Attendance at all fundraisers with allowed misses verses hours kept and funds divided

Youth Ministry Events as Faith Formation Part Two
Handout Eight

Release Forms/Consent Forms/Paperwork
--

The Purpose of paperwork:

Paperwork is more than protecting the liability of a congregation and leaders. Its primary purpose is to ensure the safety of the youth.

- Ensures that you know how to contact parents in an emergency, discipline situation, late arrival, etc.
- Gives you pertinent emergency information on a moment's notice for medical professionals

Kinds of paperwork:

- Release forms
- Does your church have a form that can be used all year for active youth?
- Release from liability for injury, etc
- Permission for medical treatment to be sought if necessary
- Permission for pictures/video to be taken and used reasonable
- Special forms for long trips (maybe with additional emergency contacts, etc) OR for higher-risk activities like ropes courses
 - Who do you call first in an emergency? How best to reach them?
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 - Some events attract youth who you may not know or who you will not have a form for
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The Purpose of Crisis Management

Hand in hand with proper paperwork, being prepared for a crisis provides for a safe environment for the youth we serve.

Things to consider:

- Plan for multiple adults at an event
 - ALWAYS have at least two adults per event
 - If something were to happen that needed one-on-one attention from an adult (medical emergency, pastoral care situation, suicide threat to name a few), you need another adult to work with the rest of the group

- Have a plan for emergencies
 - Who will make phone calls
 - Who will transport for medical care
 - Notification procedures
 - Determine who needs to be contacted in what order, and by whom when there is an emergency:
 - 911
 - Parents
 - Other adult leaders that are part of the events
 - Pastor
 - Church council president
 - Youth committee chair

- In the event it is necessary, who will deal with media
- Who will calm youth
- Is there someone who can give basic first aid treatment
- Make sure everyone knows where release forms/paperwork are/is
- Do you have referral sheets for counseling crisis
- In case of fire, weather emergency – where to meet
- When holding an event outside the church, know where phones, hospitals, shelter areas are located
- Keep first aid kit and release forms with you at all times

You cannot over-prepare for emergencies, but you should not let fear or worry overtake you when planning an event! Plan for crisis within reason and consider what is truly due diligence.

Appendix One: Sample Covenant for a Small Group (Small Group Ministry)

Faith Group Leader Covenant – 2010-2011

Our Faith Group Leader Covenant is an agreement among the gathered group about how we will function together. It is like a contract. God has shown us again and again how important covenants are:

Genesis 9:1-17

Luke 22:19-20

Genesis 15:1-6

Exodus 20:1-17 and Deuteronomy 5:1-21

Covenants show how people will regard each other within a relationship. For the purposes of Faith Groups, it's important to establish a covenant so everyone has an awareness of and an investment in the boundaries you determine for yourselves as a group.

The following is our covenant as leaders of Faith Groups for the Academic Year 2010-2011:

- We commit to connecting as a group through our own prayer and biblical study. We also commit to caring for each other. These will also serve as the goals for the groups we lead.
- Knowing that people are hesitant to share personal information if they are not confident it will remain within the group, we commit to keeping confidentiality among group members. "What happens in group stays in group." Or in other words, only share your own story, unless you have another's permission to share theirs.
- We commit to meeting on Monday evenings at 7:00 p.m. at the Center for Servant Leadership.
- We commit to truly listening and learning from each other, participating fully in each study session, and maintaining a helpful level of energy and enthusiasm as appropriate to the group.

All these we commit in order to grow in faith and share God's Word with others.

Appendix Two: Sample Covenant for a Group Trip/Travel Experience

OUR LIFE TOGETHER

Helping Each Other

As a group, we will be respectful, tolerant, supportive & inclusive. Individually we will pray for one another, share our faith, maintain a positive attitude, listen & be on time. We will behave appropriately at all times.

Commit Our Time Together

Individually we will be respectful of the spaces we are living in on the trip, be respectful of each other, each other's property, and ourselves. We will behave appropriately at all times. As a group, we expect that we will strive to have open communication, be honest with one another in every situation, and have fun. We will be open-minded and listen to others' ideas. We will grow in our faith and welcome new friendships and treat others with respect.

Expectations of Group Leaders

Our group leaders will keep the group on task and be respectful. They will help keep us informed. They will be good listeners and include everyone in the activity or discussion. They will be open-minded and share their thoughts as well as have fun. They will be energetic, friendly, fair, patient and encouraging. We trust they will be willing to listen, guide & encourage us.

How We Will Treat Group Leaders

We will treat our group leaders with respect and will listen to them when they speak. We will help them by openly sharing, especially during devotions, Bible studies, and worship experiences.

HANDLING ISSUES

Tobacco, Alcohol and Drugs

We will not use any drugs, including alcohol and tobacco, or any other substances while on this trip. If we do, we will be sent home at our own expense. Parents/guardians will be notified and those involved will apologize to the entire group. No matter your age use of any tobacco and participation in gambling will not be tolerated.

Relationships with Opposite Sex

Groups of males and females can be in a room together but the door must be ajar or open. No male and female may be alone in a sleeping room. We will be nice and courteous to roommates giving them access to their own room. We will be cautious of other people's feelings, and we won't tell jokes with sexual connotations or innuendoes.

Disagreements, Hassles and Impatience

We will try to cool off and take time to relax instead of "losing it." We will work on our own problems where appropriate, but seek peer or adult assistance if necessary. Also, we'll try to be mature about our disagreements or conflicts. We will not engage in gossip or negative talk of others.

Curfew and Rest

We will abide by the curfew and respect others bedtime. Also, we will use our rest time appropriately in order to maximize our experience during the trip.

Respect for all People & Others' Belongings

We will treat everyone with respect in our words and actions. We will be open to new opinions and ideas. We will treat others' belongings with respect and we will ask permission if we need to borrow something. We will also respect each other's time and be on-time to pre-designated meeting times located in the schedule of the trip booklet.

Breaking the Covenant

If someone should break our covenant we will agree to respect the decision of adult leaders in regard to the punishment. In the case of alcohol and drug use or possession, the person will be sent home at his/her expense upon the earliest convenience.

PARTICIPATION IN THE GATHERING

* As a group we will encourage each other in all areas including relationships with Christ. We will help people to be themselves and not be embarrassed to share. Our group will bring a positive attitude, friendliness, happiness, excitement, faith, spirit, pride, kindness, open-minds, fun, patience and cooperation.

* We hope as a result of this trip that we grow stronger in our faith, grow closer to God, strengthen both new and old friendships, and learn to accept who we are and our differences as well as accepting others and their differences.

* We agree to help keep this covenant with one another.

James 1:19 "...let everyone be quick to listen, slow to speak, and slow to anger."

SIGNED Youth _____ Parent _____

DATE _____