

# **DRAFT DISCUSSION DOCUMENT**

## **Anglican Youth of Southern Africa**



## **A 10 year Business Plan Proposal for the Ministry to Young People in ACSA**

*Produced by Provincial Youth Council*

*For discussion by the Synod of Bishops*

**A collective work by Provincial Youth Council Executive**  
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## **Contents**

- 1. Executive summary**
- 2. Youth Ministry in Context**
- 3. Issues, Challenges and Needs**
- 4. A Youth Model Proposal**
- 5. Imperatives – starting immediately**
  - 5.1. Youth Ministry Indaba 2010**
  - 5.2. Training and Equipping**
  - 5.3. Communication (Conversations)**
- 6. Roadmap into 2010 and beyond**
  - Addendum A – Youth Ministries and Organisations**
  - Addendum B – A period of Life Study**
  - Addendum C – Anglican Youth Academy**

## 1. Executive Summary

Annexure 7, attached to the minutes of the September 2009 Provincial Standing Committee meetings, records the following (an extract from the Youth report by PYC and ASF):

*“The group has recommended that ASF and PYC formulate a 10 year business plan and operation would be interpreted on that plan and it will be presented to the Synod of Bishops in 2010. ASF, Chaplains and PYC are establishing a relationship to establish a business plan to holistically address the youth ministry from junior church to the highest level of youth. Noting the uniqueness of these ministries distinctly. It is anticipated that the 10 year business plan would be presented.”*

This draft business plan is the contribution of PYC as to how it sees a new model for youth ministry being developed and implemented starting 2010.

Our approach does not dwell too heavily on the current problems and challenges regarding the ministry to the youth faced by the church, but seeks more to position the ministry within the larger context of the church.

Our departure point is that the WHOLE Church can and should be involved in the ministry to the youth and that we should adopt a holistic and continuous approach to meeting the spiritual needs of the youth – integrating all other ministries in making a positive contribution in the lives of our young people.

This is a discussion document which we hope will enjoy presentation and discussion at the Synod of Bishops in February 2010, undergo rigorous debate and broad input at the proposed Anglican Youth Ministry Indaba in August 2010, and finally attain approval at the Provincial Synod in September 2010.

We are not asking for “out of the box” thinking. Rather, we want the readers and participants to apply “NO BOX” thinking (do not be restricted by conventional thinking and methods, etc. We have to do what we have to do.). We are also calling on ALL Anglicans (regardless of their standing in the Church) to make a positive value contribution in formulating a workable and implementable model for Youth Ministry.

The time is now and we are all God has, to make a real difference in the almost 2 million young lives (under the age of 20) in our Church (ACSA).

(Please note : we had discussions with Mrs. Glenda Wildskit to ensure that our Business Plan is aligned with ACSA’s 8 priority areas. Discussions will continue.)

*“If your tools of yesterday does not work for you anymore, then get new tools.” (Phinda Madi in his book – Leadership lessons by Emporer Shaka Zulu)*

## 2. Context

This is a broad context overview of the ministry to the Youth in ACSA.

PYC acknowledges:

- The approach to youth ministry is different from Diocese to Diocese and Parish to Parish.
- There are no clear guidelines to the age groups for youth which can start as early as 10 years old up to over 40 years old.
- Not all Parishes have an active youth ministry and not all youth ministries are effective.
- The youth are ministered to in a number of ways with the most popular being the Friday night youth get-together.
- Youth Ministry seem to be very programme and event orientated with activities and themes
- There are a number of organizations and ministries that also seek to meet various needs of the youth (see Appendix A). Their ministry objectives are wide and varied.

A Parish could typically have 2 to 5 or more ministries on offer to the youth, whereas others would only have one and in some cases, nothing (apart from the Servers Guild).

### DEFINING THE YOUTH.

The youth are generally categorized in the 13 to 18 age group (High School) with some Parishes offering Junior youth for 9 to 12 year olds. However, some believe youth can extend beyond age 18 and could also exceed 40 years (single persons with no other affiliation available). Normally, people over the age of 18 attending youth normally do so, because of the absence of another ministry that would meet their spiritual needs.

### STATISTICS AND FACTS:

Half of our population are under the age of about 20 (National Population Register). Therefore, half of our congregations should be made up of children and young people.

About half of all Christians receive Christ as their Saviour below the age of 16. Children and young people are open and receptive to the Gospel, but we do not have the mechanisms and opportunities in place to ensure that each of them eventually gets involved in Church life and the many avenues that exist for them to live out and practice their Christianity.

### **3. Issues, challenges and needs**

PYC acknowledges that the ministry to young people is not without its challenges and that every Diocese and Parish has had their fair share of ups and downs. Despite this, it is most encouraging to see the vibrancy amongst the young people to want to be part of the Church and to want to take advantage of every opportunity that is presented to them to make a contribution.

Whilst there are many youth ministries in various Parishes that are flourishing and effective, the larger majority of Parishes are struggling with this ministry for a variety of reasons, viz.

- Inadequate and/or ineffective youth leadership
- Lack of trained and effective youth leadership
- Lack of support from PCC and/or the Rector
- A vague understanding of the ministry
- Apathy for the ministry
- Difficulty in reaching the youth and holding them
- Confirmation/Catechism being viewed as a “Church leaving certificate”

No adequate guidelines or models for ministry to the Youth exist. Our church does not currently provide training in youth ministry (for both the clergy as well as youth leaders). Youth leaders are currently being trained at para-church organizations.

The understanding about the age groups that fit into the youth ministry is also vague with little understanding how to deliver the ministry to a fast changing young person's life.

Many negative perceptions exist of the youth, per se, which develops an apathy in the minds and hearts of the adults.

Youth ministry or groups are used by parents to palm off their children.

There is the expectation that the youth leaders will perform miracles with the young people and this can be construed as a cop-out for parents to fulfill their real duties back home.

There is an underestimation of the capacity and potential of the youth and the value they could make to the life and ministry to the church and broader society.

The position of the role of Sunday School, is also vague as far as integration with Youth is concerned. The ministry to the children and youth should enjoy a far higher priority and focus in the Church.

The ministry to the YOUNG (from age 0 thru 25 plus) is not holistic and continuous. Entry into and exit from the youth has many gaps. Many Parishes do not have a Sunday School from which young people “graduate” into youth. When the youth leave High School, they also tend to fall off as nothing exists that meets their spiritual development adequately at this young adult age.

Our Diocesan Youth Chaplains have expressed their need for a clearer understanding of what their ministry to the youth entails and to train and equip them with the skills necessary to deliver this ministry. They have also expressed the need for resources to enable them to reach the youth of their Diocese with ministry and support.

#### **4. Model for Ministry**

This is a proposed model for children and youth ministry - an holistic approach to ministry which will cover the essential elements necessary for us to ensure that our children and young people are properly (spiritually) developed to Christian maturity.

PYC has opened opportunities for discussions and contributions into a new model and approach to young people’s ministry in the Anglican Church. For now, it sketches some broad ideas and possibilities for consideration and evaluation.

The first and most primary focus of Youth Ministry is on spiritual development. It is the evangelization and discipling of young people to spiritual maturity in Christ. Luke 2:52 gives us the best clue of the outcomes of a well developed individual – hence our proposed mission for the youth:

#### **OUR MISSION:**

*It is the spiritual preparation of children and young people to maturity in Christ, sufficient for them to emulate the lifestyle of Jesus in every aspect of life and to take wise decisions and actions that will demonstrate the Kingdom of God in action.*

Start to imagine young people or young adults who are “mature” in the faith, take wise decisions about life, is balanced in their approach to life, has a definite purpose and mission in life and is motivated, inspired and committed to achieving their mission and purpose in life – ready to make a difference in the church and society – ready to make a value contribution towards the betterment of society.

The question to ask is : how do we achieve this and how do we develop young adults such as these?

We believe spiritual formation starts at age 0 (birth). As the saying goes, you cannot bend an old tree – you have to bend it into shape at a very young and tender age. (Prov 22:7)

From birth, the spiritual development of our young must be holistic and continuous.

Holistic – any developing and growing person would grow in all the different dimensions of their being, viz. physically, emotionally, psychologically, intellectually, etc. The Church, with the parents, should provide the spiritual dimension which brings meaning and perspective to all the other dimensions.

Continuous – it should start at birth and should continue throughout life. Again the Church should provide spiritual ministry and guidance that covers ANY and EVERY age of the life of any person. Development needs change the older a person grows, and spiritual ministry must be appropriate and effective depending on the age being ministered to. Growth and development is an ongoing process.

#### WHERE DO WE START?

The following three aspects of spirituality should be fundamental in our teaching from an early age, and should provide for a balanced young person “graduating” to the Youth:

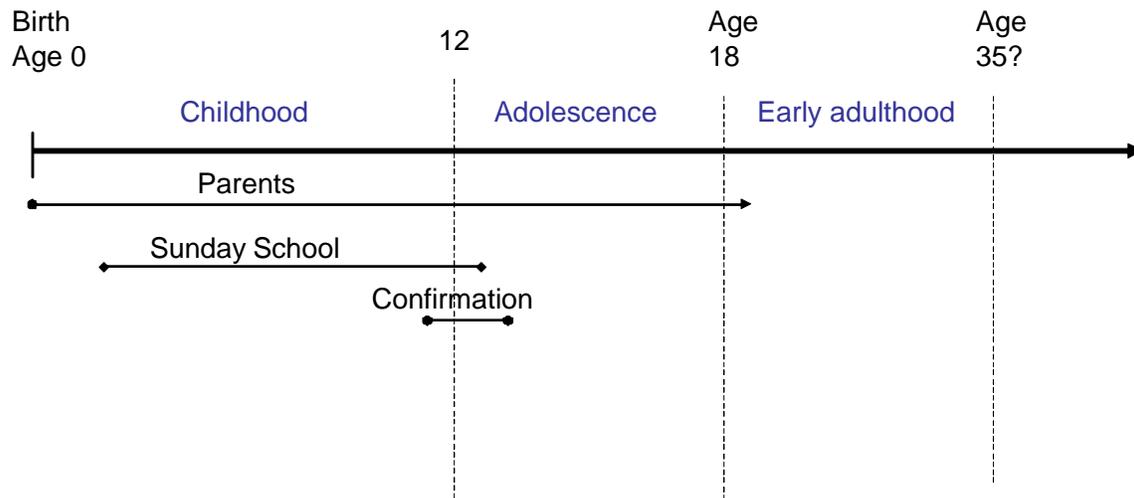
**Parents** need to pass on their beliefs and traditions as experienced through and in the church themselves, to their children from as early as the age of 0. But that means that the parents need to be grounded in their faith and the traditions of the Church so that they can explain it as meaningfully as possible.

One of the primary roles of the clergy is to instruct adults in the faith so that they can pass it on to their children. Real spiritual development must be practiced in the home first, then in the church. This is the Biblical model (Deut 6).

**Sunday School** (as we know it) should be the next foundation on which to build. It should be the standard in any and every parish. It prepares the young person for Confirmation or Catechism. It provides for easy incorporation into the youth ministry, after adequate grounding has been given in the faith.

**Confirmation / Catechism** – is the special time in the life of any child/young person when they come to ratify their Baptismal vows and take full responsibility for their faith development.

The following diagram gives a pictorial view of the key fundamentals, above:



The Youth Ministry will have an easier job given the above aspects are covered adequately enough.

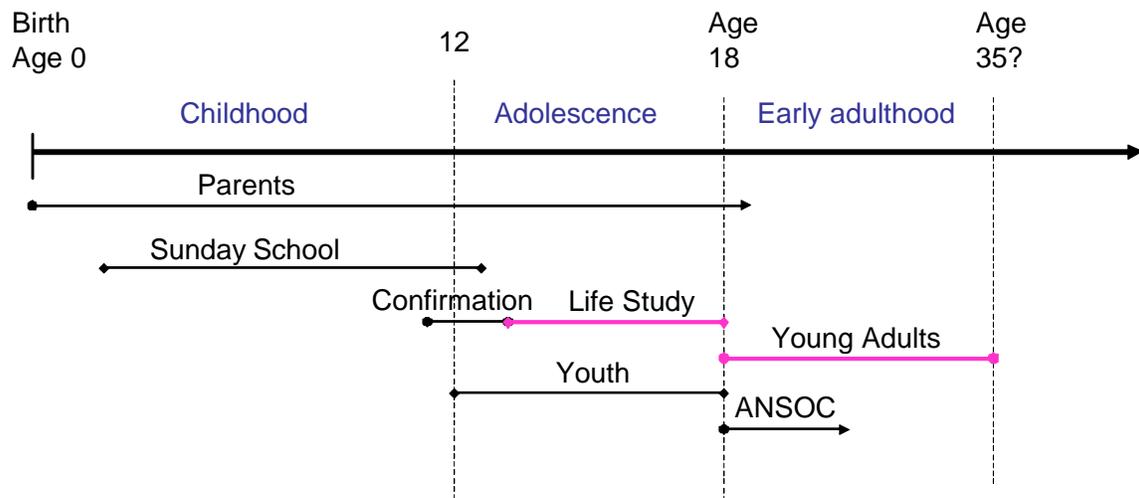
## THE YOUTH MINISTRY ITSELF

Given the above preparation for adolescence (is effective and efficient), we can move on to the ministry to the youth itself.

For consideration (remember – holistic and continuous, and keeping our mission in mind), we are proposing an expanded and enhanced ministry which could include, amongst other things:

1. A period of Life Study (for ages of about 12 to 18 – high school students) which could be incorporated into existing youth groups, or run concurrently with existing youth groups, or even run independently. The purpose of Life Study (the name can be changed, but is relatively descriptive of it's purpose) is to prepare the young person (using a variety of youth development approaches and programmes) for their spiritual maturity that covers all the dynamics required for holistic and continuous growth and achievement. Appendix B has a brief overview for consideration.
2. The extension of Youth Ministry beyond age 18 focusing on Young Adults and specifically using learning and experiential programmes that help them to spiritual maturity. The focus here is on the 90% of young adults who do not enter learning institutions for further tertiary studies.

Please see diagram below for a better view.



This implies that a number of areas in the existing youth ministry will have to be adapted or enhanced and new interventions will also have to be considered which should facilitate effective implementation.

Below are a few of these interventions:

1. The appointment of a Youth Pastor/Minister/Worker at Parish level. If half of our congregations are made up of children and young people, it makes sense that this group of congregants receive more focused attention.
2. Generally, the youth are lead by leaders from the youth. More and more Parishes are appointing a Youth minister or pastor or worker to look after and oversee this part of the ministry.

Studies suggest that a youth leader can only effectively minister to about 10 young people. Therefore, there needs to be a team of youth leaders looking after the needs of the youth (under the leadership of the Youth Pastor).

Existing youth leaders, pastors and ministers are to be trained and skilled in youth ministry. More about this, later.

3. Key role players should be the Chaplains. There are Diocesan Youth Chaplains, Schools and University Chaplains, etc. They need to work together within a Diocese (with the Diocesan Youth Councils) to provide the backbone of the Youth ministry.
4. A closer collaboration between PYC and ASF for the involvement of graduates in youth ministry at Parish and Archdeaconary level.

5. A 5 day seminar on the dynamics of Youth Ministry for all future ordinants is recommended (just before ordination). New clergy are normally “allocated” to the Sunday School and Youth ministries, and without the proper skills, very little progress and impact is made.
6. A 5 to 10 day seminar is recommended for all existing Diocesan Youth Chaplains on the development of Youth Ministry in their Diocese. Chaplains need to vigorously promote and encourage young people ministries in all Parishes, and they are to assist Clergy in establishing vibrant youth ministries. Without training and the necessary resources, this will not be possible.

## **5. Imperatives (starting immediately)**

Vital building blocks that will take us into the development of new model for the ministry to the young. Some initiatives suggested:

### **5.1. A Youth Ministry Indaba around August 2010:**

It is proposed that we host a Youth Ministry Indaba around August 2010 where all ministries and organizations associated with youth ministry will gather and deliberate on the following:

- Gaining a greater understanding of the ministry provided by existing organizations and the role they play in developing children and young people
- Each ministry will provide input into the new model in terms of their objectives and missions.
- Proposals for multiplying the effectiveness of all ministries associated with young people development.
- Forging greater co-operation between the ministries and providing a more holistic approach to the ministry.

### **5.2. Training and Equipping**

Effective ministry skills have been identified in the areas of : Leadership, Discipleship, Young people development, etc. and a curriculum needs to be developed. The training will incorporate and impact : Chaplains, Diocesan Youth Co-ordinators, DYC, Teachers (Sunday School, Catechism, Bible Studies, etc.), youth leaders, pastors, workers, etc. and Clergy.

We strongly recommend the establishment of the Anglican Youth Academy (AYA) to develop the curriculum of learning interventions and to co-ordinate the development of youth leadership. The Academy is a virtual institution, which

focuses on the provision of skill straining for any and all young people, in areas of ministry and leadership within the Church. The Academy does not do all the training, but sources the relevant training necessary for the development of youth leaders and workers who will help to meet the need for effective youth ministries in Parishes and beyond.

In conjunction with the Anglican Youth Academy – we strongly recommend the establishment of the Anglican Youth Development Fund (AYDF) to raise the resources required to train youth leaders.

Appendix C gives a broad curriculum of topics pertaining to Child and Youth Ministry.

### **5.3. Communication (Conversation)**

We need to constantly and regularly communicate what is happening - helping everybody through this period of CHANGE. Therefore, we have to use every medium available in the church.

We appeal to our Bishops to take the lead and help us to get key messages across to all the clergy and their congregations. Already, the following initiatives have been launched:

- Promotion of Anglican Youth Southern Africa (AYSA) – informing all the youth of the aims and objectives of AYSA as well as promoting our Logo.
- Promoting the Operation Hope Financial Literacy and Entrepreneurial Programme – which was launched in Gauteng, and will soon roll out to the other provinces.
- Promoting our quarterly news letter – invitations have been extended for articles and news items.

Various media will be used, including Web sites, blogs, Facebook, Sms, Email, etc.

## **6. Road map into 2010 and beyond**

6.1. 1-2 Years - short and immediate term. Gather the low-hanging fruit and lay the foundations for exponential ministry growth.

- The August Youth Ministry Indaba – the development of a model
- Launching of the Anglican Youth Academy – starting some of the key training component (Chaplains, pilot youth leadership programme, etc.)
- Development of a Youth Worship Service format (Creative Worship)
- Integration of all youth orientated ministries

6.2. 3-5 Years - medium term.

- Training being the highest priority and the exponential development of youth leaders and facilitators
  - Evaluation of implemented interventions
  - The Year of the Young!
- 6.3. 6-10 Years - longer term. Effectiveness assessment. Alignment.

Each term will have a specific list of actions in a well formulated plan including measures that will ensure implementation and achievement is attained.

## **CLOSE**

Remember Luke 2:52 : Jesus grew in wisdom and stature and in favour with God and man. Is this not our dream and vision to see ALL our children and young people grow in wisdom and stature and in favour with God and man? We pray that God will craft our hearts and minds behind this Biblical example and inspire us to do everything possible to ensure that this vision comes to pass in His time and by His grace.

## Appendix A

### YOUTH MINISTRIES AND ORGANISATIONS

Below, is a list of Youth ministries and organizations who deliver ministry to young people in one way or another:

- a. Hope Africa (leadership and social programmes)
- b. Siyafundisa (HIV/AIDS programmes)
- c. Happenings
- d. Servers Guild
- e. Bernard Mizeki Guild
- f. Church Lads' and Girls' Brigade
- g. ASF
- h. ANSOC
- i. Anglican Youth Fellowship (AYF)
- j. Youth Choirs
- k. Growing the Church
- l. Other?

## **Appendix B**

### **A period of Life Study**

(for ages of about 12 to 18 – high school students)

This is a broad outline and overview of the proposed period of Life Study that must be made available to every young person and at every Parish.

The period of Life Study follows Confirmation and :

- can be incorporated into existing youth ministries
- can run concurrently with existing youth activities
- can be run independently

The purpose of Life Study (the name can be changed, but is relatively descriptive of it's purpose) is to prepare the young person (using a variety of youth development approaches and programmes) for their spiritual maturity that covers all the dynamics required for holistic and continuous growth and achievement. It is a form of apprenticeship where, through a learning programme and experiential activities, the person develops the (spiritual) life skills necessary to fulfill his or her God-given purpose.

Some of the learning areas (and possible curriculum topics) are as follows:

- a. Focused Bible Study – following specific themes.
- b. Life skills for everyday life
- c. Life application of Biblical principles
- d. Evangelism and missions
- e. Social innovations and entrepreneurial application
- f. Social projects
- g. A 3 year walk through the Anglican Prayer Book
- h. Anglicanism – our history, beliefs and rituals
- i. Leadership
- j. Gifts and passions assessment and an alignment with ministry
- k. Discipleship
- l. And others . . . . .

The programme will include a mentoring and coaching programme – every child/youth should have someone who mentors them.

Training and facilitation is done by the parents who will undergo specific training programmes.

## Appendix C

### Anglican Youth Academy

Possible training themes pertaining to Child and Youth Ministry:

- a. Leadership (for youth leaders, workers and pastors).
- b. Dynamics of youth leadership
- c. Anglicanism
- d. Planting and maintaining a youth ministry
- e. Youth ministry – growth and development
- f. Evangelism and mission
- g. Planning and organizing growth activities
- h. Developing resources for youth ministry
- i. Effective Communication
- j. The Biblical mandate for Youth Ministry
- k. Mobilising and Motivating youth leaders and volunteers
- l. Assessments (gifts assessment, etc.)
- m. And others

The Academy will source appropriate courses and programmes from other institutions and para-church organizations (SU, YWAM, J-Life, Cornerstone, etc.) as well as develop in-house programmes (like Anglicanism) for delivery by trained facilitators and trainers.

There are youth ministry programmes accredited by SAQA. AYA will explore the incorporation of one or more of these programmes so that candidates can earn credits for module and programmes completed.

The Academy will also co-ordinate evangelism and mission training programmes which will include a stint in the field to put into practice the skills which were honed. The Academy will collaborate with other ministries like Growing the Church, SOMA, ARM and others in putting these programmes together.

The training and progress of all the learners will be tracked to ensure that they use their skills and abilities in the context of their Parishes and Archdeaconaries. This will ensure that a lifelong process of learning and development takes place.

It is hoped that the Academy will (over time) produce suitably prepared candidates for VOC.

The Anglican Youth Development Fund will be responsible for the development of resources (and investment) needed to fund the Academy.