

FIRST UNITED METHODIST CHURCH
FT. WORTH, TX
YOUTH MINISTRY



MISSION STATEMENT

Through faith in Jesus Christ, First United Methodist Church of Ft. Worth youth ministry welcomes, empowers and serves all youth and equips them with the qualities that will prepare them to go out and be God's people in the world.

FIRST UNITED METHODIST CHURCH
FT. WORTH, TX
YOUTH MINISTRY



Core Values

Balanced: We provide opportunities for development of mind, body and spirit.

Nurture: We support and encourage the intellectual, spiritual and physical qualities of our youth.

Inclusive: We invite and welcome all youth with acceptance; we are tolerant and non-judgmental.

Fun: We promote a safe environment for engaging, entertaining and purposeful activities.

Respectful: We embrace all individuals and our environment in a Christ-like manner.

Faithful: We are committed, loyal, spiritual Christians with a desire to question and grow in our faith.

Spirit-Filled: We seek God's guidance and direction in all we do.

FIRST UNITED METHODIST CHURCH
FT. WORTH, TX
YOUTH MINISTRY



GOALS AND BENCHMARKS

Three Year Revolving Goals and One-Year Benchmarks

Target Date for 3-year Goals: June 1, 2011 Target Date for 1-year Benchmarks: June 1, 2009

ADULT LEADERSHIP

1. Youth Leader Training: 100% of the adults working weekly in the youth ministry have completed at least 5 hours of training in the previous year, which includes a spiritual gifts assessment.
 - 2009 Benchmark:** Two youth leader training events have taken place in the previous year, engaging at least 50% of all the hands-on volunteers in the youth ministry at each event.
 - Next Step:** Calendar two youth leader training events for the 2008-2009 year
2. All active weekly volunteers have participated in a quarterly update/check-in meeting.
 - 2009 Benchmark:** Quarterly volunteer "check-in" meetings have engaged at least 50% of all hands on volunteers in the youth ministry at each meeting,

celebrated the past month's success, identified pressure points, and prepared leaders for the next month.

- Next Step:** Calendar quarterly volunteer check-in meetings for 2008-2009 and develop a meeting agenda template.
3. All active weekly volunteers have participated in a quarterly training event.
- 2009 Benchmark:** Quarterly volunteer training events have engaged at least 50% of all hands on volunteers in the youth ministry. At each training event a member of the staff reviewed any Ministry Safe concerns and presented a training tool to better equip volunteers for their continued role in the youth ministry.
 - Next Step:** Calendar quarterly volunteer training events for 2008-2009.
4. A volunteer database that includes at least 200 names has been created, and volunteers are in the process of completing Ministry Safe.
- 2009 Benchmark:** The current volunteer database has been updated, includes 75 names with 60 of those names having completed Ministry Safe training by the end of the 2008-2009 year.
 - Next Step:** Survey current volunteers regarding their participation for 2008-2009.
5. 50% of the volunteers in the volunteer database have been utilized in at least one aspect of the youth ministry.
- 2009 Benchmark:** At least 30% of volunteers in the volunteer database have been utilized in at least one aspect of the youth ministry in the past year
 - Next Step:** Identify volunteer needs for 2008-2009. Mail survey to parents for prospective volunteer opportunities by July 31, 2008.

YOUTH LEADERSHIP

6. An intentional student leadership program is in place, which has involved a team of at least 20 youth in clear leadership roles (e.g., worship leadership, Friendship Force, T-group Apprentices, main church liturgist, ushers, etc)
- 2009 Benchmark:** A Student Leadership structure has been developed to start a "Friendship Epidemic at FUMC that includes 1) a purpose statement, 2) expectations/responsibilities/roles, and 3) job descriptions. At least seven students and one adult coach have agreed to implement the plan.
 - Next Step:** Identify at least 12 students and two adults to recruit for this team.
7. All high school youth in the annually updated FUMC youth directory, have completed a spiritual gifts assessment followed by a conversation with at least one adult in the church providing specific opportunities to express their gifts.
- 2009 Benchmark:** (60) youth have completed a spiritual gifts assessment, and a point person has been recruited to develop a system for providing these youth an opportunity to have a conversation with an adult in the congregation as to how they might express their spiritual gift.
 - Next Step:** Select a spiritual gifts inventory and put in the curriculum calendar a series on Spiritual Gifts that includes taking a spiritual gifts inventory and mentors to help them find a place to serve. Target current junior class and have goal of 12 having an adult conversation by Dec. 1, 2008. Also target

current sophomore class with a goal of 8 having an adult conversation by June 1, 2009.

SERVICE

8. At least 115 youth on the rolls have participated in a non-local mission or service project sponsored by FUMC youth ministry.
 - 2009 Benchmark:** 75 FUMC youth have participated in a non-local mission or service project sponsored by FUMC youth ministry.
 - Next Step:** Identify a sponsoring organization, a location and a date for the trip.

9. At least 100 FUMC youth are putting **their faith** in action by serving in the community beyond FUMC (shelters, tutoring, soup kitchens, praying for others, etc.)
 - 2009 Benchmark:** The FUMC youth ministry has sponsored at least 4 local service projects in the previous year, and 30 youth have participated.
 - Next Step:** Calendar at least 4 local service projects for the 2008-2009 year and create a tracking system

SPIRITUAL DEVELOPMENT

10. United Methodist approved Bible resources have been offered to youth which have provided youth creative and understandable ways to use their Bible.
 - 2009 Benchmark:** Concordances and other resources have been purchased for each Sunday school class.
 - Next Step:** Recruit a Resource Coordinator to investigate resources and bring recommendations to the Student Ministries Council..

11. Bible Studies/Small Groups: On an average week, at least 30 FUMC youth participated in Wednesday night Bible studies at FUMC.
 - 2009 Benchmark:** At least 20 FUMC youth have been active participants in Wednesday night Bible studies and small groups on an average week in the past year.
 - Next Step:** Recruit Bible study, small group and T-group leaders

YOUTH PARENTS

12. At least 50 youth parents have participated in a semi-annual parenting event sponsored by the FUMC youth ministry.
 - 2009 Benchmark:** At least 25 of youth parents have participated in a semi-annual parent event in the last year.
 - Next Step:** Calendar two parent events for the 2008-2009 year and have Staff and the Student Ministry Council personally invite all parents.

FUN/ENGAGEMENT/PARTICIPATION

13. Three "bring a friend" branded events have occurred during the year, and 60 youth participate in at least one of the three events.
 - 2009 Benchmark:** At least 30 FUMC youth have participated in a "bring a friend" event in the past year and invited a friend.
 - Next Step:** Calendar three "bring a friend" events for 2008-2009.

14. FUMC youth have hosted their second annual Christian music concert for the community.
 - 2009 Benchmark:** A Christian music concert has been calendared for 2009-2010, and a committee is in place to plan and execute the event.
 - Next Step:** Recruit a Concert coordinator.

15. 90_FUMC youth are actively engaged in some aspect of church life which includes youth programs on a regular basis.
 - 2009 Benchmark:** 60 FUMC youth have been actively engaged in some aspect of church life which includes all youth programs (Sunday school, Bible studies, UMYF etc) on a regular basis.
 - Next Step:** Develop an attendance tracking system that includes all youth programs, not just Sunday school.

16. At least 30 new youth from the community have participated in sports, music, special interest groups, and scouting programs sponsored by FUMC.
 - 2009 Benchmark:** A game plan for special interest groups has been created.
 - Next Step:** Recruit a special interest coordinator.

17. 50% of new growth in the youth ministry is the result of FUMC youth ministry friends, with average visitor participation of at least 10%.
 - 2009 Benchmark:** In an average week, there are 15 students attending youth events who were not participating in youth activities in the previous year.
 - Next Step:** Develop a tracking and follow up system for visitors and for youth who have invited friends

18. In addition to the current youth choir, the FUMC youth ministry music program includes a junior high and senior high youth band.
 - 2009 Benchmark:** Through a collaborative effort between youth ministry and music departments, FUMC youth will have had the opportunity to participate in a band.
 - Next Step:** Calendar a meeting with the music director to discuss this opportunity and strategize for its implementation

19. Youth bring the congregation together through intergenerational events, parent/youth activities, youth led functions, and holiday events.
 - 2009 Benchmark:** The congregation has enjoyed at least one youth-led intergenerational event (all church), and one parent/youth event in the past year.
 - Next Step:** Calendar each of these events and recruit point persons

20. 50% of FUMC youth ministry alumni who have graduated from high school in the last four years have participated in a Homecoming Reunion event.
 - 2009 Benchmark:** A Homecoming Reunion event is calendared for May 2009.
 - Next Step:** Develop an alumni database, and recruit a Homecoming Reunion coordinator.

STAFFING

21. The youth at FUMC will have experienced two or more years of leadership by a qualified youth minister who has met and continues to meet the expectations of the Youth Director job description.
- 2009 Benchmark:** A youth director has been hired.
 - Next Step:** Develop a youth director job description
22. A paid staff member is in place to coordinate all volunteer activities which include scheduling, training, assigning people to tasks, etc.
- 2009 Benchmark:** A volunteer matriculation and training process has been developed, used and evaluated for the amount of time it takes to oversee
 - Next Step:** Write a volunteer matriculation process
23. All paid youth staff have been required to take a 7 consecutive-day vacation every calendar year. (Other vacation may be taken on a day by day basis.)
- 2009 Benchmark:** Discussions with SPRC have led to a review of current policy and recommendations for possible changes
 - Next Step:** Schedule a meeting with SPRC to discuss this goal

FACILITIES AND TECHNOLOGY

24. Youth participate in quarterly events at Lyle Lodge that consist of grounds keeping and fellowship and worship experiences.
- 2009 Benchmark:** FUMC youth have enjoyed at least two special events at Lyle Lodge in the past year
 - Next Step:** Schedule and include Lyle Lodge events in the special events calendar
25. The FUMC website has been updated to include the ability for youth to hit an “invite a friend” button that sends the event information to the friend, and as a result 60___ youth have utilized this tool.
- 2009 Benchmark:** The website has been upgraded so that youth users have the capability to send their friends email, texts, instant messages, or Facebook/Myspace messages about upcoming youth events
 - Next Step:** Investigate website services, packages, and prices that offer this feature and recruit a website point person/webmaster
26. The FUMC website has tracked the number of invitations sent by FUMC youth to their friends via the “invite a friend button”
- 2009 Benchmark:** The webmaster has produced a monthly report showing that 10% of FUMC youth have used the feature at least once in the past year.
 - Next Step:** Once the website has been upgraded, develop a reporting process.
27. FUMC youth have a dedicated outdoor gathering place that promotes positive social interaction.
- 2009 Benchmark:** An Outdoor Space Task Force has written a proposal to be presented to the Church Council or appropriate church body regarding outdoor space available for future youth gatherings and events.

- **Next Step:** Recruit an Outdoor Space Task force which would include youth and adults from the youth ministry, as well as FUMC's trustees.
28. The Justin building has been updated to include youth friendly classrooms, updated high tech game-room, a coffee and smoothie bar that includes wi-fi access.
- **2009 Benchmark:** A Task Force of youth and adults has evaluated the current youth space and future needs and presented the Church Council with a proposal for renovations.
 - **Next Step:** Recruit a Justin building renovation Task Force
29. A new website has been built which includes message and forum boards for youth input.
- **2009 Benchmark:** Technology has been safely and effectively integrated into the FUMC youth ministry, and the youth website and other FUMC based on-line communities are being accessed by the majority of FUMC youth.
 - **Next Step:** A point person(s) has been identified and granted permission to access and manipulate the youth website in order to add new information and fields to the current site.