

THE NATIONAL YOUNG ADULT MINISTRY SUMMIT

BREAKOUT ROUND C: SENDING

Thursday, May 17 | 10:30 – 11:45 AM

SESSION FRAMEWORK: See. Judge. Act.

“There are three stages which should normally be followed in the reduction of social principles into practice. First, one reviews the concrete situation; secondly, one forms a judgment on it in the light of these same principles; thirdly, one decides what in the circumstances can and should be done to implement these principles. These are the three stages that are usually expressed in the three terms: look, judge, act.”

Pope St. John XXIII, Mater et Magister, 236

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LEADERSHIP DEVELOPMENT, FORMATION, AND TRAINING OF PARISH STAFF AND VOLUNTEERS

Facilitator: **BUD HORELL**

Assistant Professor of Religious Education | Fordham University

SEE

1. We see both effective and ineffective young adult ministry leadership in our parishes and dioceses today. Effective parish leadership forms young adults for missionary discipleship, while ineffective leadership does not.
 - a. **Ineffective Leadership:** A young adult minister trying to build a parish young adult ministry and asking volunteer leadership team members to “show up” 30 minutes before events and little planning to help the young adult minister lead a program that was imported into the parish from a national organization.
 - b. **Effective Leadership:** A pastor hires a new “lay pastor associate” who builds up a team to reach out to young adults. The ministry starts with listening sessions where they learn of key groups they could better serve: young parents with children. The team takes that information and builds out ways to assist them.

JUDGE

1. When you think about sending forth young adults and those who minister with them as missionary disciples, what best leadership practices can you name?
2. Effective young adult ministries make use of available external resources, possibly including:
 - a. The Basic Guide to Young Adult Ministry, by John C. Cusick and Katherine F. DeVries
 - b. Lifelong Faith: <https://www.lifelongfaith.com/>
 - c. The Parish Evaluation Project (PEP): <http://www.pepparish.org/>
 - d. The Center for Ministry Development: <https://www.cmdnet.org/>
 - e. Cultivation Ministries: <http://www.cultivationministries.com/home/>
 - f. Instituto Hispano: <https://www.scu.edu/jst/academics/special-programs/instituto-hispano/>
 - g. Faith and Work: <https://www.faithandworkchicago.com/about/>
 - h. Center for Faith and Work: <https://faithandwork.com/>
3. Tasks/Qualities of leaders and leadership teams:
 - a. Steward resources effectively
 - b. Help the group “name the reality”
 - c. Say thank you early and often
 - i. Source: Max De Press, *Leadership is an Art and Leadership Jazz*
4. Leadership is a process that can be envisioned in many ways. The MOM Model (Meaning-Organization-Movement) provides one way to envision this process.
 - a. Meaningful concerns are highlighted

- b. Organized resources to address the concern
- c. Creates movement to solve the concern

ACT

1. To be effective leaders we need to train ourselves first – consider group training for your team.
2. Distinguish the levels of formation/education and training needed for different roles. Paid, professional young adult ministers should, ideally, have an MA in a relevant field or be a certified lay ecclesial minister (<http://www.lemcertification.org/>). They, in collaboration with the diocese, can oversee the formation of volunteer leaders.
3. Parishes can often assist one another in reaching out to young adults.
4. Faithful and effective young adult ministry is based on an understanding of a theology of ministry: The primary mission and ministry of the Church is in the world – to carry out the mission of Jesus and work to bring about the fuller realization of God’s reign within the world.
 - a. Laity take the lead in carrying out the primary mission and ministry of the Church and support their parishes with their resources.
 - b. Parishes provide the training ground to prepare Christians to live their faith in the world.
 - c. Priests bring “holy structure” to the parish; this is the ministry of “holy order.” Ordained ministers coordinate the development and use of the gifts of the Spirit in our parishes.

PARISH & REGIONAL MODELS OF MINISTRY

Facilitators: CASEY BUSTAMANTE

*Associate Director for Young Adult Ministry |
Archdiocese for the Military Services, USA*

CECILIA PHAN

Young Adult Ministry Programs Coordinator | Diocese of Orange

SEE

1. Context

- a. Historically we have used a parish model for young adult ministry, following the sacramental life of the Church and echoing other ministries.
- b. Young adults are not interested in laying roots at a parish level, which is a massive shift in parish culture.
- c. There is a lack of resources and sustainability for young adult ministry at the parish level.

JUDGE

1. Social Reality

- a. Young adult groups in a parish can often be personality-driven. When the leader leaves, or there is a change in leadership, the group can drop of drastically.
- b. Young adult groups 'outside' the parish don't always have the support of pastors. The pastor cannot always see the benefit when the young adults are not contributing back to the parish in a way seen by the community.

2. Regional Model Best Practices

- a. Collect names from pastors to invite already involved young adults.
- b. Regular meetings.
- c. Young adult Mass at one church monthly with the location changing around the region.
- d. Empower the leadership team to plan and execute events.
- e. Hire a young adult minister to oversee the parish region, paid for by all parishes in the area.
- f. Encourage young adults to become involved in their own parishes, and do not plan too many events that take young adults away from their parishes on the weekend.
- g. Get the support of the pastor.
- h. Hold a quarterly meeting with young adult leaders from each parish. This also allows for networking among parish leaders.
- i. Establish an advisory board of clergy and young adult leaders.
- j. Set a theme for ministry for the year.

3. Parish Model Best Practices

- a. Outreach team for welcoming and including young adults
- b. Faith sharing groups within the parish

ACT

- 1.** Reach out to parishes and create an advisory board of volunteer young adult parish representatives.
- 2.** Work with parishes and deaneries to forge regional networks of parishes. Invite parishes to work together on developing young adult ministry programming and community. Emphasize collaboration among the parishes, not competition.
- 3.** Offer retreats, meetings, and educational series to form the parish leadership teams, paid or volunteer. If budget allows, try to build community with leaders over dinner and other social gatherings.
- 4.** Collaborate with youth ministers in your diocese to reach out to alumni from their programs and parishes. This also helps lay the groundwork for current high school students to learn about and become involved with young adult ministry.
- 5.** Include mentorship in the programs you develop and support.
- 6.** Ensure programs and ministries follow the four pillars of missionary discipleship: encounter, build, community, and send.

SENDING YOUNG ADULTS ON MISSION, NEAR AND ABROAD

Facilitators: SARAH HAMMEL

Membership Coordinator | Catholic Volunteer Network

JOSH SCHAFFNER

President | Verso Ministries

SEE and JUDGE

1. Pilgrimage and Mission - travel with purpose. These types of experiences go beyond a vacation or a trip. It is a journey of encounter and experience that seeks meaning and transformation.
2. When going on pilgrimage or mission one is called forth from their normal lives and sent. Being sent recognizes there is a place you come from, a place you're going, and being intentional about engaging and participation in the experience. It is in many ways *incarnational*.
3. The fruits of pilgrimage and mission are *sacramental* (lower-case s) in that there are truths to be discovered about yourself, the culture we encounter, the God we seek communion with, and the community with whom we travel.
4. Vocational discernment - Faith-based service engages volunteers/missioners in a process of experiential discernment through the four pillars of simple living, spirituality, community, and social justice.
 - a. Many volunteers/missioners continue to reflect on their service, community-living experience, commitment to simplicity and solidarity with the poor, and spiritual journey long after they depart their volunteer program/pilgrimage. Find various blogs (<http://catholicvolunteernetwork.blogspot.com/>) that you can read and hear from others who discerned the call to service and continue exploring their vocation beyond their time as a volunteer.

ACT

1. Community engagement - Individuals who've chosen to go on a pilgrimage, mission trip or year of service are more likely to want to grow with their faith and be engaged in their communities. Tap into the networks of young adults who've experienced these enriching opportunities to see how they are involved in your communities.
2. How to get involved more:
 - a. Connect with Catholic Volunteer Network (<https://www.catholicvolunteernetwork.org/>) and the resources they provide for international and domestic faith-based service/mission opportunities.
 - b. Explore the pilgrimage resources (international, domestic, and local) on Verso's website (<https://www.versoministries.com/>).

RETURNING TO THE BEGINNING: FAMILY LIFE

Facilitator: JASON KIDD

Director of Marriage and Family | Archdiocese of Portland in Oregon

SEE

1. We need to build a culture that supports and encourages all vocations; one that helps young adults recognize the meaning and importance of their vocation.
2. Witnessing good couples and healthy relationships is key. Many people don't understand marriage because they haven't seen good, healthy, and holy marriages in their lives.
3. Young adult ministry and family ministry are intertwined.

JUDGE

4. What are the challenges in family life ministry?
 - a. Family of origin issues
 - b. Disparity between secular culture and what the Church teaches and offers about marriage, family, and sex and sexuality.
 - c. Frustration that some priests turn couples away when they're cohabitating rather than taking the opportunity to minister to and catechize them.
 - d. Many couples need accompaniment and guidance on how to discern *who* to marry.
 - e. Grandparents and parents are pushing their kids to get married in the church.
 - f. Traditional adulthood markers are happening later in life. Many young adults are leaving home later in life or returning after college, and marriage and children are happening later in life as well.
5. What are the possibilities in family life ministry?
 - a. Intersection of young adults who just left home and families who can welcome young adults into their new community
 - b. Young adults come back to church for life events such as weddings, baptisms, and funerals. How can parishes best use these opportunities to reconnect young adults to their faith?
 - c. The Church has valuable and relevant teachings on many of the issues facing parents today. How can we reach out and educate parents on today's issues? This type of outreach, if done well, can help develop trust and relationship with the Church.

ACT

1. Accompaniment is key.
2. Engage those who already attend Mass and are involved in the parish for Catholic moments and celebrations throughout the year. This could include Epiphany blessings of homes, feast day celebrations, and other Catholic traditions.

3. Update marriage preparation to include mentor couples and focus on the Rite of Marriage, how to raise a Catholic family, and encountering Christ in marriage.
4. Encourage families to build relationships with young adults, possibly open their homes for meals. This can help young adults (or couples) learn how healthy families work.
5. Offer ongoing formation and support for couples and families to help couples and families improve communication and build their domestic church.
6. Connect families through small groups.
7. Have conversations with pastors to help them develop ways to engage the disengaged. Parishes need a culture of 'yes' that opens a door without compromising the important thing.
8. Learn about the realities of the families in your parish, and in your area and determine the best way to minister to them. Are there many new families? Are single-parent households the norm? What support might they need from the parish community?

WORKING WITH PASTORS AND BISHOPS

Facilitator: JASON DEUTERMAN

*Director, Office of Youth, Young Adult, and Campus Ministry |
Diocese of Dallas*

SEE

1. There is no single tried-and-true method for working with bishops.
 - a. The size of the diocese, the staff/office structure, the management style of the bishop, and the bishop's interest in a particular ministry or issue all help determine how accessible a bishop is to his staff.
 - b. Some bishops look to staff for the vision of the ministry as the expert. Others are more hands-on in forming the ministry.
 - c. There is a need to provide the bishop the info he needs to make decisions, such that he has ownership as successor to the Apostles.
 - d. If a wider change is expected in a ministry field or on a particular issue, it is especially important to have the bishop's support.

2. Working with Pastors
 - a. Like with bishops, there is a wide range of ways pastors operate and desire to be involved in young adult ministry.
 - b. Pastors can be an obstacle to reaching young adults at their parish.
 - i. How do we open their hearts to young adults?
 - ii. How do we redirect them to not just focus on those who donate financially, to realize they are not always the experts, and to listen to others for different ways of doing things?
 - c. We need to help pastors know how to move forward the Church's outreach to young adults through their parishes. Talk with the priests in your diocese to find the best ways to work with them on young adult ministry. Building a good working relationship will benefit the young adults in the diocese.

JUDGE

1. What are the best practices for engaging pastors in young adult ministry?
 - a. Help pastors see that you are there to serve them and their parish.
 - b. Don't start from a place of criticism when working with pastors to establish young adult ministry at the parish.
 - c. Understanding the need for and importance of young adult ministry can require a shift in thinking about parish life and parish health. Be patient, and help pastors identify new ways of gauging the success of young adult ministry.
 - d. For parishes with strategic plans or goals, help identify where young adult ministry fits in that plan.
 - e. Seize the opportunity now. With the attention on the upcoming Synod, this is an excellent time to make the case for greater attention to young adult ministry.
 - f. Remind pastors that the issue of low young adult participation is not going to change without work on the parish's end.

- g. Help pastors see the future giving potential of young adults over time, even if they are not “active” in the parish the way that the pastor wants. Young adults give money to causes and organizations they care about and would likely give to a parish if the parish was such a place.

ACT

1. Educate pastors and bishops on the sociological trends and habits of young adults to help them better understand and reach out to young adults. This can also include information about what young adult ministry can or should look like, and could include documents from the Synod to illustrate.
2. Help parishes and dioceses develop better communication strategies. Young adults are nomadic, but good communication about what is happening can help keep them involved and invested in one parish.
3. Refocus young adult ministry to reaching out to young adults who are somewhat involved in their faith or fallen away from the Church.
4. Ask pastors to improve hospitality at their parishes. Keep church doors open as much as possible, create a welcome team for Masses, make Mass and Adoration accessible to those who work during business hours.
5. Collaborate with the Vocations Office in your diocese to help young adults discern how God is calling them to be in the world.

SELF-CARE FOR THE MINISTRY PROFESSIONAL

Facilitator: SARAH JARZEMBOWSKI

*Coordinator of College Campus & Young Adult Ministries |
Archdiocese of Baltimore*

SEE

1. Our health is about us - and if we do not take care of ourselves, the ministry will suffer. Because we are passionate about our work, we need to care for ourselves and become who God wants us to be.
2. You cannot give what you do not have. We need to take a step back and refocus, so that we can go out and do good work and not burn out.
3. Questions and concerns about self-care
 - a. Fears of burning out quickly.
 - b. Being asked to do too much with not enough time. Collaboration, while a good goal to work towards, can take more time and create more work.
 - c. Finding time for self-care that is fruitful and restful. This goes against the American work ethic.
 - d. Matching pace of work with others.
 - e. Difficulty finding the space to be fed and not doing service for others. When is it appropriate to unplug from the parish or ministry?
4. Experiences of and recommendations for self-care
 - a. Taking walks, listening to music, reading books, and disconnecting from social media and technology for periods of time are all helpful simple methods of self-care.
 - b. Developing a support network of friends and colleagues who are also in ministry and can understand your life can be very helpful. They don't necessarily need to be Catholic. Good friends can also be informal mentors and help guide you in prayer and work.
 - c. Take time away by going on a vacation, retreat, or pilgrimage.
 - d. Find a spiritual director and make those meetings a priority.

JUDGE

1. What are signs of burnout?
 - a. Withdrawing from ministry and from the community they serve; only seeing ministry as a job they must do to get a paycheck. Some distance and boundaries can be healthy, but if your ministry becomes a never-ending chore, it may be time to reexamine your life.
 - b. Giving great advice, but then not following it yourself.
 - c. Growing tired or exhausted, having difficulty focusing at work and in life.
 - d. Missing meals or eating poorly.
 - e. Losing track of time.
 - f. Staying out too late too often, even if it is for work.

2. What's working?
 - a. Spiritual direction.
 - b. Networks of friends and mentors.
 - c. Find appropriate ways to delegate and let go of tasks. Learn to say no or not volunteer if you don't have the time or energy.
 - d. Have open and honest conversations with your supervisor. Talk through difficult situations and be open about your limitations in ministry.
 - e. Incorporate prayer into your work; make time to go to Mass and Adoration during work hours.
 - f. Build an independent personal prayer life, one that is not connected to the prayer you do as part of ministry.

3. Time has been a major challenge. There is often not enough time to pray, for spiritual direction, for reading and quiet, for vacation, and all that work demands.
 - a. We need to prioritize well, between the tasks inside and outside the job.
 - b. Finding the joy in the pesky little things – the St. Therese way.
 - c. We need to be willing to share this with those around us. They may be able to lighten the load or hold us accountable to good time management.

ACT

1. Set self-care goals and reminders to keep those goals. For example: commit to an exercise routine, use calendar alerts to remind you to go to Mass or sit down to pray, stick to a sleep schedule and set bedtime alarms to tell you when to go to sleep.
2. Take time to prepare for each week. Prep healthy food for the week and review your calendar and schedule for each day. Plot out when you will pray each day, when you will find time to exercise, and when you'll see friends and family. (if you don't already have a planner of some sort, get one.)
3. Be honest about your struggles, at least with other leaders and when appropriate with those you minister to.
4. Build relationships with your co-workers and trust that they will cover for you when you are away.
5. Find time to participate in gatherings and formation with other ministers.
6. Work with supervisors and priests to create more opportunities for prayer and more accountability for prayer and self-care.
7. Remember the core of your ministry is interpersonal – not the tasks.

DEVELOPING A STRATEGIC PLAN FOR YOUR MINISTRY WITH YOUNG ADULTS

Facilitators: RICK CURRAN

Executive Director | Parish Success Group

SEE

1. We need strategic plans. There are many great activities and programs being done individually but with little cohesion on the larger scale. Documents in the Church are well-intentioned and are good guides, but we need to develop a strategic plan from these documents that responds to the local situation.
2. Need to ask:
 - a. Do we have mission behind all of our events or are we just throwing together a “hodge-podge” of events?
 - b. What’s the point of all that we are doing?
 - c. How does OUR strategic plan in young adult ministry fit into the larger life of the diocese or parish or organization? Do our goals match those of other ministries?
3. Challenges with Strategic Planning
 - a. Strategic planning can bring about great anxiety.
 - b. Different components can be overwhelming especially for small offices.
 - c. It’s difficult to find balance between action/events and other things that need done and determining what is the highest priority can be difficult.
 - d. Empowering other leaders and getting help is necessary to accomplish.
 - e. Young adults need to be involved in the strategic planning process for input as to what they want, to make sure we are part of the vision and want what is actually being offered.
 - f. How do you navigate the “why do we need something with young adults” or “there aren’t any young adults here, why bother”?

JUDGE

1. There isn’t a lack of willingness for strategic planning, but there is difficulty in getting the process started and making it flexible enough to respond to new issues in the Church and society. Strategic plans may also need to change when leadership changes.
2. What could we do to navigate these waters? How do we create accountability and actions and get around things that have caused issues and make sure that plans just don’t get placed in a folder?
 - a. Limiting scope sometimes can be helpful, start small and reassess, recognize how to be clear and figure out what you can do as an office.
 - b. Make sure leaders are on board with a strategic plan- we need buy in before we can go deeper.

- c. Take a step back to really assess and get honest feedback as to what is really going on.

3. Young Adult Boards and Advisory Committees

- a. Boards can be difficult and challenging because of the availability and reliability of young adult volunteers.
- b. Many young adult leaders are doing a lot and we risk burnout.
- c. Have specific intention to have young adults on other, broader parish or diocesan boards/councils. It helps to make connections and foster leadership.
- d. Ask: What is the purpose for meeting, what is the end result you would hope the advisory board would come to? How do you come together to create the same vision?

ACT

1. Try something. See what works and adjust.
2. Look at your current resources and work with what you have available to you and know what is possible. Consult with young adults in the planning process.
3. Collaborate with other organizations and take best practices from other dioceses or ministries.
4. Work with church leadership when developing the plan. Explain why it is needed and what role they may need to play in executing it.
5. Decide how to measure success.
 - a. How are people making measuring “success” other than just numbers of people at events, etc.? How many relationships are being created and new connections made with people and organizations?
6. Deal with the perpetual problem of youth ministry vs. young adult ministry. Determine what makes them different, and what is needed to make each successful.

HOW TO RESPOND TO AND ENGAGE YOUNG ADULTS THROUGH CURRENT EVENTS

Facilitators: ELISE ITALIANO

Executive Director | The Given Institute

SEE

1. It is important to stay relevant to engage young adults today, especially those who have fallen away from the Church.
2. Many young adults want the Church to speak out more quickly or strongly on current events. Engaging in these conversations can be an opportunity for connection and catechesis.

JUDGE

3. How do we engage young adults in discussing current events with civility?
 - a. Hold the discussions offline. Discussing in person improves the decorum of the conversation and increases respect.
 - b. Create a space and establish clear ground rules for the discussion.
 - c. Ask for help to understand the issue at hand, and to guide the conversation if needed.
 - d. Always approach conversations as if someone in the room, or the person you're speaking with, is immediately impacted by the issue.
4. What are the challenges?
 - a. Balancing our own need to unplug from the news at times while still staying aware.
 - b. Many people come in with a lot of assumptions about another person's views. We need to learn to presume the best intentions of those who we disagree with.
 - c. We need to do some self-reflection and studying of the issue to ensure we are informed, and do not react from a place of hurt.
 - d. Polarization does not allow for any moderation on issues.
 - e. Recognize you may not always be the best person for a conversation.
 - f. Not everyone has a good grasp of Church teaching or knows where to find the right information.
5. How do we get young adults to engage with these issues?
 - a. Encourage priests and bishops to speak out.
 - b. Partner with local organizations to host events and guide the conversation.
 - c. Help young adults see the value of acting and speaking up and direct them to organizations that do this in line with Church teaching.
 - d. Use Theology on Tap to begin the conversation.
 - e. National events are not the same as current events: sometimes it can be more local, and community based.
 - f. Focus on some of the issues the young adults are interested in or involved in already.

6. How do we help young adults with the pace of current events?
 - a. Encourage them to pray about the issues as they learn more.
 - b. Share good Catholic sources for background on the current events and Church teaching.
 - c. Teach self-care.
 - d. Find a way to do our part to address the issue in what you can do.

ACT

1. Have action steps lined up before the conversation starts.
2. Have the humility to ask for help when it is needed.
3. Find someone to process things with.
4. Pause before you post. Pray and reflect, and then post.
5. Find others who can speak better to these issues.
6. Always keep the Catholic perspective as the context.