

Report of the Young Adult Task Force

March 24, 2008

The Young Adult Task Force was created to address the gap in participation, membership and attendance from 18-30 year olds at Christ Church United Methodist and to recommend actions we can take to support and strengthen this ministry.

In the course of our discussions and meetings, we have recognized many successes within Young Adult Ministry – especially within the last few months – yet we have discovered many areas in which CCUM can improve. While it is a familiar home to many of us, we have learned that CCUM can be an intimidating place for young adults. We need to be more welcoming and inviting to young adults, especially those with no church home or limited religious background. Young adults should play a more prominent role in the welcoming, inviting, worship and leadership ministries at CCUM. This area of ministry should be of primary focus for our staff, leadership and congregation.

Our recommendations are as follows:

Church Support

- Staffing
 - Hire a full-time Director of Young Adult Ministries
 - We believe a full-time position is needed to invest in relationships with young adults, to plan events and programming, to raise congregational awareness, to spearhead the implementation of recommendations by the Task Force, and to plan future endeavors.
 - We recommend SPRC analyze Rev. John Hill's current position and consider restructuring/prioritizing based on these recommendations, with the possibility of the Director of Young Adult Ministries spending 80% of his/her time on young adult ministries and 20% of his/her time on recreation/leisure ministries.

- Financial
 - Continue to support this ministry area financially and increase the level of funding (currently \$8,600 plus staff expenses) as the ministry grows.
 - Restructure a salary and benefits package for the new Director of Young Adult Ministries within the amount already approved for the 2008 budget for John Hill's current position.
 - Create a temporarily restricted fund (Young Adult Scholarships) to provide monetary support for young adults to attend events and programs.

- Ministry Team / Volunteer Support
 - Expand the membership and scope of the Young Adult Ministry Team to partner with the new Director of Young Adult Ministries to lead, guide, support and plan the various ministries with young adults of Christ Church.
 - The Young Adult Ministry Team should be modeled after the Student and Children Ministry Teams, with more emphasis given to young adult ownership of the ministry.
 - The membership of the Young Adult Ministry Team should be no less than ten individuals, with at least one of these being an older high school student and three additional being at-large members from outside the young adult demographic.
 - Cultivate a large base of volunteers (in addition to the Young Adult Ministry Team members) to host events, lead small groups, build and nurture relationships with young adults, etc.

- Leadership / Overall Awareness
 - Integrate young adults into positions of leadership whenever possible. Solicit young adult input and participation in teams/committees.
 - Increase the visibility of young adults by having them participate in Moments of Ministry, serve as greeters, and act in other "face time" roles.

- Communicate and celebrate these ministry opportunities with the congregation so we all take ownership of this essential ministry.
- CCUM Culture
 - Monitor the culture of Christ Church: Are we welcoming to young adults? What needs to change? What events work and why? What is working for other churches?
 - Consider incorporating worship elements and experiences that will resonate with young adults in our current worship opportunities that will enhance them.
 - Create a task force to explore the desirability and feasibility of an alternative worship service following the completion of the new sanctuary, with special attention given to style, time, and location.

The Director of Young Adult Ministries and Young Adult Ministry Team should consider the following areas of emphasis:

- Small Groups
 - Encourage relationships, community, leadership opportunities, and conversations that are important for young adults.
 - Develop inter-generational mentoring opportunities for adults and senior adults.
- Events
 - Plan and evaluate the Young Adult Ministry program on a quarterly basis.
 - Explore fun, easily-accessible group events, such as recreation, trips, art, games, etc. to provide entry-points for new people.
- Missions / Service
 - Young adults want to see their faith making a difference in their lives and the world. Provide missions projects and outreach opportunities for young adults to experience the power of the Holy Spirit at work in and through them as they serve.
 - Encourage inter-generational mission and service projects.
- Worship
 - Young adults desire a deep connection with God and are drawn to ancient practices of worship matched with a contemporary style and feel. Consider offering worship experiences specifically for young adults that will resonate with how they connect with God.
- Off-Site Opportunities
 - Many young adults are intimidated by a large, traditional church building; consider alternative locations for worship, small group meetings and gatherings.
- Nurture
 - Maintain contact with young adults who are away at college, military, or other out-of-town endeavors.

Within a year's time, the Young Adult Ministry team along with the Director of Young Adult Ministries will report back to Administrative Council on the implementation of these recommendations and status of our church culture as it relates to young adults.