



SUSTAINABLE PRACTICES FOR CHURCHES WITH EMPLOYED YOUTH WORKERS:

The seven sustainable practices contain beliefs and promises which churches and Christian organisations make about the principles they will use in employing a youth worker.

1. We will pray and spiritually support

- **We believe** that our youth worker needs spiritual support in their work with young people.
- **We promise** to pray for our youth worker and make supporting their spiritual life a high priority.

2. We will give space for retreat and reflection

- **We believe** it is essential for our youth worker to take time to think and pray.
- **We promise** to encourage our youth worker to use part of their schedule to give space for retreat, reflection and personal development.

3. We will provide ongoing training and development

- **We believe** that learning the skills of youth work is an ongoing process and that it's important to continually invest in professional development.
- **We promise** to set aside time and money to provide training and development for our youth worker.

4. We will give at least one full day of rest per week

- **We believe** that taking regular time off helps maintain our youth worker's passion and energy for his or her work with young people.
- **We promise** to actively encourage our youth worker to take at least one day away from their role each week to do something different.

5. We will share responsibility

- **We believe** that having a youth worker does not release the rest of the church from our responsibilities towards young people.
- **We promise** to encourage everyone to play a part in volunteering, supporting or praying for young people.

6. We will strive to be an excellent employer

- **We believe** it is important to follow best practice guidelines in the way we employ our youth worker.
- **We promise** to have clear procedures for recruiting and employing our youth worker, and to provide supportive management structures.

7. We will celebrate and appreciate

- **We believe** it's vital to acknowledge what our youth worker is doing and the commitment they have made to work with young people in our church.
- **We promise** to make sure our youth worker knows they are appreciated, and we will celebrate their achievements.

“For so long ‘burn out’ has been synonymous with youth ministry. Ministry is sacrificial, yes. But where we can look after our workers, we must. These practices will deliver what they promise, and what we have longed for ... sustainability in youth ministry.”

- Phil Trotter - Anglican National Youth Advisor (Tikanga Pakeha)

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The Network of National Youth Ministry Leaders (NZ/Aotearoa)



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SUSTAINABLE PRACTICES

FOR CHURCH MANAGEMENT OF A KEY VOLUNTEER YOUTH LEADER

The seven sustainable practices contain beliefs and promises which churches and Christian organisations make about the principles they will use in managing a key volunteer youth leader.

1. We will pray and spiritually support

- **We believe** that our youth leader needs spiritual support in their work with young people.
- **We promise** to pray for our youth leader and make supporting their spiritual life a high priority.

2. We will give space for reflection and rest

- **We believe** that taking regular time away helps maintain our youth leader's passion and energy for his or her work with young people.
- **We promise** to require our youth leader to take appropriate and regular breaks from volunteer ministry for personal refreshment and reflection.

3. We will provide ongoing training and development

- **We believe** that learning the skills of youth work is an ongoing process and that it's important to continually invest in professional development.
- **We promise** to set aside time and money to provide training and development for our youth leader.

4. We will give freedom to lead

- **We believe** that empowered leaders serve the church best.
- **We promise** to entrust our youth leader with the youth ministry.

5. We will share responsibility

- **We believe** the whole church is responsible for our youth ministry.
- **We promise** to encourage everyone to play a part in volunteering, supporting or praying for young people.

6. We will provide good management

- **We believe** it is important to follow best practice guidelines in the way we manage our youth ministry.
- **We promise** to provide clear procedures and supportive structures to assist our youth leader in managing our youth ministry.

7. We will celebrate and appreciate

- **We believe** it's vital to acknowledge what our youth leader is doing and the commitment they have made to work with young people in our church.
- **We promise** to make sure our youth leader knows they are appreciated, and we will celebrate their achievements.



“Every church I’ve served has genuinely wanted to support their youth workers – both the pastors and the volunteers – but most haven’t been quite sure how to go about it. Now the ‘Sustainable Practices’ resource gives congregations a concrete place to begin – and gives youth workers hope: Yes, somebody cares and wants to help.”

- Kenda Creasy Dean, Professor of Youth, Church & Culture, Princeton Theological Seminary