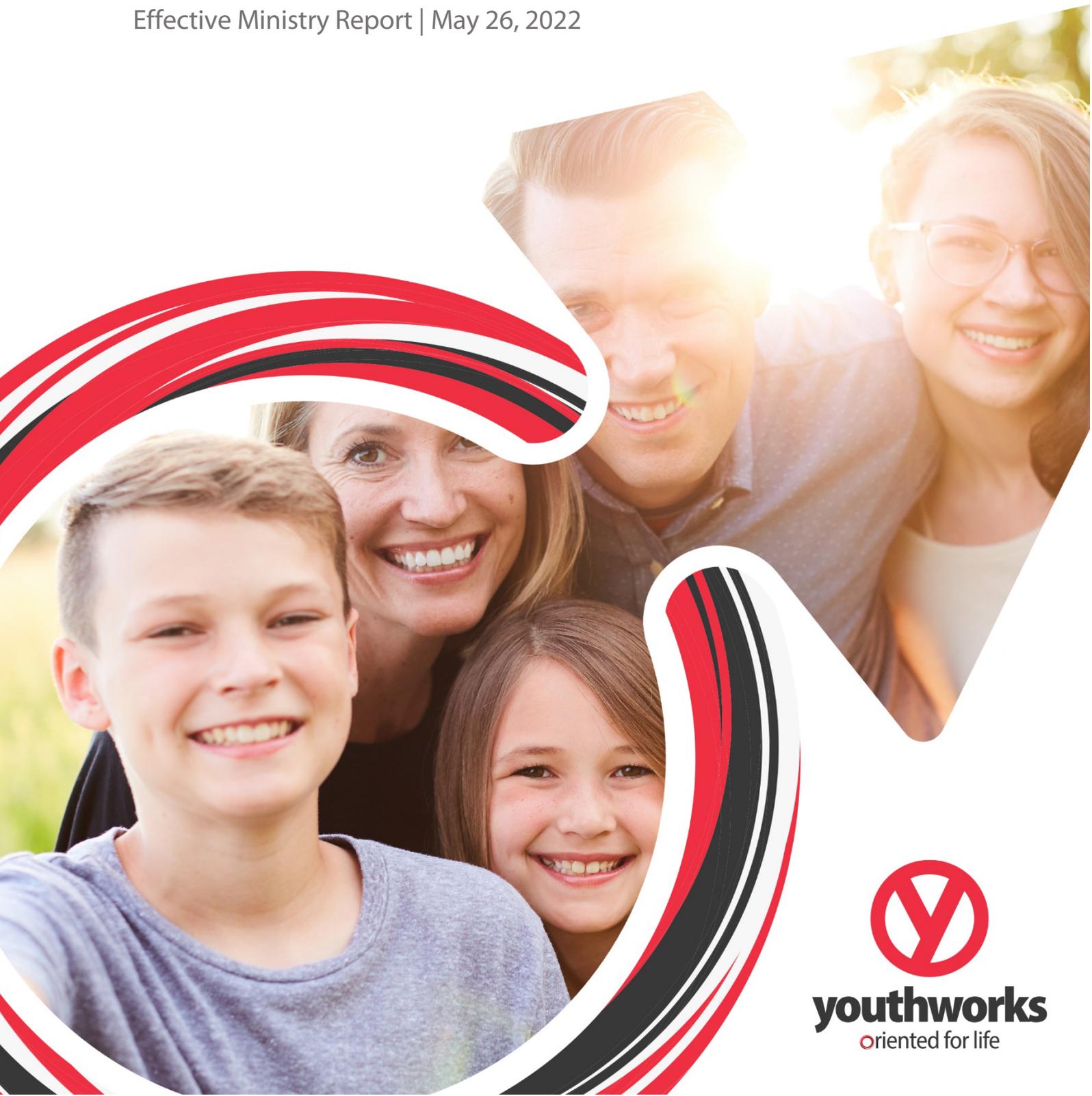


YOUTHWORKS EFFECTIVE MINISTRY TOOL

Youthworks Ministry Support

Parish of Sydney | Bob Raikes

Effective Ministry Report | May 26, 2022



Introduction

Welcome to the Effective Ministry Report for your church. In the following pages you will find the results of the survey you completed online, diagnosing the effectiveness of your youth or children's ministry in reference to Youthwork's 7 Principles of Effectiveness.

Ministry to children, youth and their families is vital for churches seeking to engage in God's mission to see his name glorified and his kingdom grow. This is especially important given research which shows that most adult Christians made their decision to become disciples of Christ before 20 years of age¹, and yet it is at this same stage of life when many children from Christian households decide to walk away from the faith².

This report seeks to highlight for you the areas in which your church's ministry to young people is effective at maturing faith, evangelising your community and growing young disciples, as well as the areas where your effectiveness can be improved.

There is a direct and observable impact on the growth of the local church when people under 30 years old have a healthy and active faith. It is our hope and prayer for you that this report is a significant step in a process of stimulating your imagination, your strategic planning and your prayers towards developing effective ministries to children, youth and families in your church.

Youthworks is committed to working alongside you to grow an effective youth and children's ministry in your church. While we have designed this report to be read and interpreted by you and your staff team, we recommend that you continue working alongside the Youthworks Ministry Advisors in your region. Our Advisors are equipped to provide training, coaching and consultancy for you and your church which will increase your effectiveness in ministry to young people in your community.

You can find the Youthworks Advisor details at <https://youthworks.net/meet-the-team>.

Andy Stevenson

Head of Youthworks Ministry Support

¹ 78% of Anglicans in Sydney say they became a Christian before the age of 20. *Becoming a Christian: Key Influences on Faith Formation and Church Attendance*. Report on Questions Commissioned by Anglican Youthworks in the 2016 National Church Life Survey. May 2018

² 40% of people raised in church-going Christian families leave the Sydney Anglican church by the age of 25. In Protestant churches in America this statistic is closer to 60%. *5 Reasons Millennials Stay Connected to Church: Research Releases in Millennials and Generations (September 17, 2013)*. The Barna Group <https://www.barna.com/research/5-reasons-millennials-stay-connected-to-church/> accessed August 14th 2019.

The 7 Principles of Effective Ministry

Youthworks' 7 Principles of Effective Ministry sets out the priorities of a church that is effectively establishing young people as disciples of Christ and members of his Church. The principles come out of the biblical understanding of the status of young people as sinners in need of salvation, who along with the rest of the body are covered by the blood of Jesus through faith in his atoning death, and who are considered by God to be equal members of the Church. They also affirm the responsibility given to parents and the whole Church to invest in the discipleship of young Christians.

These seven principles should be implemented as a matter of priority by churches who desire to see young people effectively discipled as followers of Christ for generations to come. They represent years of reflection and refinement by Youthworks as we have studied Scripture as well as culture and sought to provide the best theology, principles and practice to a gospel centred children's and youth ministry.



Effective Ministry in the Church



1. Teach young people God's word through relational discipleship

Effective discipleship is predicated on the preaching and teaching of Scripture. Effective ministry facilitates the faithful and creative teaching and modelling of God's Word, in a variety of formats, to young people within the context of genuine Christian relationships.



2. Equip parents to disciple their children in partnership with the church

Effective discipleship occurs when the church encourages parents to be the primary disciple makers of their children. Effective ministries engage with parents in both formal and informal ways to equip them for this God-given responsibility.



3. Integrate young people into the household of God

Effective discipleship occurs when young people are included as equal members, and integrated into, the wider household of God's people. Effective ministry happens within the context of an intergenerational church where young people are enabled to serve and contribute to the church in meaningful ways.

Effective Ministry in the Community



4. See young people coming to genuine faith in Christ

Effective ministries are committed to welcoming new members into the body of Christ through evangelism. Effective evangelism is expanded when the church trains young people to share the gospel with their friends and family.



5. Collaborate with other churches in effective ministry to young people

Effective ministry occurs as local churches collaborate with other Christians in the wider community. Churches that collaborate well with one another will affirm the unity that exists between Christians as a result of the atoning sacrifice of Christ.

Effective Ministry in Leadership



6. Effectively train leaders for gospel ministry to young people

Effective ministries actively recruit and train their leadership team. Effective leaders display godly character, deep Christian convictions and ministry competence and are led, taught, modelled and held accountable to these commitments by the senior ministry leaders.



7. Invest in spiritually and emotionally healthy ministry workers who lead with intent

Effective ministry is led by spiritually and emotionally healthy ministry workers who exhibit resilience, maturity, self-control and the ability to make good decisions in the face of ministry pressures. Effective ministry workers are invested in their own wellbeing through self-care, can maintain appropriate boundaries and have a real trust in the grace and sovereignty of God.

Understanding the Effective Ministry Tool

The Effective Ministry Tool comprises a survey of over 250 questions relating to the 7 Principles of Effective Ministry.

The following report shows the results of your EMT survey, beginning with a broad overview, through to the detailed analysis of each question.

On page 7 you will find the overview of your results of each of the seven principles. The following pages show your results in comparison with any previous EMT survey you may have completed. This will help you begin to recognise the areas of relative strength and weakness in your church and will help you focus on which of the seven principles needs your **most urgent focus** in growing a more effective youth and children's ministry.

Beginning on page 12 you will then find the results of each principle, broken down into a number of key outcomes. Each of the questions that you answered were focused on assessing these measures of effectiveness in your ministry. Your results on these outcomes will enable you to establish **clear goals** for your ministry growth.

Finally, on page 26 you will find your individual results for each of the questions in the EMT survey. This will allow you to dig deep into what specific elements of your youth and children's ministry need attention so that you can develop a **strategic plan** to enable you to move forward as you lead effective change in your ministry.

Scoring The EMT

The majority of the questions in the EMT survey are scored 1-5 relative to the specific scale used in answering each item. The individual results pages will show what you answered for each question and the respective score. These scores are then collated to show the score for each corresponding outcome and then principle.

Principles coloured **dark green** reflect a high score; 4.1 and over. These areas are **excelling** in your church. Continue in what you are doing and look to how you can share your effectiveness with others.

Principles coloured **green** reflect a moderately high score; between 3.1-4.0. These areas are well **established** in your church. Continue sharpening the weaker areas in order to capitalise on your effectiveness.

Principles coloured **yellow** reflect a medium score; between 2.1-3.0. These areas are **developing** well in your church. Intentional focus on key areas will continue to grow your effectiveness.

Principles coloured **orange** reflect a moderately low score; between 1.1-2.0. These areas are **emerging** in your church. Strengthen the foundation and begin work on elements that are holding back your effectiveness.

Principles coloured **red** reflect a low score; below 1.0. These areas are **critical** in your church. Urgent refocusing and/or restructuring is needed to build effectiveness.

Any questions that were answered with "Don't Know" remain unscored and do not factor into the collated score for that outcome or principle.

Don't Know answers are significant for your results as it is important to recognise and address areas of your ministry where you do not have the information that will measure your effectiveness. However, by not scoring these answer (i.e., not giving them a zero score), we have been able to prevent them from negatively impacting your collated score for that outcome and principle.

My Ministry Snapshot

This page provides a snapshot of your Effective Ministry Tool results.

The two percentages show your overall effectiveness score for this survey and for the previous survey you completed (if applicable). The scores below show your average score for each of the 7 Principles of Effective Ministry on the 1-5 scale.

Overall Effectiveness Score 2020

74.7%

Previous Effectiveness Score

N/A



Principle 1: Teach young people God's word through relational discipleship



3.2



Principle 2: Equip parents to disciple their children in partnership with the church



3.0



Principle 3: Integrate young people into the household of God



3.4



Principle 4: See young people coming to genuine faith in Christ



4.1



Principle 5: Collaborate with other churches in effective ministry to young people



3.7



Principle 6: Effectively train leaders for gospel ministry



4.3



Principle 7: Invest in spiritually and emotionally healthy ministry workers who lead with intent



4.4

7 core principles results

The following table shows your summary score from each of the seven principles. This will give you a overview of the effectiveness of your church's ministry to youth and children.

Effective Ministry in the Church



Principle 1: Teach young people God's word through relational discipleship

Your ministry received a moderately high score which shows that you have **established** good practice in discipling young people through word ministry. Continue sharpening the weaker areas in order to capitalise on your effectiveness.



3.2



Principle 2: Equip parents to disciple their children in partnership with the church

Your ministry received a medium score which shows that you are **developing** effective practice to and with families. Intentional focus on the key indicators of family ministry will grow your discipleship of young people.



3.0



Principle 3: Integrate young people into the household of God

Your ministry received a moderately high score which shows that you have **established** good practice in the integration of young people. Continue sharpening the weaker areas of your intergenerational ministry in order to capitalise on your effectiveness.



3.4

Effective Ministry in the Community



Principle 4: See young people coming to genuine faith in Christ

Your ministry received a high score which shows that you are **excelling** in your evangelism to young people. Continue in what you are doing and look for ways in which you can share your missional effectiveness with others.



4.1



Principle 5: Collaborate with other churches in effective ministry to young people

Your ministry received a moderately high score which shows that you have **established** good practice in gospel collaboration. Continue sharpening the weaker areas of your ministry with others in order to capitalise on your effectiveness.



3.7

Effective Ministry in Leadership



Principle 6: Effectively train leaders for gospel ministry

Your ministry received a high score which shows that you are **excelling** in your leadership development. Continue in what you are doing and look for ways in which you can share your effectiveness with others.



4.3



Principle 7: Invest in spiritually and emotionally healthy ministry workers who lead with intent

Your ministry received a high score which shows that you are **excelling** in your personal and professional life. Continue in what you are doing and look for ways in which you can share your effectiveness with others.



4.4

Changes since your last survey

The following table shows your summary score in comparison to your previous completion of the EMT survey. This will allow you to see the relative growth or decline in effectiveness over that time, giving you the opportunity to assess how the changes that you have made in strategy have affected the effectiveness of your ministry to youth and children.

Effective Ministry in the Church



Principle 1

Teach young people God's word through relational discipleship

2020



3.2



Principle 2

Equip parents to disciple their children in partnership with the church

2020



3.0



Principle 3

Integrate young people into the household of God

2020



3.4

Effective Ministry in the Community



Principle 4

See young people coming to genuine faith in Christ

2020



4.1



Principle 5

Collaborate with other churches in effective ministry to young people

2020



3.7

Effective Ministry in Leadership



Principle 6

Effectively train leaders for gospel ministry

2020



4.3



Principle 7

Invest in spiritually and emotionally healthy ministry workers who lead with intent

2020



4.4

Outcomes

The following tables detail for you the individual outcomes that are assessed by the Effective Ministry Tool. We believe that these outcomes are the essential measures of effectiveness in ministry to youth and children. Seeing your collated score for each of the outcomes will enable you to focus on the relative strengths and weaknesses of your current ministry practice.



1. Teach young people God’s word through relational discipleship

	2020	
Outcome #1 Each person is discipled by a dedicated leader	Excelling	4.7
Outcome #2 Doctrinal clarity is evident in young people	Developing	3.0
Outcome #3 Spiritual attributes are evident in young people	Developing	2.9
Outcome #4 Spiritual disciplines are evident in young people	Developing	3.0
Outcome #5 Young people are equipped to share the gospel	Established	3.5
Outcome #6 Numerical growth of young people in the church		
Outcome #7 Young people are retained through key transition times	Established	3.3
Outcome #8 Young people actively loving their neighbours	Developing	3.0
Average Score for Principle 1	Established	3.2



2. Equip parents to disciple their children in partnership with the church

	2020	
Outcome #1 Parents disciple their own children	Developing	3.0
Outcome #2 Parents are equipped and resourced to disciple their own children	Developing	2.8
Outcome #3 Regular communication between church and home	Established	3.2
Outcome #4 Collaborative discipleship between church and home	Developing	2.8
Average Score for Principle 2	Developing	3.0



3. Integrate young people into the household of God

	2020	
Outcome #1 Young people contribute within the church	Developing	2.8
Outcome #2 Young people explicitly valued and prioritised in the church	Excelling	5.0
Outcome #3 Clear pathway for young people from 0-30	Established	3.3
Outcome #4 Intergenerational relationships fostered across gatherings	Developing	2.3
Outcome #5 Significant moments for young people celebrated by whole church	Established	3.6
Average Score for Principle 3	Established	3.4



4. See young people coming to genuine faith in Christ

	2020	
Outcome #1 Evangelistic strategy to reach the lost	Excelling	4.4
Outcome #2 Welcoming community	Excelling	4.3
Outcome #3 Evangelistic growth		
Outcome #4 Evangelistic events that complement core ministry	Emerging	2.0
Outcome #5 Retention of new comers	Established	4.0
Average Score for Principle 4	Excelling	4.1



5. Collaborate with other churches in effective ministry to young people

	2020	
Outcome #1 High quality SRE	Established	4.0
Outcome #2 Collaboration with other churches	Established	3.3
Outcome #3 Collaboration with other ministry workers		
Outcome #4 Released to train and equip other ministries		
Average Score for Principle 5	Established	3.7



6. Effectively train leaders for gospel ministry

	2020	
Outcome #1 Quality age and culturally relevant bible teaching	Excelling	4.1
Outcome #2 Leaders committed to personal spiritual disciplines	Excelling	4.8
Outcome #3 Leaders trained in gospel ministry competence	Excelling	4.7
Outcome #4 Junior leadership training plan	Critical	1.0
Outcome #5 Future vocational leaders identified and equipped	Established	4.0
Average Score for Principle 6	Excelling	4.3



7. Invest in spiritually and emotionally healthy ministry workers who lead with intent

	2020	
Outcome #1 Healthy ministry workers	Excelling	4.1
Outcome #2 The worker is valued by the minister	Excelling	5.0
Outcome #3 Minimum 5 year commitment to role		
Outcome #4 Clearly articulated ministry plan	Excelling	4.5
Outcome #5 Safe ministry practices	Excelling	4.1
Outcome #6 Leading with competence	Excelling	4.6
Average Score for Principle 7	Excelling	4.4

Areas of Strength

As you seek to evaluate your current ministry practice and work towards a greater effectiveness, it is good to stop and celebrate those areas of strength that already exist in your ministry to children and young people.

Below are five outcomes from across the seven principles that your ministry is already showing signs of good health. These are not necessarily those outcomes which were highest scoring. They have been chosen by your Youthworks Ministry Advisor in order to help focus your attention on those outcomes which would they have either witnessed, or would expect to see, bearing gospel fruit in the young people that you minister to.

<p>Principle 7: Outcome 4 Clearly articulated ministry plan</p> <p>Excellent foundation to be working from and to support your strategic engagement in your ministry.</p>
<p>Principle 3: Outcome 2 Young people explicitly valued and prioritised in the church</p> <p>Very strong and worth celebrating. Cf. 3.1 and work on the engagement of young people as active participants</p>
<p>Principle 4: Outcome 2 Welcoming Community</p> <p>Excellent foundation from which to do ministry. Identify the barriers for newcomers to further increase effectiveness.</p>
<p>Principle 6: Outcome 1 Quality, age and culturally relevant Bible teaching</p> <p>Significant strength. Though cf. 1.2-1.4, noting the somewhat lower scoring on young people's understanding and expression of faith for themselves.</p>
<p>Principle 6: Outcome 3 Leaders training in gospel ministry competence</p> <p>Great regular pattern of leadership training. Use areas of weakness in the report to identify training topics for future.</p>

As you answered each section, you were given the opportunity to respond with what you believe you are doing to foster effectiveness according to each of the 7 Principles. Here are the answers you provided.

How else does your ministry foster mature, robust and active young disciples of Christ?

We encourage personal Bible reading at home as well as at Kids Church

How else does your ministry ensure that Christian parents are equipped to disciple their children in partnership with the church?

In the past we have had parent seminars. These were excellent however they have not be re-started since the person leading it stopped.

How else does your ministry ensure that children and youth are integrated into the household of the church?

Pre COVID we had the children start in the service, but this has had to stop due to capacity restrictions. We've experimented with family services but they have not been enthusiastically received.

How else does your ministry encourage young people to come to genuine faith in Christ?

Predominantly through the SRE ministry and the links from school to afternoon Kids Club

How else does your ministry collaborate intentionally and effectively with other churches in ministry to children and youth?

Involvement in local area networks which have been helpful. I visited another church's training day to gather ideas.

How else does your ministry ensure that leaders are intentionally trained for gospel ministry to young people?

This year I ran a January weekend away with all my leaders. This went really well and was a mixture of training time, some Bible study and some relaxing.

How else does your ministry invest in spiritually and emotionally healthy youth ministry workers who lead with intent?

My marriage and my close friendships are important to me. Meeting up with others who are in fulltime ministry is beneficial.

Areas of Weakness

As you develop a plan for increased effectiveness, it is likewise important to recognise those areas of weakness in your ministry which you may influence you short, medium and long term goals.

Below are five outcomes from across the seven principles that your ministry is showing signs of weakness. These are not necessarily those outcomes which were lowest scoring. They have been chosen by your Youthworks Ministry Advisor in order to help focus your attention on those outcomes which, if given appropriate attention, will enable solid growth in effectiveness in your ministry to young people.

<p>Principle 3: Outcome 1 Young people contribute within the church</p> <p>The participation of young people in the household of God is a key indicator of intergenerational health as well as long-term faith commitment.</p>
<p>Principle 6: Outcome 4 Junior leadership training plan</p> <p>Use the strength of your general training program (6.3) to establish a clear and strategic junior leadership course.</p>
<p>Principle 4: Outcome 3 Evangelistic growth</p> <p>Use the strength of your evangelistic strategy (4.1) and intentionally invite young people into the missionary opportunities to reach their friends, family and neighbours.</p>
<p>Principle 3: Outcome 4 Intergenerational relationships fostered across gatherings</p> <p>Intergenerational relationships foster healthy church-wide discipleship. Work on strategies to bring generations together.</p>
<p>Principle 2: Outcome 4 Collaborative discipleship between church and home</p> <p>Intentional focus on this collaborative relationships will see increases across each of the outcomes in Principle 2.</p>

As you answered each section, you were given the opportunity to respond with what you believe you are the greatest challenges to effectiveness according to each of the 7 Principles. Here are the answers you provided.

What is the biggest challenge your ministry faces in its efforts to foster mature, robust and active young disciples of Christ?

Raising up enough leaders to disciple the young people well

What is the biggest challenge your ministry faces in its efforts to ensure that Christian parents are equipped to disciple their children in partnership with the church?

The right people to have time and energy for these conversations

What is the biggest challenge your ministry faces in its efforts to ensure that children and youth are integrated into the household of the church?

Moving people in and after youth group into a congregation

What is the biggest challenge your ministry faces in its efforts to encourage young people to come to genuine faith in Christ?

Declining numbers at SRE therefore declining number of invitation to weekly kids club

What is the biggest challenge your ministry faces in its efforts to collaborate intentionally and effectively with other churches in ministry to children and youth?

Often an attitude of independence amongst churches. Collaboration is not seen as valuable.

What is the biggest challenge your ministry faces in its efforts to ensure that leaders are intentionally trained for gospel ministry to young people?

Leader's time to give to training outside of group time.

What is the biggest challenge your ministry faces in its efforts to invest in spiritually and emotionally healthy youth ministry workers who lead with intent?

The emotional energy required day to day and week to week.

Areas of Uncertainty

As we have already noted, *Don't Know* answers are significant for your results as it is important to recognise and address areas of your ministry where you do not have the information that will measure your effectiveness. Below are the questions in the survey that you responded *Don't Know* or *N/A*. Noting these will allow you to reflect on the metrics of effectiveness that you are, at this stage, unable to measure. You may wish to incorporate some of these metrics into your future planning of youth and children's ministry.

The children/youth in my ministry display courage in the face of opposition	Don't Know
The children/youth in my ministry are committed to gathering with God's people, either in children's and youth ministry or wider church	Don't Know
The children/youth in my ministry are using the Bible to make decisions	Don't Know
The children/youth in my ministry can clearly articulate their personal testimony	Don't Know
The children/youth in my ministry actively help out at home	Don't Know
The children/youth in my ministry actively serve in their community	Don't Know
The parents in my church are memorising Scripture with their young children (0-11)	Don't Know
The parents in my church read the Bible with their teenagers (12-18)	Don't Know
The parents in my church read the Bible as a family with their teenagers (12-18)	Don't Know
The parents in my church are equipping their teenagers (12-18) to read the Bible for themselves	Don't Know
The parents in my church pray at home with their teenagers (12-18)	Don't Know
The parents in my church talk about the Christian faith with their teenagers (12-18)	Don't Know
The parents in my church talk about how the Christian faith impacts their life with their teenagers (12-18)	Don't Know
The parents in my church are memorising Scripture with their teenagers (12-18)	Don't Know

The children/teens in my ministry have at least 5 safe, adult connections in our church	Don't Know
The children/youth in my ministry talk to friends about God and church	Don't Know
The children/youth in my ministry have seen a friend become a Christian	Don't Know
The children/youth in my ministry have led someone to Christ	Don't Know
My church values our local SRE ministry	Don't Know
My church has other formal children/youth connections with the school community (e.g. Kids Hope, Lunch Time Groups, School Chaplaincy, etc.)	Don't Know
If you have used CEP (Youthworks) resources before, how effective did you find them in your ministry	N/A
The leaders in my ministry are held accountable to their commitment to personal bible reading and prayer	Don't Know
The leaders in my ministry have formal accountability partners	Don't Know
The leaders in my ministry make use of in-church (church led) training courses in children's/youth ministry	Don't Know
The junior leaders in my ministry have a clear training plan Junior Leaders: usually teenagers, learning leadership without full responsibility	N/A
The junior leaders in my ministry receive clear supervision from experienced leaders in their ministry role	N/A
The post-high school leaders in my ministry attend Year 13	N/A
The leaders in my ministry know and follow the church's first aid policy	Don't Know

Whole Church Ministry Snapshot

This page provides a snapshot of the Effective Ministry Tool results from all responses from your church.

The two percentages show the churches overall effectiveness score from all responders; this year and the previous year in which the survey was conducted (if applicable).

The scores below show the collated score for all previous results by staff members at your church, on a 1-5 scale.

Church Effectiveness Score 2020

70.6%

Church Effectiveness Score

0.0%



Principle 1: Teach young people God's word through relational discipleship



3.1



Principle 2: Equip parents to disciple their children in partnership with the church



2.6



Principle 3: Integrate young people into the household of God



3.5



Principle 4: See young people coming to genuine faith in Christ



3.7



Principle 5: Collaborate with other churches in effective ministry to young people



3.6



Principle 6: Effectively train leaders for gospel ministry



3.8



Principle 7: Invest in spiritually and emotionally healthy ministry workers who lead with intent



4.3

Whole Church Comparison

This comparison table outlines your most recent scoring on the EMT with all previous results by staff members at your church. This comparison will enable you to have constructive conversation with the others on your staff team who may have a different perspective on your current effectiveness in ministry.



Principle 1: Teach young people God’s word through relational discipleship

My Score



3.2

Church Total



3.1



Principle 2: Equip parents to disciple their children in partnership with the church

My Score



3.0

Church Total



2.6



Principle 3: Integrate young people into the household of God

My Score



3.4

Church Total



3.5



Principle 4: See young people coming to genuine faith in Christ

My Score



4.1

Church Total



3.7



Principle 5: Collaborate with other churches in effective ministry to young people

My Score



3.7

Church Total



3.6



Principle 6: Effectively train leaders for gospel ministry

My Score



4.3

Church Total



3.8



Principle 7: Invest in spiritually and emotionally healthy ministry workers who lead with intent

My Score



4.4

Church Total



4.3

Similar Sized Churches

You selected your church as being **SINGLE SITE; MULTIPLE SERVICES**

The following tables compares your response to all other churches who have a similar service structure as you. This information is beneficial as it will help you to see how your effectiveness compares to churches of a similar size.



Principle 1: Teach young people God's word through relational discipleship

My Score



3.2

Similar Sized Churches



3.1



Principle 2: Equip parents to disciple their children in partnership with the church

My Score



3.0

Similar Sized Churches



2.5



Principle 3: Integrate young people into the household of God

My Score



3.4

Similar Sized Churches



3.3



Principle 4: See young people coming to genuine faith in Christ

My Score



4.1

Similar Sized Churches



3.1



Principle 5: Collaborate with other churches in effective ministry to young people

My Score



3.7

Similar Sized Churches



3.5



Principle 6: Effectively train leaders for gospel ministry

My Score



4.3

Similar Sized Churches



3.5



Principle 7: Invest in spiritually and emotionally healthy ministry workers who lead with intent

My Score



4.4

Similar Sized Churches



4.0

Attendance and Participation

The following tables compares your response to all other churches who have a similar service structure as you, in regard to weekly attendance and non-Christian participation.

Results coloured **green** reflect an attendance or non-Christian participation that is above average for similar sized churches

Results coloured **yellow** reflect an attendance or non-Christian participation that is average for similar sized churches

Results coloured **orange** reflect an attendance or non-Christian participation that is below average for similar sized churches

Average Number of Weekly Attendance

	My Church	Similar Size Churches
Playgroup (# of Family Units)	N/A	11-20
Primary Kids Club	11-20	21-30
Primary School Sunday / Kids Church	21-30	31-40
Youth Group (Mid-Week or Sunday)	0-10	31-40
Youth Bible Study	N/A	21-30
Children in regular service	0-10	21-30
Teenagers in regular service	0-10	11-20

Percentage of Non-Christian Participants

	My Church	Similar Sized Churches
Playgroup (# of Family Units)	N/A	40-60%
Primary Kids Club	20-40%	20-40%
Primary School Sunday / Kids Church	0-20%	0-20%
Youth Group (Mid-Week or Sunday)	0-20%	20-40%
Youth Bible Study	N/A	0-20%
Children in regular service	0-20%	0-20%
Teenagers in regular service	0-20%	0-20%

Appendix: Complete Survey Answers

In the following pages, you will find the full results from your completed survey. This will give you a detailed analysis of how you rated your church on each of the individual indicators for each of the 7 Principles.

Across the entire survey, you have an effectiveness score of 74.7%. This score represents the total score across all Principles, Outcomes and Indicators (individual questions).

As you seek to strengthen your ministry effectiveness, these indicators will provide guidance as to the particular practices that you and your ministry team can engage in to develop and effective ministry to children and youth.

Principle 1: Teach young people God’s word through relational discipleship

Outcome #1 Each person is disciplined by a dedicated leader	Excelling	4.7
My church has a clearly defined discipleship pathway for the children/youth in my ministry	Strongly agree	5
My leaders are allocated to disciple a clearly defined group of children/youth	All	5
My leaders have intentional discipleship conversations with children/youth	Most	4

Outcome #2 Doctrinal clarity is evident in young people	Developing	3.0
The children/youth in my ministry display an understanding of biblical and theological knowledge	Some	3
The children/youth in my ministry display an understanding of the person and work of Christ	Some	3
The children/youth in my ministry display an understanding of the Fatherhood of God	Some	3
The children/youth in my ministry display an understanding of the unique, atoning, death and resurrection of Christ	Some	3
The children/youth in my ministry display an understanding of salvation through faith alone	Some	3
The children/youth in my ministry display an understanding of the authority of Scripture	Some	3
The children/youth in my ministry display an understanding of our physical resurrection	Some	3
The children/youth in my ministry display an understanding of the person and role of the Holy Spirit	Some	3

Outcome #3 Spiritual attributes are evident in young people	Developing	2.9
The children/youth in my ministry display a personal trust in Jesus	Some	3
The children/youth in my ministry display a love for others	Some	3
The children/youth in my ministry display an assurance of faith	Some	3
The children/youth in my ministry display a joy in following Jesus	Some	3
The children/youth in my ministry display courage in the face of opposition	Don't Know	
The children/youth in my ministry display repentance of sin	Some	3
The children/youth in my ministry display forgiveness of others	Some	3
The children/youth in my ministry display works of service	A few	2
The children/youth in my ministry display thankfulness	Some	3

Outcome #4 Spiritual disciplines are evident in young people	Developing	3.0
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The children/youth in my ministry are committed to gathering with God's people (either in C/Y Ministry or wider church)	Don't Know
The children/youth in my ministry are reading the Bible at home	Some 3
The children/youth in my ministry are praying at home	Some 3
The children/youth in my ministry are memorising Scripture	Most 4
The children/youth in my ministry (incl. their families) are giving financially to our church and/or Christian organisations	A few 2
The children/youth in my ministry are using the Bible to make decisions	Don't Know

Outcome #5 | Young people are equipped to share the gospel **Established 3.5**

The children/youth in my ministry can clearly articulate the gospel	Some 3
The children/youth in my ministry can clearly articulate their personal testimony	Don't Know
The children/youth in my ministry can helpfully answer common questions about faith	Some 3
The children/youth in my ministry hear a clear, transferable gospel outline taught by their leaders	All 5
The children/youth in my ministry practice sharing this gospel outline with their peers	Some 3

Outcome #6 | Numerical growth of young people in the church

How many children/youth joined your ministries in the last 12 months? (incl. graduating up through church programs)	10
How many children/youth left your ministries in the last 12 months? (incl. graduating out of church programs)	3
What were the causes of children/youth joining your ministry in the last 12 months? <i>Rate the following categories between 1 (highest joining source) and 3 (lowest joining source).</i>	
- Transfer (came from attending another church)	No growth
- Graduation (came from another age-specific ministry in your church)	No growth
- De-churched (left children/youth ministry; not attending church)	No growth
What were the causes of children/youth leaving your ministry in the last 12 months? <i>Rate the following categories between 1 (highest leaving cause) and 3 (lowest leaving cause)</i>	
- Transfer (left to attend another church)	2
- Graduation (went to another age-specific ministry in your church)	1
- De-churched (left children/youth ministry; not attending church)	3

Outcome #7 | Young people are retained through key transition times **Established 3.3**

The children in my ministry (0-11) attend normal church services	Most 4
The youth in my ministry (12-18) attend normal church services	Some 3
Year 5/6 children transition successfully to our youth ministry	Most 4
Teenagers in our church continue in the faith 1 year after leaving High School	Some 3
Teenagers in our church continue in the faith 3 years after leaving High School	Some 3
Teenagers in our church continue in the faith 5 or more years after leaving High School	Some 3

Outcome #8 | Young people actively loving their neighbours **Developing 3.0**

The children/youth in my ministry care for people at church who are outside their friendship group	Most 4
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The children/youth in my ministry actively help out at home

Don't Know

The children/youth in my ministry actively serve in their community

Don't Know

The children/youth in my ministry actively serve in their church

A few

2

The children/youth in my ministry actively pray for things apart from themselves

Some

3

How else does your ministry foster mature, robust and active young disciples of Christ?

We encourage personal Bible reading at home as well as at Kids Church

What is the biggest challenge your ministry faces in its efforts to foster mature, robust and active young disciples of Christ?

Raising up enough leaders to disciple the young people well

Principle 2: Equip parents to disciple their children in partnership with the church

Outcome #1 Parents disciple their own children	Developing	3.0
The parents in my church read the Bible one-on-one with their young children (0-11)	Some	3
The parents in my church read the Bible as a family with their young children (0-11)	Some	3
The parents in my church are equipping their young children (0-11) to read the Bible for themselves	Some	3
The parent in my church pray at home with their young children (0-11)	Some	3
The parents in my church talk about the Christian faith with their young children (0-11)	Most	4
The parents in my church talk about how the Christian faith impacts their life with their young children (0-11)	Most	4
The parents in my church serve in the church alongside their young children (0-11)	A few	2
The parents in my church are memorising Scripture with their young children (0-11)	Don't Know	
The parents in my church read the Bible with their teenagers (12-18)	Don't Know	
The parents in my church read the Bible as a family with their teenagers (12-18)	Don't Know	
The parents in my church are equipping their teenagers (12-18) to read the Bible for themselves	Don't Know	
The parents in my church pray at home with their teenagers (12-18)	Don't Know	
The parents in my church talk about the Christian faith with their teenagers (12-18)	Don't Know	
The parents in my church talk about how the Christian faith impacts their life with their teenagers (12-18)	Don't Know	
The parents in my church serve in the church alongside their teenagers (12-18)	A few	2
The parents in my church are memorising Scripture with their teenagers (12-18)	Don't Know	
Outcome #2 Parents are equipped and resourced to disciple their own children	Developing	2.8
The preaching at my church includes application for parents about parenting and home discipleship	Annually	2
My church runs training events for parents about parenting and home discipleship	Annually	2
My church engages in intentional conversations with parents on their parenting and home discipleship	Rarely	2
The parents at my church are aware of what their child/teen is learning at church in their age-specific ministry	Most	4
The parents at my church are provided with ideas and resources to complement what their child/teen learns at church in their age-specific ministry	Usually	4
The parents at my church use resources that are provided to them	Some	3
Outcome #3 Regular communication between church and home	Established	3.2
The senior leadership in my church communicates clearly about the purpose of children's and youth ministry	Monthly	4
The senior leadership in my church communicates clearly about what is happening in children's and youth ministry	Weekly	5
The parents in my church are invited to visit the children's and youth ministry	Rarely	2
The parents in my church take up the invitation and visit the children's and youth ministry	Rarely	2

My children's/youth ministry leadership team meet regularly as a group with parents	Sometimes	3
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Outcome #4 | Collaborative discipleship between church and home **Developing** **2.8**

My children's/youth ministry leaders seek to have conversations with parents (appropriate to their leadership level)	Sometimes	3
My children's/youth ministry leaders contact parents to discuss their child's spiritual development (appropriate to their leadership level)	Sometimes	3
My children's/youth ministry leaders contact parents to offer support for home discipleship (appropriate to their leadership level)	Sometimes	3
My children's/youth ministry leaders visit families in their home to talk about the discipleship of children/teens (appropriate to their leadership level)	Sometimes	3
My church has events/activities that intentionally bring children and parents together	Rarely	2

How else does your ministry ensure that Christian parents are equipped to disciple their children in partnership with the church?
 In the past we have had parent seminars. These were excellent however they have not be re-started since the person leading it stopped.

What is the biggest challenge your ministry faces in its efforts to ensure that Christian parents are equipped to disciple their children in partnership with the church?
 The right people to have time and energy for these conversations

Principle 3: Integrate young people into the household of God

Outcome #1 Young people contribute within the church		Developing	2.8
The children/youth in my ministry are encouraged to give financially to our church		Some	3
The children/youth in my ministry are encouraged to serve in the wider church		Some	3
The children/youth in my ministry participate upfront in a church service		Some	3
The children/youth in my ministry participate behind the scenes in a church service		Some	3
The children/youth in my ministry are serving in their age-specific ministries		Some	3
The children/youth in my ministry are serving in another age-specific ministry		A few	2
Outcome #2 Young people explicitly valued and prioritised in the church		Excelling	5.0
My church prioritises children's and youth ministry		Strongly agree	5
There is clear alignment between our church's vision and values, and those of our children's and youth ministry		Strongly agree	5
My church's strategy has a clear articulation of the priority of children's and youth ministry		Strongly agree	5
My church allocates funds for children's and youth ministry in its budget		Strongly agree	5
My church's senior leadership team regularly seeks input from the children's and youth ministry teams		Strongly agree	5
My church's Parish Council advocates strongly for children's and youth ministry		Strongly agree	5
Outcome #3 Clear pathway for young people from 0-30		Established	3.3
The senior leadership in my church understand that transition strategies are essential		Strongly agree	5
The lay leadership in my church understand that transition strategies are essential		Agree	4
My church has clear support plans for parents with new born children		Disagree	2
My church has clear transition plans for preschool to kindy		Agree	4
My church has clear transition plans for primary to high school		Agree	4
My church has clear transition plans for high school to Year 13/Uni/TAFE/Work Place		Disagree	2
How many teenagers in your church have gone to a Christian Gap Year program?		None	
- Year 13 (Youthworks)		None	
- The Bridge (SMBC)		None	
- Plunge (Moorling)		None	
My church has clear transition plans for post Uni/TAFE		Disagree	2
Outcome #4 Intergenerational relationships fostered across gatherings		Developing	2.3
My church values intergenerational* relationships between its members <small>*Intergenerational is the intentional interaction between members of 2 or more generations</small>		Agree	4
My church encourages its members to engage in intergenerational conversations		Disagree	2
My church hosts activities or events that intentionally foster intergenerational conversations		Disagree	2
My church intentionally encourages intergenerational ministry teams		Disagree	2
My church intentionally encourages intergenerational small groups		Disagree	2

My children's/youth ministry strategy intentionally fosters intergenerational relationships	Disagree	2
The children/teens in my ministry have at least 5 safe, adult connections in our church	Don't Know	

Outcome #5 | Significant moments for young people celebrated by whole church **Established 3.6**

My church values and celebrates the baptism of children	Agree	4
My church values and celebrates the baptism of teenagers	Agree	4
My church values and celebrates the confirmation of baptised teenagers	Agree	4
My church values and celebrates the graduation of children from Primary School	Agree	4
My church values and celebrates the graduation of teenagers from High School	Disagree	2

How else does your ministry ensure that children and youth are integrated into the household of the church?
 Pre COVID we had the children start in the service, but this has had to stop due to capacity restrictions. We've experimented with family services but they have not been enthusiastically received

What is the biggest challenge your ministry faces in its efforts to ensure that children and youth are integrated into the household of the church?
 Moving people in and after youth group into a congregation

Principle 4: See young people coming to genuine faith in Christ

Outcome #1 Evangelistic strategy to reach the lost	Excelling	4.4
The children/youth in my ministry understand the need to share the gospel	Most	4
The children/youth in my ministry have identified people to share the gospel with	All	5
The children/youth in my ministry pray regularly for non-believing friends	All	5
The children/youth in my ministry talk to friends about God and church	Don't Know	
The children/youth in my ministry are encouraged to invite their friends to church or age-specific ministry	Monthly	4
The children/youth in my ministry have invited a friend to church or age-specific ministry	Most	4
The leaders in my ministry are equipped and confident to share the gospel with children/teens	All	5
The leaders in my ministry are equipped and confident to lead a child/teen to Christ	Most	4

Outcome #2 Welcoming community	Excelling	4.3
My children's/youth ministry has a warm and welcoming community	Agree	4
My children's/youth ministry is easily accessible to visitors	Strongly agree	5
The leaders in my ministry are welcoming to new children/youth	All	5
The children/youth in my ministry are welcoming to new children/youth	All	5
I know what the (potential) barriers are for newcomers in my children's/youth ministry	Disagree	2
My children's/youth ministry has a clear strategy for following up newcomers	Strongly agree	5
The leaders in my ministry follow the strategy to follow up newcomers	Agree	4

Outcome #3 Evangelistic growth	Critical	0.0
The children/youth in my ministry have seen a friend become a Christian	Don't Know	
The children/youth in my ministry have led someone to Christ	Don't Know	
Where did the children/youth in my ministry became a Christian?		
- At home	1	
- In a regular church program	2	
- In a public school program (e.g., SRE, Lunch Group)	3	
- In a private school program (e.g., Christian Studies, Lunch Group)	4	
- On a Christian Camp	5	

Outcome #4 Evangelistic events that complement core ministry	Emerging	2.0
My church hosts special evangelistic events for children/youth in addition to weekly ministry	Quarterly	3
How many visitors attended an children's or youth evangelistic event in the last 12 months	20	
My church hosts specific evangelistic courses for children/youth (e.g., CY (Youth), Alpha, etc.)	Never	1
How many visitors attended an evangelistic course in the last 12 months	0	

Outcome #5 Retention of new comers	Established	4.0
Visitors to my children's/youth ministries continue attending after 1 week	Most	4

Visitors to my children's/youth ministries continue attending after 1 month

Most

4

Visitors to my children's/youth ministries continue attending after 3 months

Most

4

How else does your ministry encourage young people to come to genuine faith in Christ?

Predominantly through the SRE ministry and the links from school to afternoon Kids Club

What is the biggest challenge your ministry faces in its efforts to encourage young people to come to genuine faith in Christ?

Declining numbers at SRE therefore declining number of invitation to weekly kids club

Principle 5: Collaborate with other churches in effective ministry to young people

Outcome #1 High quality SRE	Established	4.0
My church has SRE teachers in local primary and/or high schools	A few	2
My church's SRE teachers are trained and accredited before commencing teaching	All	5
My church's SRE teachers complete yearly SRE Development Training	All	5
My church's SRE teachers are observed each year	All	5
My church's SRE teachers attend Youthworks' SRE Conference each year	All	5
My church's SRE Coordinator has positive relationships with the local schools	Agree	4
My church's SRE Coordinator works well with other churches	Agree	4
My church values our local SRE ministry	Don't Know	
My church prays for our local SRE ministry	Monthly	4
My church has an intentional recruitment plan for new SRE teachers	No - there is not an intentional recruitment plan	1
My church has a clear transition pathway between SRE and our age-specific ministry	Yes - There is a clear transition pathway	5
My church has an intentional recruitment plan for new SRE teachers	Don't Know	
Outcome #2 Collaboration with other churches	Established	3.3
My church's children's ministry has positive relationships with other children's ministries in my local area	Strongly agree	5
My church's youth ministry has positive relationships with other youth ministries in my local area	Agree	4
My church's children's ministry engages in combined ministry events (local or regional)	Disagree	2
My church's youth ministry engages in combined ministry events (local or regional)	Disagree	2
My church's children's ministry engages in combined ministry camps/conferences (local or regional)	Disagree	2
My church's youth ministry engages in combined ministry camps/conferences (local or regional)	Agree	4
Families with children/youth in my ministry attend combined ministry camps/conferences (e.g. Summer School, Beach Missions)	Most	4
Which of the following camps do children/youth from your church attend?	None	
- LiT (Youthworks)	None	
- Square 1 (Youthworks)	None	
- KYCK (KCC)	None	
- NextGen (KCC)	A few	
- MMM (CMS)	None	
- Milimani (CMS)	A few	
Outcome #3 Collaboration with other ministry workers		
I am a member of a Youthworks event committee	No, and am not looking to be	
I am a member of another committee, external to my local church ministry	Yes	
I attend a children's/youth ministers network	No, and am not looking to attend	

I attend Youthworks' House conference

No, and am not
looking to
attend

Outcome #4 | Released to train and equip other ministries

I am a local network coordinator for children's/youth ministers

No, and am not
looking to be

I write articles for Youthworks' blog 'Serving Ministry'

No, and am not
looking to

I am a Local or Senior SRE Accreditation Trainer

No, and am not
looking to be

I am an occasional youth or children's ministry speaker outside of my own church

No, and am not
looking to be

How else does your ministry collaborate intentionally and effectively with other churches in ministry to children and youth?

Involvement in local area networks which have been helpful. I visited another church's training day to gather ideas

What is the biggest challenge your ministry faces in its efforts to collaborate intentionally and effectively with other churches in ministry to children and youth?

Often an attitude of independence amongst churches. Collaboration is not seen as valuable

Principle 6: Effectively train leaders for gospel ministry to young people

Outcome #1 Quality, age and culturally relevant, Bible teaching	Excelling	4.1
The leaders in my ministry have access to quality teaching resources (Bible based, theologically sound, developmentally appropriate)	All	5
The leaders in my ministry are familiar with CEP (Youthworks) bible study, devotional, and/or leadership resources	Some	3
If you have used CEP (Youthworks) resources before, how effective did you find them in your ministry	N/A	
The leaders in my ministry are trained to use curriculum and teaching materials	All	5
The leaders in my ministry are trained to write their own curriculum and teaching times	A few	2
The teaching program in my ministry covers a variety of approaches (e.g., exegetical, topical, apologetic)	Agree	4
The leaders in my ministry deliver clear and faithful teaching that is biblical and theologically sound	Most	4
The leaders in my ministry appropriately apply the teaching to the children/youth	All	5
The leaders in my ministry are coached as they prepare and deliver their teaching	All	5
Outcome #2 Leaders committed to personal spiritual disciplines	Excelling	4.8
The leaders in my ministry know that one of the expectations of leadership is their own personal bible reading and prayer	Strongly agree	5
The senior leadership in my ministry model a commitment to personal bible reading and prayer	Strongly agree	5
The leaders in my ministry are held accountable to their commitment to personal bible reading and prayer	Don't Know	
The leaders in my ministry have opportunities to share their growth in faith gained from their Bible reading; formally and informally	Strongly agree	5
The leaders in my ministry have clear expectations outlining the conviction, character and commitment to their ministry role	Strongly agree	5
The leaders in my ministry display observable growth in spiritual disciplines (personal Bible reading and prayer)	Strongly agree	5
The leaders in my ministry regularly attend church services	All	5
The leaders in my ministry regularly attend small group Bible studies	Most	4
The leaders in my ministry have formal accountability partners	Don't Know	
The leaders in my ministry are held accountable to the expectations of their ministry role	Agree	4
Outcome #3 Leaders trained in gospel ministry competence	Excelling	4.7
The leaders in my ministry have a clear training pathway	Agree	4
The leaders in my ministry follow this training pathway	Most	4
The leaders in my ministry receive formal* feedback in children's/youth ministry *Examples of formal feedback may include 1-1 meetings, coaching and/or mentoring	All	5
The leaders in my ministry receive informal feedback* in children's/youth ministry *Examples of informal feedback may include on-the-job training and/or team debrief meetings	All	5
The leaders in my ministry receive regular skill-based training in children's/youth ministry	All	5
The leaders in my ministry make use of in-church (church led) training courses in children's/youth ministry	Don't Know	
The leaders in my ministry make use of external training courses in children's/youth ministry	All	5

Outcome #4 Junior leadership training plan	Critical	1.0
The junior leaders* in my ministry have a clear training plan <i>*Junior Leaders: usually teenagers, learning leadership without full responsibility</i>	N/A	
The junior leaders in my ministry receive clear supervision from experienced leaders in their ministry role	N/A	
The high school leaders in my ministry attend LiT	None	1
The post-high school leaders in my ministry attend Year 13	N/A	

Outcome #5 Future vocational leaders identified and equipped	Established	4.0
Gifted children's and youth leaders are regularly and intentionally identified	Agree	4
Gifted children's and youth leaders are regularly and intentionally encouraged to pursue ministry and theological study	Agree	4
Which of the following training pathways and/or colleges are gifted children's and youth leaders from your church encouraged to attend		
- Youthworks College	Regularly	
- Moore Theological College	Regularly	
- SMBC	Not at all	
- MTS (Ministry Training Strategy)	Regularly	
How else does your ministry ensure that leaders are intentionally trained for gospel ministry to young people?		
This year I ran a January weekend away with all my leaders. This went really well and was a mixture of training time, some Bible study and some relaxing		
What is the biggest challenge your ministry faces in its efforts to ensure that leaders are intentionally trained for gospel ministry to young people?		
Leader's time to give to training outside of group time		

Principle 7: Invest in spiritually and emotionally healthy youth ministry workers who lead with intent

Outcome #1 Healthy ministry workers	Excelling	4.1
I regularly engage in personal bible reading and prayer	Daily	5
I meet regularly with a mentor/support person outside the church	Quarterly	3
I regularly attend and/or lead a church small group	Weekly	5
I have an annual personal development plan	Yes - I have a clear personal development plan	5
I have an annual professional development plan	Yes - I have a clear professional development plan	5
I actively seek and engage with feedback from a variety of people	Quarterly	3
I am able to handle conflict and pressure in my personal life	Agree	4
I am able to handle conflict and pressure in my ministry life	Agree	4
I actively seek to reconcile broken relationships	Agree	4
I maintain good working relationships with other church staff	Agree	4
I value and commit to regular holidays	Agree	4
I value and commit to regular days off	Agree	4
I have healthy relationships with my family members	Agree	4
I am godly and above reproach in pastoral relationships	Agree	4
I am godly and above reproach in team relationships	Agree	4
I am godly and above reproach on social media	Agree	4

Outcome #2 The worker is valued by the Minister	Excelling	5.0
I have a clear job description	Yes - I have a clear job description	5
I maintain an appropriate relationship with my rector	Always	5
I meet regularly one-on-one with my rector or ministry supervisor	Weekly	5
I meet regularly and participate in staff meetings	Weekly	5
I share the same vision and values for my ministry as the rest of my staff team	Strongly agree	5
I am paid the appropriate stipend for my ministry role	Yes - I get paid the appropriate stipend	5

Outcome #3 Minimum 5 Year commitment to role		
How long have you been at this current ministry role?	6 Years	
How long were you in your previous ministry role/s (list all previous ministry roles and length of role)?		

Senior Associate / Associate/Student minister at St Johns Parra. Student Minister MBM Rooty Hill. MTS worker St Paul's Carlingford.

If there was a children's/youth minister in this role before you, how long were they in the role? List as many previous ministers as you are able

N/A

Outcome #4 Clearly articulated ministry plan	Excelling	4.5
I have a strategic plan for my children's/youth ministry	Strongly agree	5
I have clear evidence of the implementation of the strategic plan	Strongly agree	5
I have clear evidence of the outcomes resulting from the strategic plan	Strongly agree	5
I have communicated the strategic plan with church staff	Strongly agree	5
I have communicated the strategic plan with parents	Agree	4
I have communicated the strategic plan with the wider church	Agree	4
I have clear evidence of delegation in my ministry	Agree	4
I have a clear plan that anticipates ministry growth	Agree	4

Outcome #5 Safe Ministry practices	Excelling	4.1
I know and understand the PSU reporting requirements relevant to my role	Agree	4
The leaders in my ministry are trained in Safe Ministry	All	5
The leaders in my ministry have current WWCC Clearance	All	5
The leaders in my ministry are trained in first aid	Some	3
The leaders in my ministry are trained in mental health first aid	None	1
The leaders in my ministry know and follow the church's first aid policy	Don't Know	
The leaders in my ministry know and follow the church's Social Contact policy	All	5
My children's/youth ministry follows safe ministry leader ratio	Always	5
My children's/youth ministry has a clear registration (incl. sign-in/sign-out) policy	Strongly agree	5

Outcome #6 Leading with competency	Excelling	4.6
I understand and faithfully teach the Bible with biblical and theological appropriateness	Always	5
I understand and faithfully teach the Bible with developmental appropriateness	Always	5
I understand and faithfully teach the Bible with cultural appropriateness	Always	5
I direct and empower my leaders with clear theological principles	Usually	4
I seek to be appropriately innovative and creative in my ministry practice	Usually	4
How else does your ministry invest in spiritually and emotionally healthy youth ministry workers who lead with intent? My marriage and my close friendships are important to me. Meeting up with others who are in fulltime ministry is beneficial		
What is the biggest challenge your ministry faces in investing in spiritually and emotionally healthy youth ministry workers who lead with intent? The emotional energy required day to day and week to week		