

AGENDA 3.1

Board for Children, Youth and Family Ministry

MEMBERS

Board for Child Youth and Family Ministry: Aaron Glover, Grant Hermann, Pastor Tim Jarick, Pastor Lee Kroehn, Paula Nitschke, Tim Wiebusch (Chairperson).

Consultants: Jodi Brook, Ann Dohnt, Emma Graetz.

Committee for Child, Youth and Family Ministry: Emma Graetz, Pastor Tim Jarick, Pastor Lee Kroehn, Paul Nitschke (Chairperson), Joanne Schache, Ray Soekov, Andrew Traeger.

Consultants: Jodi Brook, Matthew Thomas, Fiona Weckert

BACKGROUND

The Board for Child, Youth and Family Ministry (BCYFM) was established at General Synod 2013, with the ministry name of “Grow Ministries” being launched at that time. This saw both a consolidation of the former Board for Youth and Family Ministry and Faith Inkubators Australia Management Committee. This included the establishment of a new skill based board with a broader and more holistic Terms of Reference for Child, Youth and Family Ministry.

The BCYFM Strategic Plan V1.0 – 2015–2018 was approved by General Church Council (GCC) in June 2014 with ‘in principle’ agreement to support (financially) the remainder of the plan, which included a detailed resourcing model, subject to funding availability. Around 66% of the funding is provided through LLL and Openbook grants via the GCC. The remainder is generated through programs and seeking support from the church for its work.

In March 2017 the BCYFM Strategic Plan was reviewed and renamed Strategic Direction in preparation for the establishment of the new Board for Local Mission and Committee for Child, Youth and Family Ministry.

Our Vision: For the LCA to have a shared understanding of the guiding principles for effective child, youth and family ministry and their undergirding practices, systems and strategies and to be inspired to Grow as God’s people.

ACHIEVEMENT AGAINST PLAN

Objectives	Planned Annual Activities/Outcomes	Achievement of Annual Activities/Outcomes
GROW COACHING Strategic Priority 1: To encourage, support and promote the development of healthy cultures of faith formation practice for the renewal of congregations within the LCA.	<ul style="list-style-type: none">• Identify and seek commitment of CYFM practitioners to develop national coaching resource pool.• Conduct Train the Trainer workshop for national pool of resource practitioners.• Work intensively with grow coaching congregations• Share best methods and experiences in using Grow resources.• In 2015, establish three pilot Grow Coaching clusters (each comprising of 3 congregations).• At the conclusion of the pilot coaching clusters, review	<ul style="list-style-type: none">• Practitioners have been identified and trained to support Grow Coaching in local settings by Dr David Anderson in November 2016.• Pilot Grow Coaching clusters conclude at the end of 2017 after participating in 6 coaching cluster workshops over a period of two years as well as receiving individual congregational coaching.• Coaching outline reviewed at the end of 2016 and significant changes made.• One new coaching cluster was formed in 2016 and two new coaching clusters formed in 2017 (a total of 10 congregations involved).

	outline before beginning new clusters	
	<ul style="list-style-type: none"> • Establish an additional three clusters (each comprising of 3 congregations) in 2017 	
GROW RESOURCES Strategic Priority 2: To identify, evaluate and develop suitable child, youth and family resources for the LCA context for use by congregations and their families.	<ul style="list-style-type: none"> • Develop, publish and promote Growing Faith at Home each year. • Consider the development of a mobile application for Growing Faith Home resource. • Review existing Faith Trail Markers • Develop and pilot Faith Trail First Communion resource. • Develop Faith Trail Markers for High School age students.¹ • Directly support district training initiatives. • Develop GIFT (Generations in Faith Together) resources (four each year to fit in with church year seasons). • Develop online portal (blog or the like) of resources—updating regularly. • Work with Commission on Worship (CoW) to develop a pool of children’s activity sheets and children’s addresses. • Help congregations develop all-age worship strategies and resources. • Develop YouTube videos that support the guiding principles of CYFM that can be utilised by small groups.² • Collate report to summarise the Confirmation survey information followed by the development of a Confirmation Resource Framework (including new and existing resources). 	<ul style="list-style-type: none"> • Growing Faith Home continues to be developed and updated each year. Annual subscription continues to grow • First stage of Growing Faith at Home app development have been completed with testing to begin in 2018. • Faith Trail Review of existing resources has been completed but waiting to be implemented. Faith Trail First Communion resource completed in mid-2016 and now available on website. • An additional resource called Growing Faith Moments has also been developed to complement both Growing Faith at Home and Faith Trail. • GIFT (Generations in Faith Together) intergenerational resource continues to be popular. Regularly seeing new congregations ordering resources. Themes include: Advent, Lent, Pentecost, Trinity, Prayer, Baptism, Martin Luther. • Blog and Pinterest Page set up and updated regularly. • Partnership with CoW was developed in 2017 to prepare a children’s addresses for each Sunday of the year. • Confirmation Survey report was received and funding sought to begin a three stage Confirmation Resource Project. • Stage 1 of the Confirmation Resource Framework has

¹ Further development of Faith Trail Ministry to include markers for high school aged students and beyond. This has been partly mitigated by the development of Growing Faith Moments, however it still remains a resource development priority.

² Develop YouTube videos that support the guiding principles of CYFM that can be utilised by small groups. This has not yet taken place, but remains a priority, and will be considered in 2018.

		<p>been completed. This project is ongoing.</p> <ul style="list-style-type: none"> • Throughout the last three years it has been identified that a young adult Bible study resource was needed. As a result Volume 1 of Talking Points was completed at the end of 2017.
<p>GROW LEADERSHIP Strategic Priority 3: To support and encourage young adults as they develop their leadership potential.</p>	<ul style="list-style-type: none"> • Facilitate Youth Forum in 2015 prior to National Convention. • Develop a National Young Adult Leadership Development framework. • Recruitment of participants for Grow Leadership Program called Cultivate. 	<ul style="list-style-type: none"> • National Youth Forum was held in Adelaide in April 2015 with the recommended 12 participants. Topics and guest speakers were relevant and varied. • Framework for Grow Leadership, Cultivate Program was developed in consultation with our LCA ministry partners. • Partnership with International Mission was established to provide participation of young international leaders in the program as well as an overseas mid-program Stretch & Grow Experience. • Nine local and four international participants recruited for 2017 program. • Cultivate Leadership Program pilot facilitated during 2017. Almost all participants have taken next steps in leadership in the LCA and beyond.
<p>GROW TRAINING & COMMUNICATIONS Strategic Priority 4: To encourage, support and promote an awareness of the guiding principles and practices of effective child, youth and family ministry in the homes, congregations and schools in the LCA.</p>	<ul style="list-style-type: none"> • Facilitate training in each District. • Development of website as first port of call for information about best practice CYFM in the LCA. • Promote and support Grassroots Cert IV CYFM Training unit. • Use the NCLS to research the needs of ministry to CYFM to help strengthen their identity to and understanding of the Lutheran Church of Australia. • Regular communication and education for ministry practitioners through On Your Hearts eNews. 	<ul style="list-style-type: none"> • Regular reporting provided to LCA General Synod and District Synods. • Grow Ministries participated in district training events in SA, Qld and Vic in 2015, 2016 & 2017 with increased numbers attending workshops from year-to-year. • Increased information available on website. • Continue to support Grassroots in updating content and delivery of CYFM training unit. • More than ten Regional Grow Ministries Training events, based on introducing the 10

<ul style="list-style-type: none"> • Regular communication and resourcing for families and congregations through Facebook and Pinterest. • Sharing of stories with The Lutheran regarding culture shift and the guiding principles. 	<p>Guiding Principles, have taken place around Australia.</p> <ul style="list-style-type: none"> • Regularly recommending family and congregational resources through our digital communications. 1000 subscribers to eNews 500 friends of Facebook 260 followers on Pinterest. • Regular article have appeared in The Lutheran Go and Grow section.
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SUCCESSES

- Development of the GROW Leadership Program to include the Cultivate Leadership Program (2017 and 2019) and the National Youth Forum (2015 & 2018).
- Continuation of Grow Coaching clusters and review of Grow Coaching Framework—with support of Dr David Anderson in late 2016.
- First stage development of Growing Faith at Home App completed.
- Development and completion of new resources including First Communion Faith Trail marker, Mentoring Resource, Growing Faith Moments for all ages (birth—death), Talking Points young adult group study, Vol 1.
- Continued development of website including regular updates and the establishment of a blog page that our eNews regularly links to.
- Completion of Confirmation survey report, receipt of recommendations and funding to develop the Confirmation Resource Framework.

CHALLENGES AND LESSONS LEARNED

CHALLENGES

- The challenge of developing eResources (mobile app and videos—as mentioned above) with current resources and staff expertise.
- The challenge of communicating our vision to the wider membership of the LCA in an increasingly ‘busy’ space where each department of the LCA is seeking to engage and educate a similar audience. Working more closely with LCA Communications to tackle this challenge.
- The lack of certainty of funding to support Grow Ministries four year Strategic Plan (and beyond 2018) results in annual challenges that leads to uncertainty for ministry staff and the capacity of the board to implement longer term initiatives with certainty.

LESSONS LEARNED

- Regular Grow Coaching evaluation was conducted with the pilot congregations to ensure that content met the needs and outcomes for future Grow Coaching clusters.
- Conducted Confirmation Ministry research (pastors, leaders, parents and students participated) in 2015. Recommendations received in 2016. Project began in late 2017.
- Regular training and resource evaluation is conducted to ensure feedback is received to support continuous improvement. Implementation of the recommendations of the comprehensive evaluation of CYFM completed in 2013.

RISKS

Description of risk	Likelihood of risk occurring and potential impact for the ministry and LCA	Summary of action to mitigate the risk
Sustainability and reliance on LLL funding to deliver the Strategic Plan.	Funding is an annual challenge that affects staff morale and program development.	Request for allocation to GCC from LLL Grants and to consider multi-year funding model.
Communication of vision to wider membership of the LCA in an increasingly 'busy' space where each department of the LCA is seeking to engage and educate the same audience.	LCA not aware of our vision and the support available to them could lead to limited take up of resources and training.	Request for audit (review) of how each department of the LCA engages with membership of the LCA and develop a more systematic approach to overall communication.

ALIGNMENT TO LCA STRATEGIC DIRECTION 2013–2018

The activities outlined above, are consistent with the BCYFM Strategic Plan, which is contributing to the achievement of the following LCA Strategic Priorities:

Grow Ministries Strategic Priority 1: GROW COACHING

Grow Coaching consists of several cluster training events and intensive congregational follow-up. It is through these events that our coaching congregations learn about the Grow Ministries 10 Guiding Principles and how they relate to intergenerational ministry. Through Grow Coaching we aim to support and equip these communities to use new, innovative and collaborative mission-orientated approaches in their changed and changing mission fields—

LCA Strategic Priority 2 - Goal 3. Grow Coaching also includes:

- Encouraging congregations to worship in a way that recognises people (children, youth and adults) receive and respond to God's grace in different ways. **LCA Strategic Priority 1 - Goal 2**
- Making readily available study-related resources (including the Taking Faith Home, GIFT, Faith Trail, Talking Points and other recommended resources) to be used by individuals, families and communities to assist them in their 'growing as God's people' and their implementation of effective intergenerational ministry. **LCA Strategic Priority 1 - Goal 3**
- Develop a missional culture where individuals, families and communities are inspired, passionate and active in sharing the gospel in word and action. **LCA Strategic Priority 2 – Goal 1**
- Encourage strong missional-orientated leaders by supporting pastors, lay workers and other leaders to be effective ministers of Christ in a changing world. **LCA Strategic Priority 2 – Goal 2**

Grow Ministries Strategic Priority: GROW RESOURCES

- Grow Ministries continues to develop new and update current resources that help to:
 - Develop a passionate faith in individuals, families and communities shaped by a growing understanding of God's word, nurtured and sustained in prayer and worship. **LCA Strategic Priority 1 - Goal 1.** These include: Growing Faith Home (including new mobile app), Growing Faith Moments, GIFT (Generations in Faith Together), Faith Trail, Mentoring Resource, Talking Points, First Communion and Confirmation Resources.
 - Encourage worship that recognises people (including children and young people) receive and respond to God's grace in different ways and that encourages intergenerational worship. **LCA Strategic Priority 1 - Goal 2.** Particularly through

our GIFT (Generations in Faith Together) and Growing Faith Home and our new Children's address resources.

- Develop proactive strategies to seek and open new mission fields to which God is leading us. **LCA Strategic Priority 2 – Goal 4.** We are seeking to develop and resource initiatives that engage youth and young adults, including; National Youth Forum, Talking Points resource, Mentoring resource, leading workshops district CYFM training events that encourage re-thinking of how we do ministry with young people and their families.
- Support existing communities to be active in mission. **LCA Strategic Priority 2- Goal 6.** We continue to be proactive in the digital space to support communities to reach out through online resources.

Grow Ministries Strategic Priority 3: GROW LEADERSHIP

- Grow Leadership is a new initiative that will provide opportunities for leadership development and mentoring for the youth and young adults of the LCA and our LCA International Mission partner churches. Activities of Grow Leadership will include; Cultivate Leadership Program and National Youth Forum.
- We will be seeking the support of lay leaders, pastors and lay workers to act as mentors for the participants of Cultivate Leadership Program and believe this will be beneficial for the young person as well as those that provide mentoring. **LCA Strategic Priority 1 - Goal 1.**
- The Cultivate Leadership Program will be a part-time commitment for a period of 11 months. It will consist of two 3-4 day face-to-face intensives, regular one-on-one mentoring, participation in a stretching experience and a minimum of 18 hours of local congregational leadership. Preference will be given to participants aged between 18 and 25, but consideration will be given to participants of all ages. We believe Grow Leadership will help to identify and fast-track the development of potential leaders for the LCA and support emerging leaders in their ongoing leadership development. **LCA Strategic Priority 3- (A) Governance and Leadership**

Grow Ministries Strategic Priority 4: GROW TRAINING & COMMUNICATIONS

- Through our regular Re-thinking Child, Youth and Family Ministry Training and Do What Matters Workshop, as well as our regular communication through On Your Hearts and our Facebook page we are developing a passionate faith in individuals, families and communities shaped by a growing understanding of God's word, nurtured and sustained in prayer and worship. **LCA Strategic Priority 1 - Goal 1.** Through this training and communication, we are also developing a strong culture of service in individuals, families and communities, both locally and overseas, as a natural outworking of an active faith. **LCA Strategic Priority 1 – Goal 3.** And supporting and equipping communities to use new, innovative and collaborative mission-oriented approaches in changed and changing mission fields. **LCA Strategic Priority 2—Goal 3.**
- Intergenerational Ministry—experiencing communion with God and spiritually growing together in love and service—is key to our whole ministry as outlined in our 10 Guiding Principles. These guiding principles help to develop a missional culture where individuals, families and communities are inspired, passionate and active in sharing the gospel in word and action. **LCA Strategic Priority 2 – Goal 1.**

COOPERATING LCA BOARDS AND AGENCIES

Board for Local Mission (BLMiss)	<ul style="list-style-type: none"> • BCYFM continues to engage with BfLM in relation to their RENEW focus to discuss how we can support this program with Grow Resources. • BCYFM continues to engage with BfLM in relation to their NEW focus to discuss how we can share some of their resources with the congregations involved in Grow Coaching.
District Child, Youth and Family Ministry and Mission and Ministry Departments	<ul style="list-style-type: none"> • BCYFM facilitates an annual Reference Group meeting with District CYFM Directors (or equivalents) for mutual encouragement and support. • Grow Ministries regularly participates in District CYFM Training Events by leading workshops. • Grow Ministries regularly participates in presentations and interactive displays at District Conventions.
Committee for International Mission	<ul style="list-style-type: none"> • BCYFM has worked closely in 2016 to develop a partnership with International Mission for the Grow Leadership Stretch and Grow experience—trip to Cambodia in 2017.
Australian Lutheran College (ALC) Grassroots	<ul style="list-style-type: none"> • BCYFM has supported ALC Grassroots in updating and facilitating its Home and Church in Partnership Unit as part of the Certificate IV in Christian Ministry and Theology. • ALC Grassroots has assisted BCYFM in the development of the Grow Leadership Scope Document and has been involved in leading some of the Grow Leadership workshops.
Board for Lutheran Education Australia (BLEA)	<ul style="list-style-type: none"> • Grow Ministries has actively engaged with LEA to assist with the distribution of the Grow Together family newsletter in Lutheran schools and to continually consult regarding suitable classroom devotion resources and youth ministry resources.
Board for Lutheran Media Ministry (BLMM)	<ul style="list-style-type: none"> • Grow Ministries continues to partner with and support Lutheran Media with resources for them to use in the development of their online Advent & Lenten Calendars. • Grow Ministries takes an interest in the development of Lutheran Media's Face2Face videos in order to recommend via our new Talking Points resource and Pinterest Page.
LCA Communications	<ul style="list-style-type: none"> • Grow Ministries actively contributes to LCA publications including The Lutheran, eNews and has integrated former websites into the LCA website. • All communications have the LCA Where Love Comes to Life logo.
Executive Officer of the Church (EOC)	<ul style="list-style-type: none"> • Support the changes to governance arrangements and reporting, along with implementing requests.

FINANCIAL PERFORMANCE

INCOME & EXPENDITURE

Alignment to LCA Strategic

2017

2016

2015

Priorities

Expenditure

1 Growing as God's People

272,746

304,011

258,911

2 Going as God's People

97,409

108,575

92,468

3 Enable us to Go & Grow

19,482

21,715

18,494

Total

389,638

434,301

369,873