

**Discipling
Youth**

#2

RECRUIT



How-to Recruit **Adult Disciples**

Recruiting always involves an ask, but how we frame that ask can affect how people respond to it. People want to be where they see action and believe they can make a difference. Disciples know they share in the mission of the Church and want to be where they can evangelize and form disciples. When asking people to volunteer their precious time for this initiative, show them that you have a plan of action and will allow them the opportunity to share their faith.

Pray and discern.

Let every step of the process begin with reliance on God in prayer.

1. Write down traits you desire people to have for this ministry.

2. Who currently serves the youth in these areas at the parish(es)? Are they disciples who could minister to youth, possibly with some additional training or formation?

Consider staff members, ministry coordinators, volunteers, parents, and other parishioners.

3. What additional adult disciples in our parish(es) may have a passion for working with youth?

Consider parents, young adults, empty nesters, and anyone who regularly looks for opportunities to include or serve youth in the life of the parish.

How-to Recruit **Adult Disciples**

Make your list, check it twice.

Having disciples work with youth is necessary for youth to witness the fervor and love adults have for Jesus.

1. Who has the traits you identified and is a disciple of Jesus Christ, regardless of whether or not you think he or she will say yes to assisting?

Write down names you have discerned from the process above and continue to think about this for a week and add names. If you think of someone you do not know personally, make a point to introduce yourself during this week.

Invite people on the list to participate in discipling youth.

Have a one-on-one conversation with each person to learn more about him or her, help him or her discern how he or she is called to support youth ministry at this time, and discuss what discipling youth could look like in your parish. Don't assume that those you talk to know why you are talking to them or what you are asking them to do; it is important to be direct and specific with your request. End the time by asking him or her to pray for these efforts, whether or not he or she volunteers. Ask him or her to consider coming to a motivational event (see below) to learn more and become invested. Use your "elevator pitch" from the Key Questions for Discernment to help you articulate what the initiative looks like and what it will involve.

Plan and host a motivational event.

Invite those you have asked individually to participate, parents of youth, interested disciples, leaders of ministries where youth engage with the parish, and people who are particularly invested in the life and ministry of the parish such as: staff, school board members, and council members. After the event, discern where those who signed up can best serve the work. Meet with those who offered to help and consider starting small groups of those adults for their own support in their work and faith. Together, plan out your next steps.

Follow-up.

After the event, discern where those who signed up can best serve the work. Meet with those who offered to help and consider starting small groups of those adults for their own support in their work and faith. Together, plan out your next steps.

Plan and Host a **Motivational Recruiting Event**

Event Outline:

- Have refreshments and an opportunity for people to mingle. Set the room up with round tables to create an environment of small groups.
- Start by getting on the same page. Briefly explain further your elevator pitch to get people excited for discipling youth. Ask if they can identify something that helped them grow in faith and stay faithful. Connect this to your approach to discipling youth. Discuss briefly as a large group.
- Explain relational ministry and how many youth today are more connected virtually than they are in real life. (See [Relational Ministry video](#) by Annie Grandell of YDisciple and [Differences between Middle and High School Youth](#) by Katie Gray of Life Teen for a better understanding on these topics). Speak to the value of youth ministry as a parish-wide effort rather than an isolated ministry. Ask participants to discuss how this approach relates to how youth ministry is currently done at the parish.
- Speak to the need for small group ministry with youth and how it benefits both young people and the parish. It is relational, gives youth the smaller gatherings they prefer, helps youth get to know and interact with multiple adult disciples, empowers a variety of adult disciples to share responsibility for this ministry, avoids placing too much of a burden on any one person, creates an environment in which adults have time to build relationships with the youth in their small group, and allows discipling youth to take place throughout the life of the parish instead of just at a youth group.
- Discuss any questions people may have.
- Call those present to be part of the initiative and help get it started. Have a table with a sign-up sheet that mentions various roles in the ministry and encourages people to identify where they feel called to help. This may include: leading a small group, providing hospitality, managing paperwork, coordinating communications, being part of a prayer team, or participating in other ways to support the ministry. You will need to follow up with each person to find the best way for them to serve and support the work of discipling youth in the parish.

If you need, use the space below to write out your invitation at the end of the event to ask for volunteers:

Follow-up.

After the event, discern where those who signed up can best serve the initiative. Meet with those who offered to help and consider starting small groups of those adults for their own support in their work and faith. Together, plan out your next steps.

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