**Jeremiah 1:4-10 (NRSV) Jeremiah's Call and Commission**

## 4 Now the word of the LORD came to me saying,

5 "Before I formed you in the womb I knew you, and before you were born I consecrated you;

I appointed you a prophetto the nations."

6 Then I said, "Ah, Lord Goo! Truly I do not kriow how to speak, for I am only a boy." 7 But the LORD said to me,

"Do not say, 'I am only a boy';

for you shall go to all to whom I send you,

and you shall speak whatever I command you.

8 Do not be afraid of them,

for I am with you to deliver you, says the LORD."

1. Then the LORD put out his hand and touched my mouth; and the LORD said to me,

"Now I have put my words in your mouth.

1. See, today I appoint you over nations and over kingdoms,

to pluck up and to pull down, to destroy and to overthrow, to build and to plant."

### MINISTRY DESCRIPTION

**Youth Ministry Committee Member**

Rockledge Presbyterian Church has placed a high priority on Youth Ministry, creating a committee separate from the Christian Education Committee specifically to discern and address the needs of our middle and high school youth, and our collegiate-aged young adults.

**Responsibilities:**

* 1. Committee members will attend and participate in monthly meetings.
  2. Committee members will plan and coordinate special youth events (such as the graduates reception, etc.)
  3. Committee members are encouraged to participate in daily devotionals such as scripture reading and prayer.
  4. Committee members will assist the Youth Coordinator in gathering information and developing new policies and procedures for youth ministry as the need arises.

**Time Commitment:**

1. - 2 hours per month
2. - 3 hours as needed

¼ -½ hour each day 2 - 3 hours as needed

An active elder will chair the committee. Decisions reached by the committee will be forwarded to the Session for its consideration. The Youth Coordinator will meet with and provide staff support to the Youth Ministry Committee.

**Skills to be Used/Developed:**

* 1. Leadership
  2. Discernment
  3. Wisdom
  4. Encouragement

**Youth Ministry Committee Members:**

The committee will, at a minimum, consist of the following membership: 1 elder to serve as chairperson; 1 high school parent; 1 high school youth; 1 middle school parent; 1middle school youth; 1 collegiate-aged young adult. The Youth Coordinator will serve in a support capacity, but will not be a voling member of the committee. Committee members are asked to serve a minimum of one year.

**Training:**

Youth Ministry Committee members are expected and encouraged to participate in any training opportunities provided at Rockledge Presbyterian Church. It is recommended committee members also participate in the one to two regional training events offered by the Presbytery each year. The Youth Coordinator is also available to provide one-on-one training as needed.

**Benefits:**

While committee members are honored at our year-end recognition banquet with a meal and a gift, the greatest benefits are derived from witnessing the young people participating fully in the life of the church and seeing ii grow as new young people are welcomed into our midst.

**VOLUNTEER DEVELOPMENT**

**More Slots Than Workers**

*How do you handle chronic ministry vacancies?*

##### John 15:1-2

The Case With Sunday school, children's church, and a Wednesday night program all running, Carla struggled constantly to staff the children's ministries at Stillmeadow Church. Carla needed 91 workers for the three major ministries. Or she would have, if she had found 91 people able and willing to work every week. She didn't. So Carla divided some of the jobs into once-a-month obligations. Now she needed 187 workers.

I asked Carla, "Do you have 187 people at Stillmeadow who feel called to work with children?" She rolled her eyes. If even 91 people had been eager to work with children, she would not have had to chop jobs into smaller pieces. Carla knew that some volunteers were helping only because of the worker shortage.

**What Would You**

**Do? What Happened**

* What is the key issue: "not enough workers" or ''too many positions to fill"?
* If the key issue is ''not enough workers," how would you get more?
* If the key issue is ''too many positions to fill," how would you reduce the number?

Carl streamlined the children's ministry. Though the church had grown to 650 in worship attendance, they were still using a small-church class structure-small classes with solo teachers. Carla combined the children into larger groups of20 to 30, with each group led by a ministry team including a master teacher.

Even more important, the church moved from three children's programs-Sunday school, children's church, and Wednesday activity night-to two. By creating a double-session Sunday school and Wednesday night program incorporating worship, the church went from three mediocre programs to two superb ones, and needed fewer workers.

In restructuring, the 187 slots were cut to just 60. With fewer slots, Carla lined up all the workers for the fall programs by June-a first.

When a ministry has strong, called leadership but not enough volunteers, it is time for a new strategy. Consider these questions:

* Are there ways to simplify the program, sharpening its focus on doing one or two things very well rather than doing many things?
* Does this program compete with another ministry for participants or leaders?
* If so, can the two ministries be combined into a single, stronger ministry?
* Should enrollment in some programs be capped at a level that does not strain staff and facilities?
* Does the job description need to be reshaped?
* ls this position less essential than previously assumed?
* What is God saying to the church through this vacancy?

Jesus says that fruitful branches are pruned. Pruning hurts, because the.loss is real, but its purpose is not to punish; it is to increase fruitfulness.

-EDDY HALL is a church consultant/coach with Living Stones Associates in Wichita, Kansas.

**Discuss** I. Have we ever pruned a ministry? What did we learn from that experience?

* + 1. Which ministries are feeling the strain of''not enough workers"? In these ministries, could we have ''too many positions to fill''?
    2. What could we do to help those ministries?

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***Girts for the People of God***

L. Some are gifted as **prophets.**

#### R. Help us, 0 God, to proclaim your word with wisdom and clarity.

L. Some are gifted to be of **service** to others.

R. *You have called us to ministry; help us to be faithful in our service.*

L. Some are gifted as **pastors** who minister to God's people.

R. *Loving God, may we minister to your people with love and understanding.*

L. Some are gifted as **teachers.**

#### R. We learn from the Master Teacher and seek to teach your way and truth to those whom we serve.

L. Some are gifted as **encouragers.**

#### R. 0 God, help us to be supportive of others in their spiritual journeys.

L. Some are gifted with resources for **giving.**

R. *You have blessed us with so much and we are grateful to be able to share our resources with others.*

L. Some are gifted as **leaders.**

#### R. Empower us, 0 God, to be able to guide others with energy and vision.

L. Some are gifted with the ability to be **compassionate.**

#### R. Dear God, may we show empathy and kindness in your name.

A LL. All of us are gifted by the Holy Spirit to serve God and to serve others in God's name.

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