



# Team Discussion Guide

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Growing Young Assessment Supporting Materials

# Growing Young Assessment Team Discussion Guide

Powered by the Fuller Youth Institute

Growing young is not just about changing youth ministry. It is about changing church culture. This involves long-term commitment, honest conversations, and hard work. However, we believe the work is worth it. The fact that you've completed the assessment likely means you do too.

This team discussion guide is meant for use *after* you have reflected on your growing young assessment report, including completion of the "Determining Your Next Steps" exercises near the end of the report. You might think of the questions below as helping you build on what you learn from the report and creating a more advanced set of next steps.

Rather than work through these quickly in one meeting, we recommend you hold a series of meetings (as many as are necessary to answer the questions sufficiently) and work your way through them at the pace that is best for you. They are meant to help your team reflect deeply and theologically on the past, present, and future of your congregation. Also, note that several questions refer to chapter 8 of the book *Growing Young*, so you will likely find it helpful to have one or more copies of the book available for your meetings.

**1** In light of the growing young assessment report and our own perspective or experience, what are a few things that are going well or that our team/church can celebrate?

**2** Which *two* core commitments are most important for our church to work on first?

**3** Review pages 279-280 (“Three Myths about Churches That Change to Grow Young”) in the book *Growing Young*. What myths or quick fixes (either in the book or others) might we rely on or tend toward?

**4** How ready is our church for growing young? As we look to the future and next steps, what are we most excited about? What are we most worried about?

**5** What are a few competing commitments at our church that seem at odds with growing young? In what ways do they compete?

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Are there any spiritual realities or considerations that might further or hinder our progress?

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As we seek to move forward, are there any “elephants in the room” that need to be named or addressed? Perhaps something we avoid talking about, but needs to be named or resolved if we’re really going to make progress?

8

As a team, select and read a biblical passage that provides insight about what the church is or can be (examples might include Acts 2:42-47, 1 Corinthians 12:12-31, or Revelation 21 ... but select any passage that may be meaningful or formative for your congregation). How does this passage inform or give shape to the sort of church and ministry with young people we hope and dream for?

9

Review pages 287-290 (“Vision as a Shared Story of Future Hope”) in *Growing Young*. If we were to summarize and share the vision our team has for growing young (with a staff member, volunteer, or the overall congregation), what would we say? If the answer varies based on different groups, explain how and why it would vary.

**10** Reflecting on our assessment report and answers to the questions above, what are the top 2-4 goals we might want to set as next steps for growing young?

**11** Review pages 282-287 (“Leadership Begins with Listening”) in *Growing Young*. In addition to the assessment, does our team need to do any further listening (to young people or others in our congregation) to inform these goals and our next steps? If so, to whom should we listen and how will we do so?

**12** For each goal identified in question ten, answer the following (on a separate document or sheet of paper):

- a. What are 3-4 steps we can take to make progress toward this goal?
  
  
  
  
  
  
  
  
  
  
- b. Who are the stakeholders involved in each step? How does each person/group need to be involved?
  
  
  
  
  
  
  
  
  
  
- c. What will that person/group’s involvement or resulting change cost them?
  
  
  
  
  
  
  
  
  
  
- d. By when does each step need to be accomplished? Who is responsible for seeing this through?

**13** Where are we likely to meet resistance to growing young, or where might conflict occur? How can we prepare for this in advance?

**14** What are small markers of success along the journey that we can pay attention to and celebrate?