

A large group of young people, mostly teenagers, are posing for a group photo in a church hall. They are arranged in several rows, some sitting on the floor, others standing. Many are making peace signs. In the background, a large crucifix is mounted on the wall, and a whiteboard is visible. To the left, there is a drum set. The overall atmosphere is lively and positive.

YOUNG PEOPLE: YOU ARE THE CHURCH OF TODAY

Resource 6 – Recognising and Developing Leadership



“First, it is not good to see a young person already retired at twenty! Second, it is also not good to see a young person spending his or her life on a couch. Isn't this the truth? We need *young people who are neither retired nor couch potatoes!* We need young people who are on the road and moving forward, at each other's side but looking ahead to the future!”
- Pope Francis

Scripture Passage: Luke 22.24-27

A dispute also arose among them as to which one of them was to be regarded as the greatest. But he said to them, “The kings of the Gentiles lord it over them; and those in authority over them are called benefactors. But not so with you; rather the greatest among you must become like the youngest, and the leader like one who serves. For who is greater, the one who is at the table or the one who serves? Is it not the one at the table? But I am among you as the one who serves.

Prayer:

Dear Jesus, you made it clear that whose who are greatest are the ones who serve, not the ones who have fame, fortune, or authority. Help me adjust my priorities to put others first. Place within me a genuine desire to serve. Enable me to recognise the daily opportunities I have to reach out to those in need in my family, in my school, in my community. Guide me as I strive to follow your example to become a servant leader. Amen



SONG

Called Me Higher – Leslie Jordan

Verse 1

I could just sit I could just sit
And wait for all Your goodness
Hope to feel Your presence
And I could just stay I could just stay
Right where I am and hope to feel You
Hope to feel something again

Verse 2

I could hold on I could hold on
To who I am and never let You
Change me from the inside
I could be safe oh I could be safe
Here in Your arms and never leave home
Never let these walls down

Chorus 1

But You have called me higher
You have called me deeper
And I'll go where You will lead me Lord
You have called me higher
You have called me deeper
And I'll go where You will lead me Lord
Where You lead me

A Leader's Prayer

Leadership is hard to define.

Lord, let us be the ones to define it with justice.

Leadership is like a handful of water.

Lord, let us be the people to share it with those who thirst.

Leadership is not about watching and correcting.

Lord, let us remember it is about listening and connecting.

Leadership is not about telling people what to do. Lord, let us find out what people want.

Leadership is less about the love of power and more about the power of love.

Lord, as we continue to undertake the role of leader let us be affirmed by the servant leadership we witness in your son Jesus. Let us walk in the path

He has set and let those who will, follow.

Let our greatest passion be compassion, our greatest strength love, our greatest victory the reward of peace.

In leading let us never forget to follow; in loving let us never fail.

Amen.



Prayer Walk

CREATIVE PRAYER

Intention:

To go on a prayer walk without leaving the church.

To pray through the entire church/community praying for each specific ministry and leaders of that ministry.

Instruction:

Talk about the many ministries of your local community. Make a prayer list with the different ministries listed (see our list to the right). Divide your group into small groups of three or four and send them throughout the church praying for the different ministries. Give them a list and include some prayer points for them to pray.

Prayer Walking in Your Church

Go to each of the following places and pray for those who frequent the area. Pray blessings on the ministry and on the person leading that ministry (please adapt for your own parish/community).

Church entrance – *that all who enter will be receptive to God's Word and its power in their lives.*

Front doors – *for all visitors to feel welcome, loved, at home*

Audio visual location: – PA system, video, overhead, – *prayer of thanks for modern communication*

Music space: – instruments, musicians, singers, - *prayer for all those who are involved in music ministry*

Sanctuary: priests (deacons and seminarians), baptismal font (pray for all those baptised), guest speakers, those who minister to us (readers, Eucharistic ministers etc) - *pray that their words will be spirit led*

Altar – *that people will commit their life to God and come for prayer*

Pews – *pray for the saints who sit on the pews and for God to fill the empty seats with new people*

Hall – pray for children, children's liturgy, leaders of children's liturgy, *pray that they choose to use their God-given gifts in leaderful ways*

Sunday School Rooms – pray for teachers and Sunday school students, *that they may be inspired to live by gospel values*

Sunday School Space/rooms – pray for students, school principal, teachers, parents, *that they will be Christ-like in their words and actions*

Youth Room – youth, youth leaders, youth staff, *that they will willingly participate in youth and community activities and strive towards being engaged members of this faith community*

Gym/recreational area – families of your church, youth functions, outreach tool *that we may live out our pastoral plan Fit for Mission*

Offices – church staff, church finances, *that staff and volunteers will make decisions that build up our community*

Meeting room – *that church board/leaders will make wise decisions*

Pre-school – *that the children will be taught and walk in the way of the Lord all their lives*

Ushers – *that God will reward their efforts and commitment to the ministry and that they will be effective in helping people*



Which piece of the puzzle are you?

Before starting either print the image in Appendix 1 or find your own image (eg a statue or stained glass window from your own community). If using your own image make sure it is simple.

Cut the image into a collection of pieces that are numerically the same as the number of members of the group you are working with. Pass out one piece to each person and instruct participants not to share/show their image with others.

Once each person has a puzzle piece, pass out felt pens and sheets of paper ten times the size of each original piece. Ask the participants to recreate their section of the image on the paper in front of them and emphasise the importance of striving to accurately represent the section of the image that they have been given. They should make their interpretation of their part of the puzzle approximately 10 times the size of the puzzle piece they have received. Invite them to focus on main shapes/lines/words rather than the inner details.

When finished, instruct the individuals to arrange the enlarged pieces together until they have deduced what the overarching image/message is. If there is one piece that will clearly identify what the picture is immediately then manage the process so that this person places their part of the image down towards the end of the puzzle coming together.

Debrief points:

What would happen if any one person didn't contribute fully?

- Without each piece of the puzzle, the completed image would be fragmented and meaningless
- The contribution of every person in a group is a necessary part of the big picture.

How does this relate to the group that you belong to?



What do I bring to the table?

Each one of us has gifts and talents that have been placed within us. Jesus calls us to share these with others.

Materials:

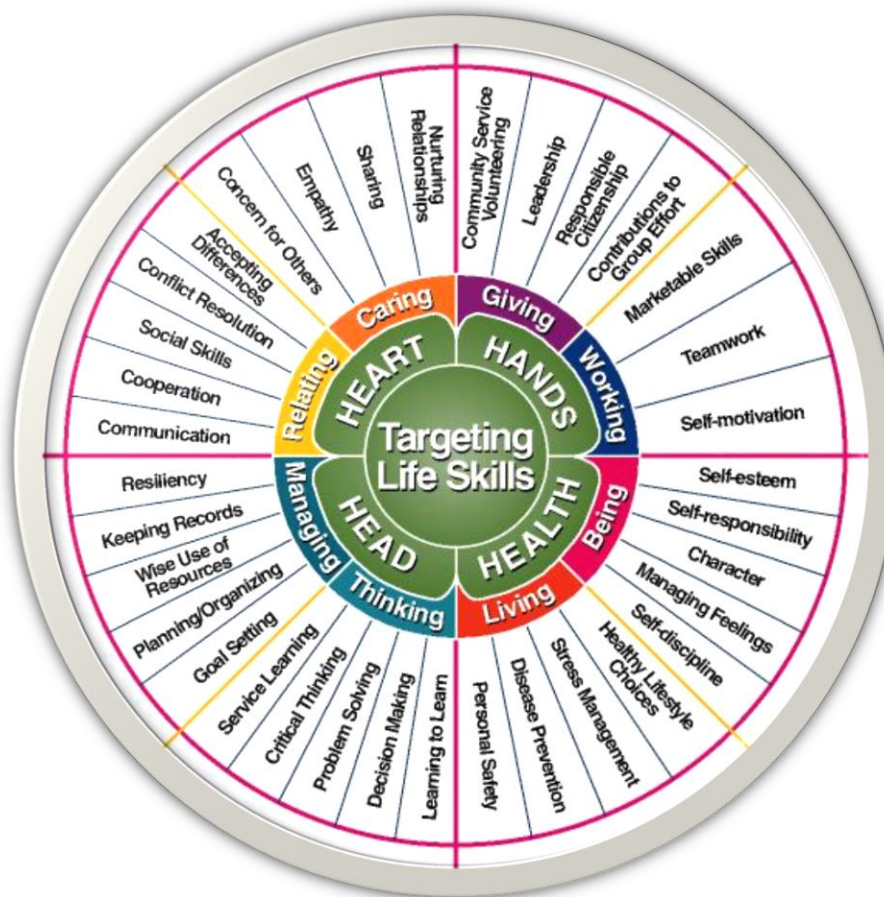
- Printed copy of Appendix 2
- Felt tip pens/highlighters (Green, orange, red)

Instructions:

1. Using the **GREEN** felt tip pen/highlighter, colour in the gifts that you would consider your strength.
2. Using the **ORANGE** felt tip pen/highlighter, colour in the gifts that you think you possess but wouldn't consider a strength. (these are gifts you are still developing).
3. Using the **RED** felt tip pen/highlighter, colour in the gifts that you don't you were blessed with.
4. Using your journal, we invite you to reflect on the following questions:

Reflection questions:

- How do you feel about the areas in **GREEN**? How are you using these to help others?
- How do you feel about the areas in **ORANGE**? How can you turn these into **GREEN**?
- How do you feel about the areas in **RED**? Are these going to be useful in your ministry? If yes, who do you know that can potentially help me grow in these areas?
- What other skills and talents do you bring to the table that aren't on this list?
- What other skills and talents would you like to grow that aren't on this list?





Decision making 101

Intro Activity | What decisions would you make? (Refer attached documents Activity 1A for girl version and Activity 1B for boy version)

Work in pairs to explore different scenarios. One person asks the questions and the other makes decisions. If the person making the decisions is male take a blue book. If the person making the decisions is a girl take a yellow book. Simply follow the directions moving to the page shown at the bottom of each page. Once one person has completed the activity switch roles. The second person to complete the activity is encouraged to choose different options to the first participant. When both participants have completed this activity discuss how you found this activity.

Debrief points:

How did you find this activity? Did it relate to your own life in any way?

How are decisions and commitment linked?

What happens when you are over-committed (eg you commit to too many sports teams, after-school activities etc)?

How are commitment and planning linked? In order to make a plan what do you need to know? (what you are committing to, time required, responsibilities, how much preparation there might be to do this role operating in “best practice” mode rather than “she’ll be right” mode etc)

When you don’t commit, what impact does this have on others? Can anybody share an example of how they have been impacted by lack of commitment from another person?

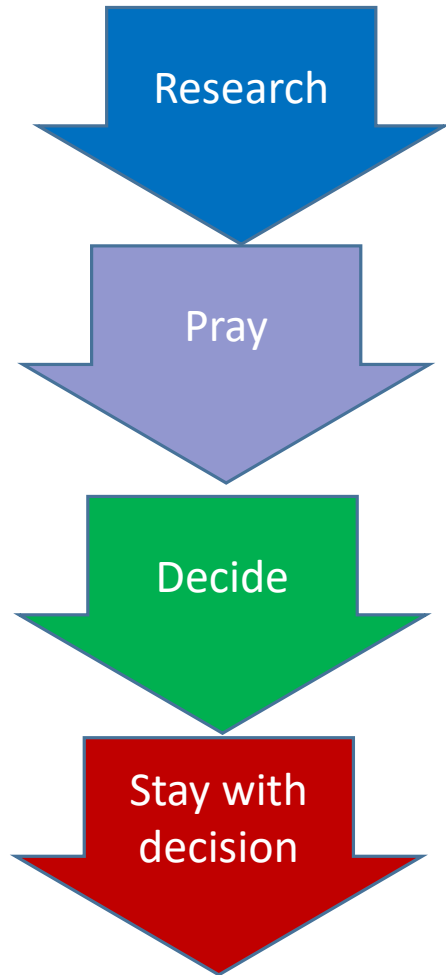
Summary:

Every day we make decisions, some small and some more important. Decisions and commitment are linked. Once we make a genuine commitment to a team, a class, a ministry etc we are more likely to make decisions that support that commitment. When we don’t make a commitment there is a greater possibility that we will “keep our options open” and less inclination to turn up and an increased likelihood of us making a decision “at the time” rather than planning ahead.

Over-commitment can be as challenging as no commitment, particularly if there is not enough time to fit all the commitments in. When you commit you also need to plan ahead in order to make sure that you get some order and balance in your life. When you have a plan you know how much time you have available and whether you can make new commitments.

If you are over-committed and don’t have a plan this could lead to feelings of being overwhelmed, anxiety or stress. When you are over-committed often you need to identify your priorities and then withdraw from those activities that have a lower priority.

A decision making process for important decisions from St Ignatius of Loyola



Research. find out, gather data, reflect, talk with person(s) who are knowledgeable about the issue if possible, talk with a friend, family member or another person who knows and cares about you, if appropriate (a good person for this will help you to reflect but will realise that the decision has to be yours).

Consider the perspectives of major contributors in this area; eg. experts, law, experienced people, the Church (from reliable resources, not, for example most media presentations that often fail to present Church teaching accurately.) Try to do this without prejudice, **open to the wisdom** that might be available. **Weigh up** the information from different sources. Consider **possible consequences**.

Pray for help and guidance. (God cares for us and definitely cares about the choices and decisions we make!). You might like to journal about the decision that you need to make.

Decide.

Stay with the decision for a time, if possible e.g.. a few days etc. If you find yourself experiencing **PEACE deep within**; this may indicate that the decision is a good one. When a decision is right, it is possible to feel deep peace within, even when the decision may be one that you don't want to have to make, and when, on the 'surface,' you may even feel some grief, loss or similar. The right decisions are sometimes not easy to carry out. If you find that you experience **lack of any peace at a deep level**, turmoil, anxiety, or uneasiness – when you reflect upon the decision you have made. Then pray some more. It may be because

- This may not be a right decision.
- You may need to go back to earlier steps; there may be more work to do before deciding.
- It may be that it is not the right time for this decision.

St Ignatius taught: Do not make a life changing decision when feeling down, angry, depressed, upset etc.

"What the Spirit brings is love, joy, peace, patience, kindness, goodness, trustfulness, gentleness and self control."

[Galatians 5:22-23]



Balloon Caterpillar

Divide the group into equal sized smaller groups of 5-8 people. Give each person one balloon and instruct them to blow it up.

Round 1: Groups line up with one balloon between each person, no hands on balloons. Define a start and finish line. First group to get to the finish line without dropping a balloon wins. If a group drops a balloon they go back to the start.

Round 2: Once groups have mastered the basics:

- Invite participants to write the name of a person they wouldn't want to let down on the balloon.
- Increase the challenge by creating an obstacle course that groups need to conquer – without dropping a balloon (i.e. letting down that person).

Round 3: Invite participants to switch balloons so that they are caring for a balloon/named person that matters to somebody else.

Debrief points:

- What worked for your group? What didn't? How did you know?
- What was challenging? How did you deal with those challenges?
- How do you feel when you crossed the finish line?
- How did you feel when a balloon that named somebody you didn't want to let down was dropped? Was it harder when it was the your balloon or the balloon that somebody else had written a name on? Why?
- How is this activity like being part of this group (or term that suits the group you are working with eg community, family)?
- What do you think this activity teaches you about responsibility? (We are each accountable for our own actions and our actions directly impact others)



Building resilience

Keep It Up Challenge

Divide participants into equal groups of 8-12 people. (You need multiple groups so if you have a smaller group then go for the 3-6 people per group and a balloon)

Each team gets into a circle.

Each person on each team is given a balloon or ball of any size

The players attempt to keep all the balloons in the air as long as possible.

When a team wins, they get a point. The team with the most points wins.

Do not allow players to catch the balloons during play.

To make this challenge harder: The balloons must be hit in a particular order e.g. the order of participants in the circle or alphabetical by first name, by age of participants etc.

Alternatively: If you have limited resources have each team play with one balloon/ball but increase the difficulty e.g. can only use non-dominant hand

Debrief points:

- In what ways was this game easy or hard?
- What skills did you need to win a round? (focus, teamwork ..)
- If you lost a round what did you need to do to prepare for the next round? (Bounce back, see each round as a new opportunity, move on from loss of earlier round ...)
- In the same way life can throw challenges at us that we can't plan or prepare for. We need to be able to bounce back from these. What are some of the things that you see knocking young people ? (Failing assignments/exams, not getting into university course they wanted, pregnancy, death in the family).
- Who can we rely on to support us when challenges come our way? (family, friends, adults like teachers/counsellors etc, God).

Taking responsibility for your own resilience

Let's consider some strategies that build resilience compared with strategies that don't.

Instructions:

- Working in small groups, sort the strategy cards provided into two piles – one with strategies that you believe would build resilience and the other with strategies that would not support building resilience.
- Discuss in small groups what strategies would be most useful for you to adopt. Why are some more useful than others to you?
- How might you commit to one or more strategies?
- How might you keep each other accountable for what you commit to?
- What piece of scripture passage can you lean on, in your quest to be resilient? (Hint: For those who need help we have included some scripture passages in Appendix 3).

If you have a journal take some time to reflect on how you can incorporate resilience strategies into your life.



Resilience Toolbox



A resilience toolbox is a collection of your favourite and healthy items that you will support you when you are feeling anxious, distressed or overwhelmed.

In order to discern what might be included in your resilience toolbox ask these questions:

- When you are having a really good day, what items have contributed to that?
- In the past when you haven't been having a great day, what items have let you turn that day around so that you were feeling more positive?

Either with an actual box or a sheet of paper create your own resilience toolbox.



Eco-Mapping for self-care

TOOL: Review your map once a semester / season

Eco-Map Activity

As the leader of this activity share a personal story or example about when you needed or used 'Self-Care' in a ministry context.

Introduce Eco-Map activity: An Ecomap is a diagram that shows the social and personal relationships of an individual with his or her environment. We will use this activity today to look at who and what contributes to our care of self.

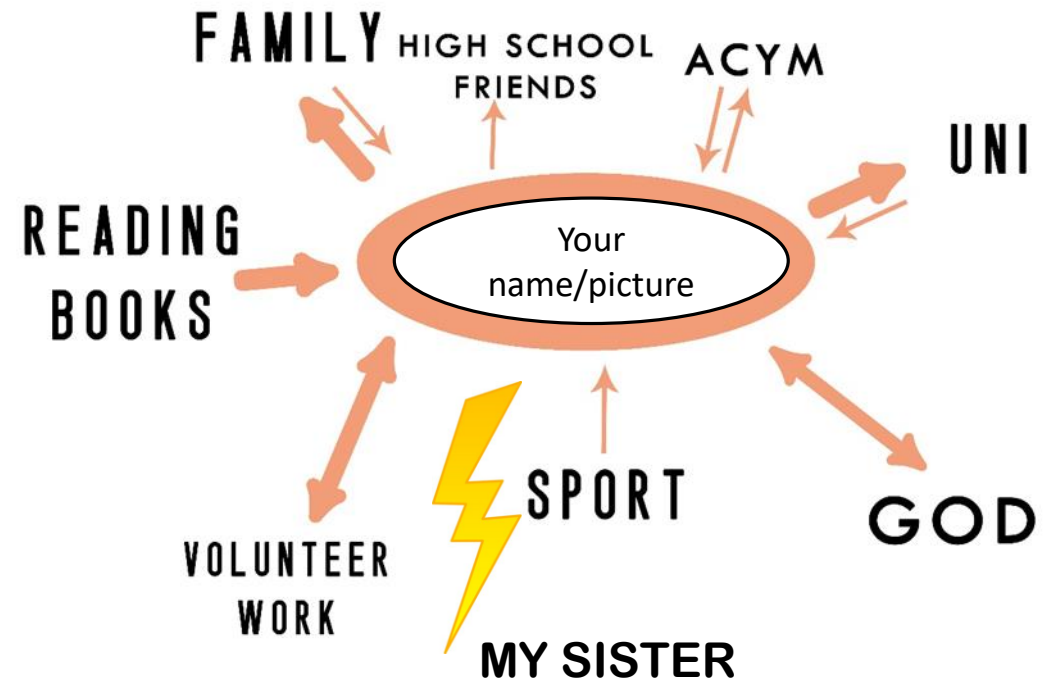
Provide one piece of paper and pens to each participant.

Instructions:

- In the middle of the piece of paper draw yourself or write your name
- Then around yourself draw pictures, diagrams, symbols or words that represent all the things and people that support you. (You could also symbolise broken support systems from the past or conflict)
- Examples might may be walking, books you read, friends, family/whanau or spiritual beliefs.
- Also represent the nature of the connections. Does this give you energy (thicker lines) or take away energy (narrower arrows) or both? Does the energy flow both ways (an arrow at each end) or only in one direction?

Reflection in pairs/buddies

Questions will be handed out to each pair – refer appendix for question cards.



Key:

Arrows signifies direction and strength of energy, eg: What gives me energy and what takes it away

Lightning bolt symbolises conflict

Note: symbols are created by the individual (thicker is more energy)

There's something about Mary

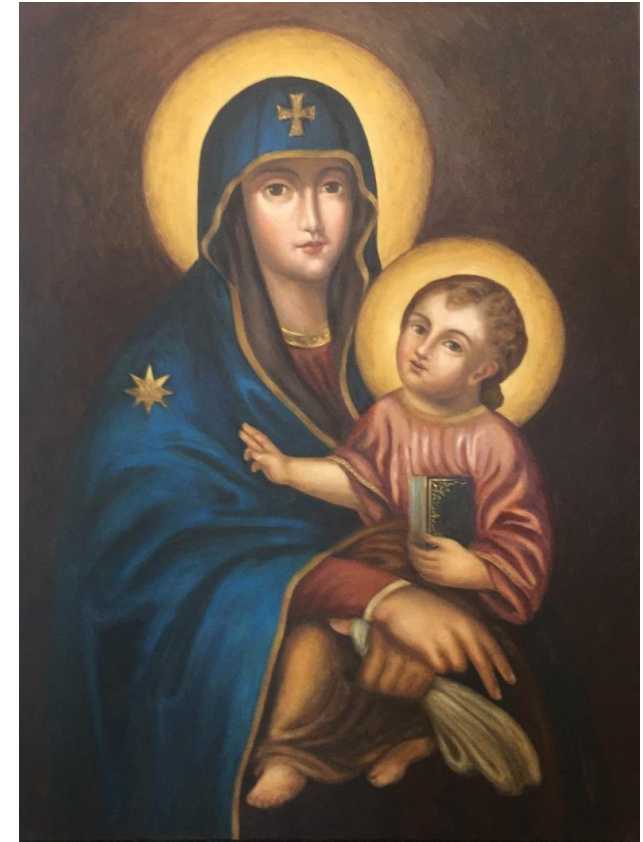
Mary of Nazareth

The synodal process is entrusted to Mary. In the course of this process, the Church is self-examining herself on how to accompany young people to accept God's call to the joy of love and the fullness of life. Mary, the young woman of Nazareth, who in every stage of her existence accepted the Word, and preserved it, pondering it in her heart (cf. *Lk* 2:19) was the first to fulfil this journey.

Each young person can discover in Mary's life the way to listen, the courage that faith generates, the depths of discernment and dedication to service (cf. *Lk* 1:39-45). In her "lowliness," the Virgin betrothed to Joseph, experienced human weakness and difficulty in understanding the mysterious will of God (cf. *Lk* 1:34). She also was called to live by an exodus from herself and her plans by learning to trust and to confide.

Recalling the "great things" which the Almighty accomplished in her (cf. *Lk* 1:49), the Virgin did not feel alone, but fully loved and supported by the "Fear not" of the Angel (cf. *Lk* 1:30). Knowing that God is with her, Mary opened her heart to "Here I am", and thus began the Gospel journey (cf. *Lk* 1:38). Woman of Intercession (cf. *Jn* 2:3), at the foot of the cross of her Son, united to the "beloved disciple", again accepted the call to be fruitful and generate life in human history. In her eyes every young person can rediscover the beauty of discernment; in her heart every young person can experience the tenderness of intimacy and the courage of witness and mission.

Source: Preparatory Document – Young People, the Faith and Vocational Discernment



Living leadership | what can I do?

Going to the next level



Learn more:

Do we have a responsibility to take care of ourselves?

388: *Health is an important value, but not an absolute one. We should treat our God-given body gratefully and carefully, but not be obsessed with it. [2288-2291]*

Going deeper: Pope Francis: "it is not good to see a young person already retired at twenty! Second, it is also not good to see a young person spending his or her life on a couch. Isn't this the truth? We need *young people who are neither retired nor couch potatoes!* We need young people who are on the road and moving forward, at each other's side but looking ahead to the future!"

http://w2.vatican.va/content/francesco/en/speeches/2017/april/documents/papa-francesco_20170408_veglia-preparazione-gmg.html

[bracket numbers refer to Catechism of the Catholic Church]



Do more:

How can you (or your faith group) :

- It is said that every young person needs 3-5 older people (of different ages) who accompany them on their faith journey? Who accompanies you?
- How are you sharing your leaderful gifts?
- Are there younger people in the wider community who you (or your group) could mentor or coach?

Leadership at every level should promote co-responsibility and collaboration among clergy and laity. Our taking ownership of such co-responsible mission planning and activity will build trust, and allow for more sharing of information leading to better outcomes for Mission.

[Source: *Fit for Mission* Pastoral Plan]



CALLED TO ACTION

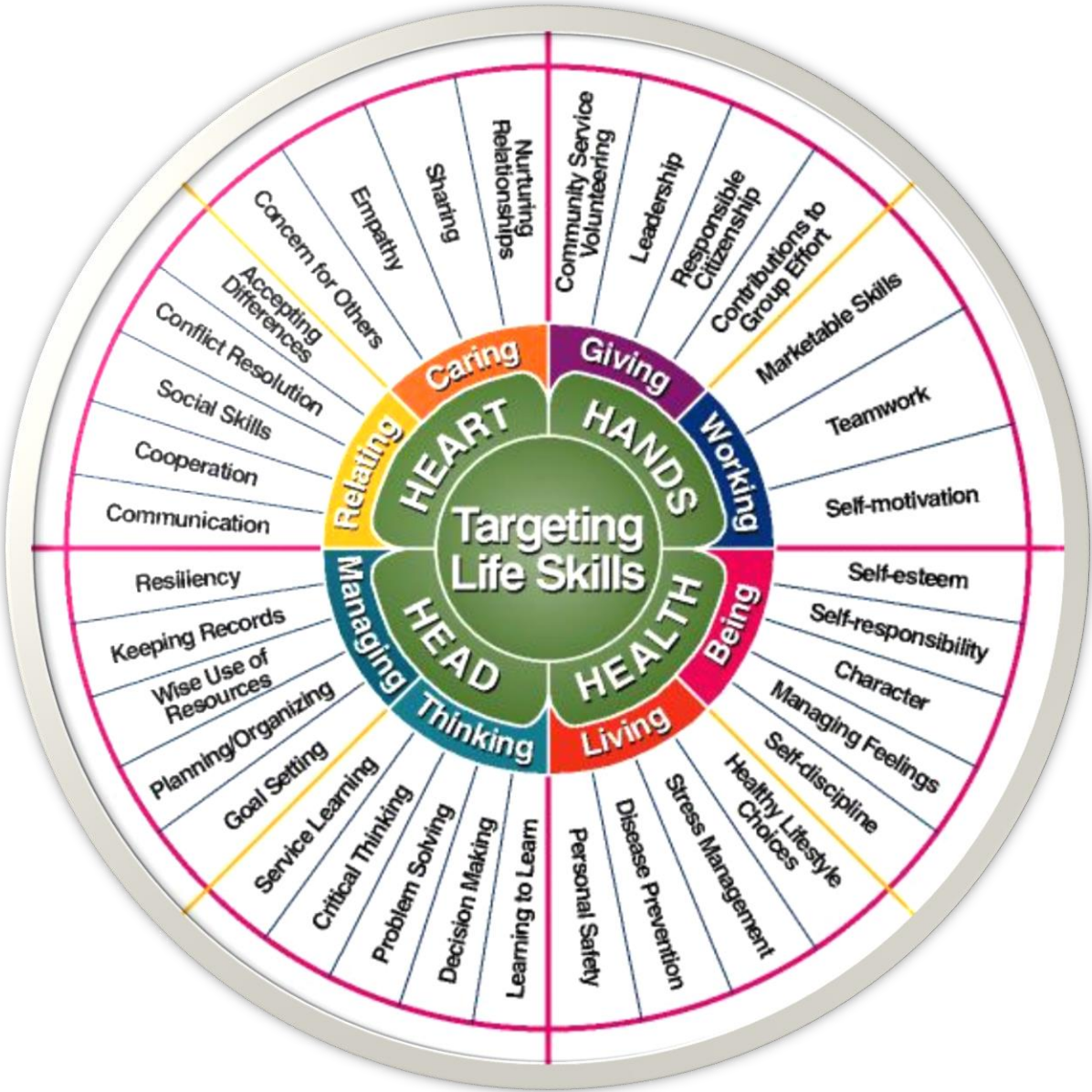
Live more:

How can you (or your faith group) become more leaderful (draw out the God-given gifts placed in you) :

- It is said that every young person needs three to five older people (of different ages) who accompany them on their faith journey.
 - Who accompanies you now?
 - Who else might accompany you?

The more you put in, the more you will get back. Make the decision TODAY to make a difference.

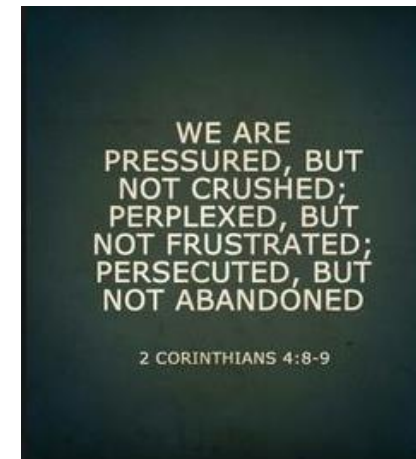
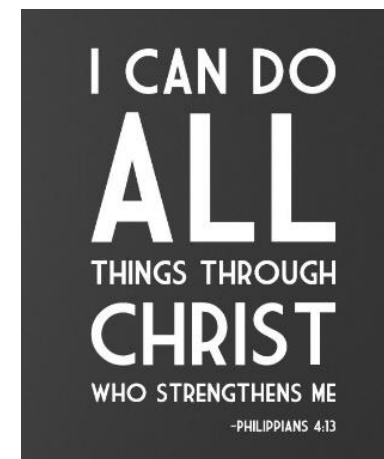




Appendix 3 | Sort these cards (Cards in columns C and F are negative. All others are to be encouraged)

A.	B.	C.	D.	E.	F.
Move On: Don't waste time feeling sorry for yourself.	Keep control: Don't give away power to others.	Recognise what you aren't good at. Dwell on this.	Embrace change: Welcome challenges.	Stay Happy: Don't waste time complaining.	Be overly-confident: You will never fail.
Be kind: Be fair and stand up for others.	Take calculated risks: Weigh up risks and benefits of a decision.	Give up: When it feels too hard.	Live in the present: Don't dwell on past mistakes.	Take responsibility: Don't repeat mistakes.	Make mistakes: See these as the end of that journey.
Celebrate success of others: Don't resent others.	Willing to fail: See failure as an opportunity to grow/improve.	Compare yourself to others: There are others who are smarter than you.	Enjoy alone time. Don't fear being on your own.	Be prepared to succeed on own efforts: don't rely on others.	Settle for "good enough": Accept that's enough.
Develop staying power: Know that results are not always immediate.	Know and live by core beliefs: Live your faith/values 24/7.	Don't rely on others: You must be able to do it by yourself.	Apply mental energy positively: Don't waste time on negativity.	Be productive: Make every day count.	Waste time. Tomorrow is another day.
Accept discomfort: Accept feelings without being controlled by them.	Examination of conscience: daily reflection on where you are going.	Go with what is urgent: When you are stressed just do the most urgent thing.	Express yourself: Tragedy can cause emotions. Grab control back by making decisions.	Help somebody: Nothing gets your mind off your own problems like helping another.	Go over things in your mind: If you keep thinking about it, you will work it out.

Appendix 4 | Scripture passages that speak to resilience



QUESTION CARD 1

**1) How do you stay calm
or wind down when you need to?**

This could be going for a walk, reading a book,
talking to a friend.

**2) Is this healthy or unhealthy
'to you'?**

QUESTION CARD 2

**1) How helpful is the support you
receive now?**

2) What other support would be helpful?

3) Who could provide that support?

QUESTION CARD 3

**1) Identify support systems that nourish
you the most.**

**2) Are these the ones you give
priority to?**

**3) How often do you give thanks to God
for those who support you?**

**4) Where does prayer fit into this
for you?**

QUESTION CARD 4

1) What motivates you?

2) What drives you to say 'no' to things?

3) What drives you to say 'yes' to things?

**4) In what ways does saying 'yes' or 'no'
benefit you?... hinder you?**