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Lessons on Developing Young Leaders

Elizabeth Tamez PhD

New Generation3

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- Rev. Dr. Elizabeth Tamez Méndez | newg3youth@yahoo.com
 - Calvin Symposium on Worship 2020
 - B15 | Lessons on Developing Young Leaders: Fours Keys Towards Innovation
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Lessons on Developing Young Leaders: Four Keys Towards Innovation

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We have the need and desire for young people to be an integral part of our congregations and denominational work. There is an interest in seeing young people develop as leaders in the church, the question is, **how?** We will explore four keys towards doing so.

★ FIRST: INNOVATION

- What is innovation?

To engage with innovation and bring about new solutions for (1) connecting with young people and (2) nurturing their leadership development, there is a 5 STEP process: _____

★ SECOND: Positive Youth Development (PYD)

Positive _____ + *Positive* _____ + *Positive* _____ =

Positive Youth Development (PYD)

Developmental science and leadership studies show that for youth to develop as leaders, it is essential for them to have (1) supportive and (2) mentoring relationships with (3) caring adults in their community, (4) alongside experiences and opportunities for involvement in hands-on activities that nurture their leadership abilities and interests.

Paradigm shift: In order to create such spaces, Positive Youth Development theory proposes that young people can and should be viewed as “_____ to be developed, not _____ to be managed”.

★ THIRD: PRACTICAL KEYS

In reaching these ideals, our churches and organizations will **(1) foster shared decision-making processes, (2) become spaces for youth to participate in meaningful ways, and (3) shape an organizational culture that supports young people's leadership development.**

Key 1: Work Towards Shifting Perspectives and Implementing Change-sustaining Practices

- What can thoughtful ministry leaders do to shift perspectives about youth involvement?
- What practices sustain the change?
- What do young people in your context need? What are they craving/missing?
- What can they contribute? How can they contribute?

Key 2: Bring Others Alongside

- What does it take to make this shift not just by yourself, but with coworkers and other church members as well?

Key 3: Find Room to Speak about Challenges, Problems, and Sin

- How can the crucial shift toward positive language still find room to talk about challenges, problems, and even sin?

Key 4: Recognize That Other Areas of Ministry Benefit from the Perspective Shift

- What other areas of ministry can benefit from this same change in perspective?
- How can your congregation as a whole grow and expand through these changes?

Where do we go from here?

The conversation needs to continue, as we have only touched upon the tip of the iceberg. The **How?** question has more room for answers. The more we share our stories and experiences in ministry, the more we open up spaces for meaningful conversations – the more we are able to learn from one another and expand our imaginations and know-how in fostering innovation in the church.

- What have you learned today that is helpful in your journey towards nurturing youth as leaders?