at's Happening? The State of Youth Ministry ting Started - Identifying Your Status	iii Ganada
Your involvement in Youth Ministry is in a:	
jn Church	
jn Christian Youth Organization	

### **Getting Started - Identifying Your Status**



- <sub>fn</sub> Full Time Paid
- part Time Paid (Work with youth only)
- Part Time Paid (Work with youth and have other responsibilities)
- FORMER Youth Leader Paid

### A. Success Factors (Church)

# Various factors effect youth ministry... To what extent do you DISAGREE or AGREE with the following statements?

10 What extent	do you DISAGRE			_
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I have enough time to do what is important to be successful in my job	<b>j</b> a	<b>j</b> n	j'n	j'n
2. I tend to measure the success of my youth ministry by the number of people who are involved	<b>j</b> m	<b>j</b> n	<b>j</b> n	j'n
3. People who evaluate me tend to judge my success by the number of people who are involved	jα	jΩ	jn	jα
4. Recruiting volunteers is an easy task for me to achieve	jn O	jn	<b>j</b> n	<b>j</b> n
5. Retaining volunteers is an easy task for me to achieve	ja O	j'n	jα	<b>j</b> ʻo
<ol><li>6. My personal criteria for success is the same as my organizational supervisor</li></ol>		j'n	<b>j</b> n	<b>j</b> m
7. I am empowered to make decisions relating to my responsibilities		jα	j'n	j'n
8. Most people in my church/organization believe youth ministry is an important part of our mission	jn n	<b>j</b> n	<b>j</b> n	<b>j</b> n

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9. I view youth ministry as a viable life-long vocation	jα	jα	jα	jα
10. I view success by how many young people start going to church	jn	<b>j</b> n	<b>j</b> n	<b>j</b> n
11. An important measure of my success is supporting the families of the youth I serve	j'n	<b>j</b> n	<b>j</b> n	<b>j</b> n
12. An important measure of my success is involving ethnic youth who are different from the majority of the participants  Take a moment are	jn nd think back	jn x to some good t	jn imes – "I was ∣	jn most effective
when"		A La Como good :		
		~		
As a vouth leader	l get my gr	reatest sense of	norsonal satis	faction from
As a youth leader	- i get illy gi	eatest serise of	personai saus	
		-		
		<u> </u>		

### **B.** Education and Preparartion

# Education and expectations have an impact on how we work with youth... To what extent do you DISAGREE or AGREE with the following statements?

10 What extern	Strongly Disagree			_
1 I fool like my	Strongly Disagree	Disagree	Agree	Strongly Agree
<ol> <li>I feel like my educational preparation for my job was adequate</li> </ol>	jα	jα	jη	<u>j</u> a
2. Youth ministers should be required to fulfill the requirements of a formal degree in Youth Ministry	jm I	<b>j</b> n	<b>j</b> n	<b>j</b> m
3. I agreed to a written job description when I started my job	j'n	jα	jα	<u>j</u> ra
4. The demands of my job description are realistic	J. i	j'n	<b>j</b> n	<b>j</b> m
5. My employer is clear in what the expectations for success are	j'n	jη	jη	<b>j</b> n
<ol><li>My employer provides adequate time for my professional development</li></ol>	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> m
7. My employer provides adequate money for my professional development	j'n	jα	jα	j∕n
8. I regularly connect with my supervisor in a scheduled meeting to discuss how I am doing	ĴΩ	<b>j</b> n	<b>j</b> n	<b>j</b> n
9. I have a youth ministry philosophy that is	jn	jα	jα	j∕n

at's Happening?	The State of	Youth Ministr	y in Canada	
theologically				
framed				
10. I expect to still	<b>j</b> m	<b>j</b> m	<b>j</b> n	<b>j</b> m
be involved in my				
current youth ministry five years				
from now				
			_	
The factors and/or were	r relationships	that influenced	d me to pursu	e youth minist
		A		
		$\overline{}$		
When I think back	on my educat	ion, what I wisl	n I had been ta	aught was
		▼		
The main sources	of programm	ing ideas for m	y ministry are	
		_		
		▼		

### C. Satisfaction Levels

creativity

How satisfied are	you regardir	ng the following?	?	
Ve	ry Dissatisfied	Mostly Dissatisfied	Mostly Satisfied	Very Satisfied
My spiritual gifts fitting well with my role as a youth leader	jo	j'n	jα	<b>j</b> a
The support I receive from my current supervisor	<b>j</b> n	j'n	<b>j</b> m	<b>j</b> n
3. The amount of time I have to care for my personal needs	jα	j'n	jα	jα
4. I am satisfied that my theological preparation is adequate to deal with the questions my youth ask	<b>j</b> m	j'n	<b>j</b> n	<b>j</b> n
5. My understanding of child and adolescent development	jη	jtα	<b>j</b> Ω	jα
6. The health of my relationships outside of work	<b>j</b> m	<b>j</b> m	<b>j</b> m	<b>j</b> n
7. I am satisfied with myself as a person at this stage in my life	<b>j</b> n	<b>j</b> o	<b>j</b> α	<b>j</b> a
8. The basic consistency between what I teach and how I live	j'n	j'n	jn	jn
9. I especially appreciate the opportunity youth work gives me to express my	jα	j'n	jα	jα

	ening? The S				
How satisf	ied are you wi	th your minis		<i>i</i> ?	
			▼		
I choose to	stay in youth	ministry bed			
			_		
			<b>~</b>		

### D. Leadership Dynamics

# To what extent do you DISAGREE or AGREE with the following statements regarding your leadership?

regarding your	-			_
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I am valued as a person by the parents I work with	J.,	jα	jη	jα
2. In my personal identity, it is easy for me to claim, "I am a leader"	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> m
3. I feel like my supervisor really believes in me	jα	<b>j</b> n	j'n	<b>j</b> a
4. I often feel like there is a generation gap (a lack of understanding) between me and my supervisor	j∕n	<b>j</b> n	<b>j</b> n	<b>j</b> m
5. My vision for youth ministry has increased over time	jα	jn	jn	<b>j</b> n
6. I feel like the parents of the young people I work with really trust me	<b>j</b> m	<b>j</b> m	j'n	j'n
7. I am frequently acknowledged as a leader	<b>j</b> α	<b>j</b> o	<b>j</b> n	<b>j</b> n
8. The young people I work with readily follow my leadership	<b>j</b> m	jm	j'n	j'n
9. I am following a defined plan for the leadership development of the youth I work with	<b>j</b> ra	ja	jn	j'n

s Happening? The State of Youth	
yone?	
Yes	
No	
'yes" for how long?	
riod of Time	
hat did you gain from the relationship	o?

### **E. Trouble Spots**

# Some aspects of youth leadership can be difficult... To what extent do you DISAGREE or AGREE with the following statements?

10 Wilat Exterit	ao you DISAGNE			_
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I often feel like my understanding of faith is significantly different from what is taught by my pastor and /or leader	<b>j</b> n	jα	<b>j</b> n	ρţ
<ol> <li>My family and/or friends tell me that I spend too much time at work</li> </ol>	J · ·	<b>j</b> m	<b>j</b> n	<b>j</b> m
3. I spend too much time doing tasks that don't relate to my youth work	j'n	j'n	j'n	ja
4. I spend about the right amount of time on administrative duties	<b>j</b> n	<b>j</b> m	<b>j</b> n	jn
5. I give program preparation a high enough priority	j'n	j'n	j'n	<b>j</b> a
<ol><li>6. My salary is competitive with other youth leaders I know</li></ol>	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> m
7. The job I'm doing right now is NOT my first choice	ja	j'n	jα	<b>j</b> α
<ol><li>I'm presently looking for a better job opportunity</li></ol>	jn '	<b>j</b> n	<b>j</b> n	<b>j</b> n
9. In the end, adult volunteers are more trouble than they are worth	<b>j</b> a	jn	<b>j</b> o	<b>j</b> a
10. I'd rather the parents of my	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> m

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youth not be involved in our youth ministry
As a youth leader – I get most discouraged by
As a youth leader – I get most discouraged by
In my present situation "My greatest frustrations are"

### F. Organizational Matters

The organizational structures we work in are meant to be helpful but that is not always the case...

To what extent do you DISAGREE or AGREE with the following statements?

TO WHAT CALCIN	Strongly Disagree			_
1. I agree	Strongly Disagree	Disagree	Agree	Strongly Agree
essentially with the doctrinal positions held by my church		jη	jη	j <sup>r</sup> o
2. I consider myself to be spiritually compatible with the church I work for	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> n
3. The young people I work with are in similar socio-economic circumstances as was at their age	ja	jα	jα	<b>j</b> ʻa
4. My supervisor understands my need to career track beyond my present responsibilities	<b>j</b> n	j'n	j'n	j'n
5. My staff colleagues often ask me for my opinion	jα	jn	jη	<b>j</b> o
6. I am given a lot of freedom to self manage how I work	<b>j</b> m	j'n	j'n	<b>j</b> m
7. I am required to submit a strategic plan for the youth ministry I lead	jα	jα	jα	j'n
8. The youth department receives a fair share of the total budget	<b>j</b> n	<b>j</b> n	<b>j</b> n	j'n
9. I am trusted to manage the	ρţ	jn	jα	jα

budget for my area of				
responsibility 10. My relationships with	<b>j</b> n	<b>j</b> n	jn	<b>j</b> n
others who are also involved is a big reason why I				
keep working in youth ministry				
What I really like a	bout my chu	rch/organizatioı	n is	
		<u></u>		
What I really dislik	re about my o	hurch/organiza	tion is	
		▼.		

### **G.** Confidence Levels

# Confidence has a big impact on the way we work... What level of confidence do you currently have in the following?

What level of oc	-	-	Ouite a Dit	_
4.111	Little or None	Some	Quite a Bit	A Great Deal
1. How I encourage youth to engage with the bible	jα	j'n	jα	<b>j</b> o
<ol><li>My competence to do my job</li></ol>	<b>j</b> n	jn	jn	<b>j</b> m
3. The power of the gospel to really change the lives of young people	jα	j'n	jα	j∙n
4. My current supervisor	j'n	<b>j</b> m	<b>j</b> n	<b>j</b> n
5. The church I work for	<b>j</b> n	<b>j</b> n	<b>j</b> α	jα
6. The impact of my influence on the youth I work with will last a lifetime	j'n	<b>j</b> ∩	<b>j</b> m	<b>j</b> n
7. The authority of the bible	<b>j</b> n	<b>j</b> α	jα	<b>j</b> a
8. The young people I work with accept the authority of the bible	j'n	j'n	jn	j'n
9. I feel equipped to help my youth with the problems they face today	jn	jn	<b>j</b> α	<b>j</b> ta
10. That the importance of youth ministry in Canada will increase in the future	j'n	j'n	<b>j</b> m	j'n
11. I am comfortable hanging out with youth in environments that are outside church	j'n	j'n	<b>j</b> α	jΩ

contexts						
When peop	ole ask me	what my jo	ob is, I tell	them "I a	m a"	

#### H. Cultural Influences

What happens in the bigger society around us has implications. The role of technology in the lives of young people is an example...

To what extent do you DISAGREE or AGREE with the following statements?

#### **Cultural Issues:**

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. The claim that young people have a deep desire for community as a place to belong is overstated.	jα	jα	j'n	j∙n
2. I think that friendship is the real driver for young people finding a place to belong	<b>j</b> n	<b>j</b> n	j'n	j'n
3. The issues my youth deal with are much more complex than what I encountered as a youth	t	j'n	jα	jα
4. Young people I work with readily welcome others from different ethnic backgrounds	jn	<b>j</b> 'n	j'n	jn
5. It appears to me that most of today's youth are over-protected by their parents	e ja	j'n	jn	j'n
6. The majority of the young people in my group(s) demonstrate attitudes of "entitlement"	jn	<b>j</b> 'n	j'n	j'n
7. I think that it is tougher to be a teenager today	jα	jα	jn	j∙o

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than when I was a teen				
8. When my youth are in trouble they call me first	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> m
9. I have a great deal of hope for this generation of young people	<b>j</b> m	jα	<b>j</b> o	<b>j</b> o
	jn	jn jn	jn	jn

Technology Iss	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I use social network sites (eg: Facebook) to promote my youth group's programs	ja	ja ja	ja ja	jn
2. Social networking sites (eg: Facebook) are important tools for me to keep updated with my youth	<b>j</b> n	<b>j</b> m	Ĵ'n	<b>j</b> n
3. I have been disturbed by some of the material my youth have posted online	jα	jα	jα	j'n
4. Text messaging is an important way to communicate with my youth	<b>j</b> n	<b>j</b> n	Ĵ'n	<b>j</b> n
5. I am concerned by the amount of time youth are spending engaged in technology	jα	j'n	jα	jα
6. My experience tells me the majority of my young people regularly access pornography on the NET	j'n	j'n	<b>j</b> m	<b>j</b> m
7. I think the use of pornography is a serious issue for youth ministry leaders	jα	jα	j∕n	j'n
8. I've counseled young people who have used technology to create their sexual experiences	j'n	jm	<b>j</b> m	<b>j</b> m

9. I have	<b>j</b> tn	<b>j</b> a	ja	Jo.
challenged young	3	,	,	,
people about the				
nappropriate				
content they have				
on their social				
networking page 10. I think the rise				
n online social	<b>j</b> n	<b>j</b> m	<b>j</b> m	<b>j</b> m
networking will				
nave an adverse				
affect on the				
relationships my				
youth have in "real"				
ife				
What I currently e	niov most al	bout my vouna i	people is	
	,.,	jean my jeamy j		
		_		
		₩		
That our entry ha	strates me i	most about my y	oung people is	•••
That our only ha		nost about my y	roung people is	•••
That surrolling ha	strates me i	nost about my y	roung people is	
•				
·				
•				
·				
•				
think the biggest	pressure or	n young people	l work with toda	ay is
think the biggest	pressure or	n young people	l work with toda	ay is
think the biggest	pressure or	n young people	l work with toda	ay is
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think the biggest	pressure or	n young people	l work with toda	ay is
think the biggest	pressure or	n young people	l work with toda	ay is

### I. Spiritual Issues

The desire to be a positive spiritual influence is one of the big motivators for youth leaders...

To what extent do you DISAGREE or AGREE with the following statements?

10 What extent	Strongly Disagree	Disagree	Agree	Strongly Agree
1. The practice of prayer is becoming more important to today's youth	ja ja	jo	ja	ja
2. Compared to young people I've known in the past, youth I work with are more likely to share their faith with their friends	<b>j</b> m	j'n	<b>j</b> m	<b>j</b> n
3. Most of the young people I work with also participate in the life of the church	ja	j'n	j'n	<b>j</b> n
4. My youth group members can be counted on to invite their friends to our events	<b>j</b> n	<b>j</b> n	<b>j</b> m	<b>j</b> n
5. Youth today are more ready to get involved in service projects and compassionate ministry than in the past		j'n	j'n	j'n
6. Several times a year we spend time teaching youth how to communicate the gospel in these times	<b>j</b> n	j'n	<b>j</b> n	jn
7. The Bible defines what is right and wrong for me		j'n	j'n	<b>j</b> n
8. Young people in	<b>)</b>	<b>j</b> n	jn	jn

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my group hold conservative views on moral issues such as abortion and	THE State	or Youth Millist	ry iir Cariada	
homosexuality 9. Young people with different core beliefs and values feel welcomed in our youth programs	j'n	jα	<b>j</b> sı	j'n
10. I am intentional in giving my youth opportunities to use their spiritual gifts	<b>j</b> m	<b>j</b> m	<b>j</b> n	j'n
11. I feel it is very important to encourage non-Christians to become Christians	j∙n	jα	<b>j</b> a	<b>j</b> n
12. How I behave is the real test of what I believe	<b>j</b> m	<b>j</b> n	jm	jn
13. I am intentional in sharing my faith with my peers	jα	<b>j</b> o	<b>j</b> n	<b>j</b> o
14. All world religions are equally valid	j'n	<b>j</b> n	<b>j</b> m	<b>j</b> m
15. Members of my youth group rarely talk informally about religious ideas	jα	jα	<b>j</b> n	jα
16. Ten years from now I expect that at least one-half of my youth group will have abandoned their faith	<b>j</b> n	<b>j</b> n	jn	j'n

My greatest spiritual	fear as I lead	young peopl	e is	
		<b>△</b>		
At this stage in my lif to	e, to continue	e to mature s	piritually, it wi	II be importan
		<b>▲</b>		

### J. Decision Making

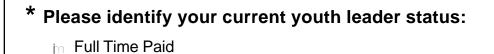
Only a minority of youth leaders will spend their entire vocational life working with young people...

Using a range from "not likely" to "most probable," what factors could contribute to your leaving youth ministry?

contribute to you	• •	•		
	Not likely	Some what likely	Highly likely	Most probable
Move into a new ministry role	<b>j</b> a	<b>j</b> a	<b>j</b> a	<b>j</b> a
Getting too old for it	<b>j</b> m	<b>j</b> n	<b>j</b> m	<b>j</b> m
Burnout	ja	jα	jα	<b>j</b> ta
Lack of measurable results	<b>j</b> m	<b>j</b> m	<b>j</b> m	<b>j</b> m
Tired of being away from family	<b>j</b> α	jα	<b>j</b> a	<b>j</b> a
Too little affirmation	<b>j</b> m	<b>j</b> n	<b>j</b> m	<b>j</b> m
Lack of volunteer support	jα	jα	ja	<b>j</b> a
Conflict with my church over beliefs	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> n
Pay is too low	ja	<b>j</b> ra	<b>j</b> ro	ja
A decline in my spiritual confidence	<b>j</b> m	<b>j</b> m	<b>j</b> m	<b>j</b> m
Too much stress	ja	<b>j</b> a	ja	ja
Conflicts with other staffers	<b>j</b> n	<b>j</b> n	<b>j</b> Ω	<b>j</b> n
Moving into secular work place	jα	jα	<b>j</b> α	<b>j</b> α
Conflicts with parents	<b>j</b> m	<b>j</b> n	<b>j</b> m	<b>j</b> m
Start my own church	<b>j</b> a	<b>j</b> a	<b>j</b> a	<b>j</b> o
To save my marriage	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> n
Personal family circumstances	<b>j</b> a	<b>j</b> a	<b>j</b> a	<b>j</b> a
No opportunities to be career tracked	jn	<b>j</b> m	jn	<b>j</b> m
Other (please specify	·)		_	

Wh	at's Happening? The State of Youth Ministry in Canada
	Is there anything else you would like to add??
	<u>▲</u>
*	Please click below - this is required to continue to the final page
	jn Final Page

### **Getting Started - Identifying You Status**



- part Time Paid (work with youth only)
- Part Time Paid (work with youth and have other responsibilities)
- jm Former Youth Leader Paid

### A. Success Factors (CYO)

# Various factors effect youth ministry... To what extent do you DISAGREE or AGREE with the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I have enough time to do what is important to be successful in my job	jn	<b>j</b> o	j'n	j'n
2. I tend to measure the success of my youth ministry by the number of people who are involved	j'n	<b>j</b> m	<b>j</b> n	<b>j</b> m
3. People who evaluate me tend to judge my success by the number of people who are involved	j'n	<b>j</b> α	jα	Ĵtα
4. Recruiting volunteers is an easy task for me to achieve	ĴΩ	<b>j</b> n	<b>j</b> n	<b>j</b> n
5. Retaining volunteers is an easy task for me to achieve	j'n	jα	jn	jα
6. My personal criteria for success is the same as my organizational supervisor	j'n	jn	j'n	<b>j</b> n
7. I am empowered to make decisions relating to my responsibilities	jn	jα	j'n	j'n
8. I view youth ministry as a viable life-long vocation	j'n	jn	j'n	<b>j</b> m
9. I view success	ţa	ja	ţa	ţo

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by how many young people start going to church				
10. An important measure of my success is supporting the families of the youth I serve	<b>j</b> n	j'n	<b>j</b> n	<b>j</b> n
11. An important measure of my success is involving ethnic youth who are different from the majority of the participants	jα	jn	<b>j</b> m	jη
Take a moment ar when"	nd think back	to some good t	imes – "I was ı	most effective
		<b>V</b>		
As a youth leader	– I get my gr	eatest sense of	personal satis	faction from

### **B.** Education and Preparation (CYO)

# Education and expectations have an impact on how we work with youth... To what extent do you DISAGREE or AGREE with the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree
<ol> <li>I feel like my educational preparation for my job was adequate</li> </ol>	jα	<b>j</b> a	jn	j'n
<ol> <li>Youth ministers should be required to fulfill the requirements of a formal degree in Youth Ministry</li> </ol>	jn I	<b>j</b> m	<b>j</b> n	<b>j</b> n
3. I agreed to a written job description when I started my job	jα	jα	j∙ı	j∙ı
<ol> <li>The demands of my job description are realistic</li> </ol>	J	<b>j</b> n	j'n	j'n
5. My employer is clear in what the expectations for success are	<b>j</b> n	<b>j</b> a	<b>j</b> n	<b>j</b> n
<ol><li>My employer provides adequate time for my professional development</li></ol>	j'n	<b>j</b> n	<b>j</b> n	<b>j</b> n
7. My employer provides adequate money for my professional development	j:n	<b>j</b> a	j'n	<b>j</b> n
8. I regularly connect with my supervisor in a scheduled meeting to discuss how I am doing	<b>j</b> m	<b>j</b> m	<b>j</b> n	<b>j</b> n
9. I have a youth ministry philosophy that is	ja	ja	jn	jn

framed  10. I expect to still jn jn jn jn jn jn jn be involved in my current youth ministry five years from now  The factors and/or relationships that influenced me to pursue youth minist	at's Happening?				
framed  10. I expect to still jn		The State of	f Youth Ministry	y in Canada	
10. I expect to still jn jn jn jn jn jn be involved in my current youth ministry five years from now  The factors and/or relationships that influenced me to pursue youth ministry were  When I think back on my education, what I wish I had been taught was	theologically				
be involved in my current youth ministry five years from now  The factors and/or relationships that influenced me to pursue youth minist were  When I think back on my education, what I wish I had been taught was					
current youth ministry five years from now  The factors and/or relationships that influenced me to pursue youth minist were  When I think back on my education, what I wish I had been taught was		<b>j</b> m	<b>j</b> m	Jn	<b>j</b> m
ministry five years from now  The factors and/or relationships that influenced me to pursue youth minist were  When I think back on my education, what I wish I had been taught was					
The factors and/or relationships that influenced me to pursue youth minist were  When I think back on my education, what I wish I had been taught was					
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When I think back on my education, what I wish I had been taught was	from now				
	The factors and/or were	relationships	s that influenced	I me to pursue	e youth minist
			_		
			✓		
	<b>NA</b> //   (  '			1111	
The main sources of programming ideas for my ministry are	when I think back	on my educa	tion, what I wish	i i nad been ta	lugnt was
The main sources of programming ideas for my ministry are					
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The main sources of programming ideas for my ministry are			▼		
A Programming races of programming races.	The main sources	of programm	ing ideas for my	, ministry are	
		or programm	ing lacas for my	, illinistry are	• • •
			<u>M</u>		

### C. Satisfaction Levels (CYO)

How satisfied are you regarding the following?	??
Very Dissatisfied Mostly Dissatisfied	Mos

	Very Dissatisfied	Mostly Dissatisfied	Mostly Satisfied	Very Satisfied
1. My spiritual gifts fitting well with my role as a youth leader	jα	ja	<b>j</b> n	<b>j</b> n
2. The support I receive from my current supervisor	j'n	<b>j</b> m	<b>j</b> n	<b>j</b> m
3. The amount of time I have to care for my personal needs	jα	ja	<b>j</b> n	<b>j</b> n
4. I am satisfied that my theological preparation is adequate to deal with the questions my youth ask	<b>j</b> m	jn	jn	<b>j</b> m
5. My understanding of child and adolescent development	jα	ja	jα	jū
6. The health of my relationships outside of youth work	<b>j</b> m	<b>j</b> n	<b>j</b> m	<b>j</b> m
7. I am satisfied with myself as a person at this stage in my life	<b>j</b> α	<b>j</b> α	<b>j</b> α	<b>j</b> n
8. The basic consistency between what I teach and how I live	<b>j</b> Ω	<b>j</b> m	<b>j</b> m	<b>j</b> n
9. I especially appreciate the opportunity youth work gives me to express my creativity	jα	ja	jα	jα

Wh	at's Happening?	The State of Youth	n Ministry in Canada	a
	I choose to stay in	n youth ministry beca	ause	
			<u> </u>	
			▼	

### D. Leadership Dynamics (CYO)

# To what extent do you DISAGREE or AGREE with the following statements regarding your leadership?

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I am valued as a person by the parents I work with	jα	jα	ja	<b>j</b> o
2. In my personal identity, it is easy for me to claim, "I am a leader"	jn	<b>j</b> m	<b>j</b> n	<b>j</b> m
3. I feel like my supervisor really believes in me	<b>j</b> a	<b>j</b> n	jn	<b>j</b> a
4. I often feel like there is a generation gap (a lack of understanding) between me and my supervisor	<b>j</b> n	<b>j</b> n	j'n	j'n
5. My vision for youth ministry has increased over time	<b>j</b> o	<b>j</b> o	jn	jα
6. I feel like the parents of the young people I work with really trust me	<b>j</b> n	<b>j</b> m	jn	<u>j</u> n
7. I am frequently acknowledged as a leader	<b>j</b> a	<b>j</b> n	j'n	<b>j</b> n
8. The young people I work with readily follow my leadership	jn	<b>j</b> m	j'n	<b>j</b> n
9. I am following a defined plan for the leadership development of the youth I work with	<b>j</b> o	<b>j</b> a	jn	jα

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	Have you ever had a formal mentoring or coaching relationship with anyone?
	jn Yes
	jn No
	If "yes" for how long?
	Number of years
	What did you gain from the relationship?

### E. Trouble Spots (CYO)

# Some aspects of youth leadership can be difficult... To what extent do you DISAGREE or AGREE with the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I often feel like my understanding of faith is significantly different from what is taught by my pastor and /or leader	jα	jΩ	jα	ja
<ol><li>My family and/or friends tell me that I spend too much time at work</li></ol>	<b>j</b> m	j'n	j'n	<b>j</b> m
3.I spend too much time doing tasks that don't relate to my youth work	<b>j</b> ra	jα	j'n	ja
4. I spend about the right amount of time on administrative duties	<b>j</b> m	j'n	j'n	<b>j</b> m
5. I give program preparation a high enough priority	<b>j</b> o	<b>j</b> n	j'n	<b>j</b> n
<ol><li>6. My salary is competitive with other youth leaders I know</li></ol>	<b>j</b> m	<b>j</b> m	j'n	jn
7. The job I'm doing right now is NOT my first choice	<b>j</b> a	<b>j</b> ʻΩ	jα	ja
<ol><li>8. I'm presently looking for a better job opportunity</li></ol>	<b>j</b> m	j'n	<b>j</b> n	<b>j</b> m
9. In the end, adult volunteers are more trouble than they are worth	<b>j</b> a	<b>j</b> ʻΩ	jα	<b>j</b> o
10. I'd rather the parents of my	<b>j</b> ∩	<b>j</b> n	<b>j</b> in	<b>j</b> n

outh not be nvolved in our outh ministry			
As a youth leader -	- I get most discou	raged by	
as a youth leader	- i get most discou	A Section 1.1.	
		<b>y</b>	
n my present situa	ation "My greatest	frustrations are"	
		▼	

#### F. Organizational Matters (CYO)

The organizational structures we work in are meant to be helpful but that is not always the case... To what extent do you DISAGREE or AGREE with the following statements?

ionowing state		ъ:	Δ.	0
	Strongly Disagree	Disagree	Agree	Strongly Agree
<ol> <li>I agree essentially with the doctrinal positions held by my organization</li> </ol>		<b>j</b> ʻo	<u>j</u> ra	jα
2. I consider myself to be spiritually compatible with the organization I work for	<b>j</b> n	j'n	ĴΩ	<b>j</b> n
3. The young people I work with are in similar socio-economic circumstances as I was at their age	jo	j'o	j'n	jα
4. My supervisor understands my need to career track beyond my present responsibilities	jn	<b>j</b> 'n	j'n	<b>j</b> n
5. My staff colleagues often ask me for my opinion	jo	j <sup>*</sup> o	j'n	jα
<ol><li>6. I am given a lot of freedom to self manage how I work</li></ol>	<b>j</b> m	<b>j</b> m	j'n	<b>j</b> m
7. I am required to submit a strategic plan for the youth ministry I lead	jo	j <sup>*</sup> o	j'n	jα
8. My relationships with others who are also involved is a big reason why I keep working in youth	<b>j</b> n	<b>j</b> n	j'n	<b>j</b> n

ministry	ng? The State		, , , , , , , , , , , , , , , , , , , ,		
	ike about my cl	hurch/orga	nization is		
Wilat i leally i	ike about my ci	iui cii/oi gai			
			$ \nabla $		
What I really o	dislike about m	y church/or	ganization is	S	
			$\overline{}$		

### G. Confidence Levels (CYO)

# Confidence has a big impact on the way we work... What level of confidence do you currently have in the following?

	Little or None	Some	Quite a Bit	A Great Deal
1. How I encourage youth to engage with the bible	<b>j</b> a	<b>j</b> n	jα	j∕n
2. My competence to do my job	<b>j</b> m	<b>j</b> ∩	jm	<b>j</b> n
3. The power of the gospel to really change the lives of young people	jα	j∙ı	<b>j</b> a	<b>j</b> n
4. My current supervisor	<b>j</b> u	<b>j</b> m	<b>j</b> n	<b>j</b> n
5. The organization I work for	ja	ţ'n	<b>j</b> α	<b>j</b> n
6. The impact of my influence on the youth I work with will last a lifetime	jn	j'n	<b>j</b> m	jn
7. The authority of the bible	jα	<b>j</b> n	jα	<b>j</b> α
8. The young people I work with accept the authority of the bible	<b>j</b> m	<b>j</b> n	<b>j</b> m	jn
9. I feel equipped to help my youth with the problems they face today	jα	jα	<b>j</b> n	jα
10. That the importance of youth ministry in Canada will increase in the future	j'n	jn	jn	jn
11. I am comfortable hanging out with youth in their environments	jα	j'n	jα	j∙n

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outside my organizational contexts		
When people ask	me what my job is, I tell them "I am a "	

#### H. Cultural Influence (CYO)

What happens in the bigger society around us has implications. The role of technology in the lives of young people is an example... To what extent do you DISAGREE or AGREE with the following statements?

#### **Cultural Issues:**

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. The claim that young people have a deep desire for community as a place to belong is overstated	jα	j'n	j∙n	j'n
2. I think that friendship is the real driver for young people finding a place to belong	<b>j</b> m	<b>j</b> n	jn	<b>j</b> n
3. The issues my youth deal with are much more complex than what I encountered as a youth	t	jτη	ţα	<b>j</b> a
4. Young people I work with readily welcome others from different ethnic backgrounds	<b>j</b> n	<b>j</b> n	jn	<b>j</b> n
5. It appears to me that most of today's youth are over-protected by their parents	<b>j</b> a	jα	j:n	jα
6. The majority of the young people in my group(s) demonstrate attitudes of "entitlement"	<b>j</b> n	<b>j</b> n	jn	j'n
7. I think that it is tougher to be a teenager today	jα	jα	jα	<b>j</b> n

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than when I was a teen				
<ol><li>When my youth are in trouble they call me first</li></ol>	<b>j</b> n	<b>j</b> n	<b>j</b> m	<b>j</b> n
9. I have a great deal of hope for this generation of young people	<b>j</b> sa	jα	jα	jα
Technology Issu	ies:			
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I use social network sites (eg: Facebook) to promote my youth group's programs	<b>j</b> a	j'n	j'n	j'n
2. Social networking sites (eg: Facebook) are important tools for me to keep updated with my youth	jn	<b>j</b> n	<b>j</b> n	<b>j</b> n
3. I have been disturbed by some of the material my youth have posted online	<b>j</b> sa	jα	jα	jα
<ol> <li>Text messaging is an important way to communicate with my youth</li> </ol>	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> n
5. I am concerned by the amount of time youth are spending engaged in technology	<b>j</b> a	jα	jo	jo
6. My experience tells me the majority of my young people regularly access pornography on the NET	<b>j</b> m	j'n	jm	jm
7. I think the use of	ja –	<b>j</b> n	ja	<u>j</u> m

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pornography is a serious issue for youth ministry leaders				
8. I've counseled young people who have used technology to create their sexual experiences	j'n	<b>j</b> m	j'n	j'n
9. I have challenged young people about the inappropriate content they have on their social networking page	j'n	<b>j</b> a	j'n	<b>j</b> a
10. I think the rise in online social networking will have an adverse affect on the relationships my youth have in "real" life	<b>j</b> m	<b>j</b> m	j'n	<b>j</b> m
What I currently e	njoy most ab	out my young p	eople is	
		▼		
What currently fru	istrates me m	ost about my yo	oung people is	i
I think the biggest	pressure on	young people I	work with toda	ay is
		<u>^</u>		

nat's Happening? The State of Youth Ministry in Canada	
I think the strongest sources of influence on the youth I work with are	
	I think the strongest sources of influence on the youth I work with are

#### I. Spiritual Issues (CYO)

The desire to be a positive spiritual influence is one of the big motivators for youth leaders... To what extent do you DISAGREE or AGREE with the following statements?

Tollowing State		ъ.	Δ.	0
4 = 0 0 0	Strongly Disagree	Disagree	Agree	Strongly Agree
1. The practice of prayer is becoming more important to today's youth	j <sub>i</sub> n	<b>j</b> to	<b>j</b> ta	<b>j</b> n
2. Compared to young people I've known in the past, youth I work with are more likely to share their faith with their friends	j∕n	j'n	j'n	<b>j</b> n
3. Most of the young people I work with also participate in the life of the church	<b>j</b> a	jα	jn	<b>j</b> o
<ol> <li>My youth can be counted on to invite their friends to our events</li> </ol>	<b>j</b> n	<b>j</b> m	<b>j</b> n	jn
5. Youth today are more ready to get involved in service projects and compassionate ministry than in the past		jα	jη	<b>j</b> o
<ol><li>The Bible defines what is right and wrong for me</li></ol>		j'n	<b>j</b> n	<b>j</b> n
7. Young people in my group hold conservative views on moral issues such as abortion and homosexuality	) ja	j'n	j'n	<b>j</b> n
8. Young people with different core	<b>j</b> m	j'n	<b>j</b> n	<b>j</b> m

beliefs and values				
feel welcomed in				
our youth				
programs 9. I am intentional	1	h-a-	1-	1-
in giving my youth opportunities to	<b>j</b> α	<b>j</b> n	jτο	jn
use their spiritual gifts				
10. I feel it is very	ĴΩ	<b>j</b> n	<b>j</b> n	<b>j</b> n
important to encourage non- Christians to become				
Christians				
11. How I behave	<b>j</b> a	<b>j</b> n	jn	<b>j</b> ra
is the real test of what I believe	J.	J.	J.	J
12. I am intentional in sharing my faith with my peers	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> n
13. All world	<b>j</b> ta	jt∩	jn	<b>j</b> ta
religions are equally valid		-		
My greatest spiritu	ual fear as I l	ead young peop	le is	
		<b>A</b>		
		V		
At this stage in my	/ life, to cont	inue to mature s	spiritually, it wi	II be importa
-	/ life, to cont	inue to mature s	spiritually, it wi	II be importa
-	/ life, to cont	inue to mature s	spiritually, it wi	II be importa
-	/ life, to cont	inue to mature s	spiritually, it wi	II be importa
-	/ life, to cont	inue to mature s	spiritually, it wi	II be importa
-	/ life, to cont	inue to mature s	spiritually, it wi	II be importa
-	/ life, to cont	inue to mature s	spiritually, it wi	II be importa
-	/ life, to cont	inue to mature s	spiritually, it wi	II be importa

## J. Money and Church Matters (CYO)

	Strongly Disagree	Disagree	Agree	Strongly Agree
<ol> <li>My salary is completely funded by the personal support I raise</li> </ol>	ja	<b>j</b> o	<b>j</b> n	<b>j</b> n
<ol> <li>My personal fundraising support makes me feel like I can set my own ministry agenda</li> </ol>	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> n
3. I see myself more as a lone ranger than a team player	jα	jo	j∙ı	j∙ı
<ol> <li>I consider my present youth work to be part of the Church's ministry</li> </ol>	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> m
5. I believe that building a solid relationship with local churches is key to my success in youth work	<b>j</b> n	<b>j</b> α	j'n	jα
6. My local church strongly supports the work I am now doing with youth	<b>j</b> n	<b>j</b> n	j'n	j'n
7. When I think about the youth I presently work with who do not claim to be Christians, I expect at least half of them to become followers of Jesus		jq	j∩	j∙∩
8. Youth who do not attend church have less interest in spiritual matters than those who attend regularly	<b>j</b> m	<b>j</b> m	<b>j</b> n	<b>j</b> n

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9. Youth outside of the church often better represent gospel values than youth who attend church regularly	<b>j</b> o	<b>j</b> tn	j'n	ţα
10. The youth I work with rarely talk informally about religious ideas	<b>j</b> n	<b>j</b> n	<b>j</b> n	j'n
11. Ten years from now I expect that at least one-half of my Christian youth will have abandoned their faith	jα	j'n	jα	j:n
iailii				
ומונוז I worked in a chur	ch youth mir	nistry prior to my	y present youth	n organization
	ch youth mir	nistry prior to m	y present youth	n organization
l worked in a chur	ch youth mir	nistry prior to my	y present youth	n organization
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l worked in a chur	ch youth mir	nistry prior to my	y present youth	n organization
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l worked in a chur	ch youth mir	nistry prior to my	y present youth	n organization
l worked in a chur	ch youth mir	nistry prior to my	y present youth	n organization
l worked in a chur	ch youth mir	nistry prior to my	y present youth	n organization

#### K. Decision Making (CYO)

Only a minority of youth leaders will spend their entire vocational life working with young people... Using a range from "not likely" to "most probable," what factors would contribute to your leaving youth ministry?

probable," what	Not Likely	Somewhat Likely	Highly Likely	Most Probable
Move into a new	ja	ja ja	ja	ja
ministry role				
Getting too old for it	<b>j</b> n	j'n	<b>j</b> n	Ĵ∩
Burnout	<b>j</b> n	<b>j</b> a	<b>j</b> n	<b>j</b> ta
Lack of measurable results	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> m
Tired of being away from family	<b>j</b> a	<b>j</b> n	<b>j</b> a	jα
Too little affirmation	<b>j</b> n	jn	<b>j</b> m	<b>j</b> m
Lack of volunteer support	<b>j</b> a	<b>j</b> a	<b>j</b> α	<b>j</b> o
Conflict with my church over beliefs	<b>j</b> n	<b>j</b> m	<b>j</b> m	jm
Pay is too low	ja	ja	jn	<b>j</b> to
A decline in my spiritual confidence	<b>j</b> m	<b>j</b> m	<b>j</b> m	<b>j</b> m
Too much stress	<b>j</b> sa	jta	jm	<b>j</b> to
Conflicts with other staffers	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> 'n
Moving into secular work place	<b>j</b> α	jα	jα	jα
Conflicts with parents	<b>j</b> n	<b>j</b> n	<b>j</b> m	<b>j</b> m
Start my own church	<b>j</b> o	<b>j</b> n	<b>j</b> o	j'n
To save my marriage	<b>j</b> m	<b>j</b> n	j'n	<b>j</b> n
Personal family circumstances	jα	jα	jα	j'n
Lack of Personal Funding	<b>j</b> n	<b>j</b> n	<b>j</b> n	j'n
No opportunities to be career tracked	jα	jη	<b>j</b> α	jo
Other (please speci	ify)		1	

۷h	at's Happening? The State of Youth Ministry in Canada
	Other Comments Is there anything else you would like to add??
*	Please click below - this is required to continue to the final page
	jn Final Page

## A. Success Factors (FORMER Youth Leader)

## Various factors effect youth ministry... To what extent do you DISAGREE or AGREE with the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I had enough time to do what was important to be successful in my job	<b>j</b> a	jα	jn	<b>j</b> sa
2. People who evaluated me tended to judge my success by the number of people who were involved		j <sup>*</sup> n	j'n	<b>j</b> m
3. My personal criteria for success was the same as my organizational supervisor	ja	jα	jn	<b>j</b> a
4. I was empowered to make decisions relating to my responsibilities	<b>j</b> m	j'n	j'n	<b>j</b> m
5. Prior to leaving, I viewed youth ministry as a viable life-long vocation	jū	jα	j'n	jα
6. When I think about the youth I worked with who did not claim to be Christians, I expected at least half of them to become followers of Jesus	<b>j</b> n	j'n	<b>j</b> n	<b>j</b> m

Take a moment and think back to some good times – "I was most effective when..."

		A

What's Happening?	The State of Youth Ministry in Canada	

### B. Education and Preparation (FORMER Youth Leader)

# Education and expectations have an impact on how we work with youth... To what extent do you DISAGREE or AGREE with the following statements?

10 What extern	do you DISAGNE			_
	Strongly Disagree	Disagree	Agree	Strongly Agree
I feel like my educational preparation for my job was adequate	<b>j</b> n	<b>j</b> n	j'n	j'n
2. Youth ministers should be required to fulfill the requirements of a formal degree in Youth Ministry	jn J	jn	<b>j</b> m	jm
3. I agreed to a written job description when I started my job	j'n	jo	jη	j'n
4. The demands o my job description were realistic	J: I	<b>j</b> n	<b>j</b> n	<b>j</b> m
5. My employer was clear in what the expectations for success were	jn	jη	j'n	<u>j</u> m
<ol><li>My employer provided adequate time for my professional development</li></ol>	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> m
7. My employer provided adequate money for my professional development	<b>j</b> ʻn	j'n	j'n	j'n
8. I regularly connected with my supervisor in a scheduled meeting to discuss how I was doing	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> n
9. I had a youth ministry philosophy that	j'n	j'n	jη	<b>j</b> n

Wh	at's Happening? The State of Youth Ministry in Canada
	was theologically framed
	The factors and/or relationships that influenced me to initially pursue youth ministry were

### C. Satisfation Levels (FORMER Youth Leader)

## How satisfied were you regarding the following? Vory Dissatisfied Mostly Dissatisfied Mostly Satisfied

	Very Dissatisfied	Mostly Dissatisfied	Mostly Satisfied	Very Satisfied
1. My spiritual gifts fitting well with my role as a youth leader	<b>j</b> n	j'n	jα	<b>j</b> n
2. The support I received from my supervisor	<b>j</b> m	<b>j</b> m	<b>j</b> n	<b>j</b> m
3. The amount of time I had to care for my personal needs	jo	jα	<b>j</b> α	jo
4. I was satisfied that my theological preparation was adequate to deal with the questions my youth asked	<b>j</b> n	j'n	<b>j</b> n	<b>j</b> m
5. My understanding of child and adolescent development	ja	jα	jα	<b>j</b> α
6. The health of my relationships outside of youth work	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> m

### As a youth leader – I got my greatest sense of personal satisfaction from...

4	4
4	v

### D. Leadership Dynamics (FORMER Youth Leader)

# To what extent do you DISAGREE or AGREE with the following statements regarding your leadership?

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I was valued as a person by the parents I worked with	jη	jη	jα	jη
2. In my personal identity, it was easy for me to claim, "I am a leader"	<b>j</b> m	j'n	jn	j'n
3. The young people I worked with readily followed my leadership	jα	jα	jn	jη
4. I followed a defined plan for the leadership development of the youth I worked with	jn	jn	<b>j</b> n	<b>j</b> m

# Have you ever had a formal mentoring or coaching relationship with anyone?

jn Yes jn No

#### If 'yes' -- for how long?

What did you gain from the relationshin	
Number of years	

what did you gain from the relationship	h i
	4
	7

### E. Trouble Spots (FORMER Youth Leader)

# Some aspects of youth leadership can be difficult... To what extent do you DISAGREE or AGREE with the following statements?

DIOAGNEE OF A	AGINEE WILLI LITE	_		
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I often felt like my understanding of faith was significantly different from what was taught by my pastor and /or leader		<b>j</b> n	<b>j</b> n	ţ'n
<ol><li>My family and/or friends told me that I spent too much time at work</li></ol>	,	j'n	j'n	<b>j</b> n
<ol><li>I spent too much time doing tasks that didn't relate to my youth work</li></ol>	J	<b>j</b> α	<b>j</b> n	<b>j</b> n
<ol> <li>I spent about the right amount of time on administrative duties</li> </ol>	jm	<b>j</b> n	<b>j</b> n	<b>j</b> n
5. My salary was competitive with other youth leaders I knew	jα	jα	jo	<b>j</b> n
6. Ten years from now I expect that at least one-half of the Christian youth I worked with will have abandoned their faith		<b>j</b> n	<b>j</b> n	<b>j</b> m
7. In the end, adult volunteers were more trouble than they were worth	jα	<b>j</b> α	jα	jα

### As a youth leader – I got most discouraged by......

		4
		Г
		7

Wh	at's Happening?	The State of Yout	h Ministry in Canada	a
	"My greatest frustr	ations were"		
			$\overline{\mathbf{v}}$	

#### F. Organizational Matters (FORMER Youth Leader)

The organizational structures we work in are meant to be helpful but that is not always the case... To what extent do you DISAGREE or AGREE with the following statements?

<b>J</b> • • • • • • • • • • • • • • • • • • •	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I felt like I really belonged in the organization I worked for	<b>j</b> o	jα	j'n	<b>j</b> n
2. I agreed essentially with the doctrinal positions held by my organization		<b>j</b> n	<b>j</b> n	<b>j</b> m
3. I considered myself to be spiritually compatible with the organization I worked for	jα	<b>j</b> n	jα	jα
4. My supervisor understood my need to career track beyond my present responsibilities	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> n
5. My staff colleagues often asked me for my opinion	jα	jα	jα	<b>j</b> a
<ol><li>I was given a lot of freedom to self manage how I work</li></ol>	<b>j</b> m	j'n	<b>j</b> n	<b>j</b> m
7. I was required to submit a strategic plan for the youth ministry I lead	<b>j</b> o	j'n	j'n	<b>j</b> ta

What I really liked about my church/organization was...

	,	,		J
				-
				~

hat I really dislil	ked about my cl	nurch/organiz	ation was	
		~		

#### G. Confidence Levels (FORMER Youth Leader)

## Confidence has a big impact on the way we work... What level of confidence did you have in the following?

	Little or None	Some	Quite a Bit	A Great Deal
1. How I encouraged youth to engage with the bible	jn	jα	jn	j'n
2. The power of the gospel to really change the lives of young people	jn	jn	jn	<b>j</b> n
3. The impact of my influence on the youth I worked with would last a lifetime	j'n	jα	jη	<b>j</b> n
4. The authority of the bible	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> n
5. I felt equipped to help my youth with the problems they faced	ţα	jα	jn	<b>j</b> n
6. That the importance of youth ministry in Canada will increase in the future	j'n	<u>j</u> n	j'n	<b>j</b> m

### When people asked me what my job was, I told them "I was a

•	

### H. Life after youth ministry (FORMER Youth Leaders)

# Very few vocations last a lifetime... We make decisions... Life moves on... To what extent do you DISAGREE or AGREE with the following statements?

10 What extern	do you DISAGRE			•
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. The financial compensation I receive now is greater than when I was in youth ministry	<b>j</b> n	<b>j</b> m	jα	<b>j</b> a
2. The relationship I have with my current supervisor is more helpful than my youth ministry supervisor	j	<b>j</b> n	<b>j</b> m	jn
3. The way I am evaluated in my current role is more clear than when I was a youth leader	j∙o	jα	jn	<u>j</u> a
<ol> <li>I get more personal satisfaction out of my current job than I did working with youth</li> </ol>	jn	<b>j</b> n	<b>j</b> n	j'n
5. I am more satisfied with myself as a person at this stage in my life than I was while I was a youth leader		j:n	jα	<u>j</u> n
6. The health of my relationships outside of work has improved since I left youth work	<b>j</b> n	<b>j</b> m	<b>j</b> m	<b>j</b> m
7. My faith is stronger now compared to the time when I was youth leader	j'n	j'n	j'n	jα

			ry in Canada	
at's Happening?	The State of	of Youth Ministi	ly III Callada	
8. I am more intentional in sharing my faith with my peers today than I was during the time I was a youth leader	<b>j</b> m	<b>j</b> n	j'n	<b>j</b> m
9. I live a more "balanced" life now that I have left youth ministry	j'n	jα	<b>j</b> n	j'n
10. I wish I had made my decision to leave youth ministry sooner than I did	<b>j</b> m	<b>j</b> n	<b>j</b> n	j'n
The thing I miss m	ost about be	eing a youth lead	der is	
		_		
		~		

#### I. Decision Making (FORMER Youth Leader)

Only a minority of youth leaders will spend their entire vocational life working with young people... what factors contributed to your leaving youth ministry?

Identify only five factors from the list below – #1 being most important and #5 being the least important

·	Importance
Moved into a new ministry role	
Getting too old for it	
Burnout	
Lack of measurable results	
Tired of being away from family	
Too little affirmation	
Lack of volunteer support	
Conflict with my church over beliefs	
Pay was too low	
A decline in my spiritual health	
Stress is too much	
Conflicts with other staffers	
Moved into secular work place	
Conflicts with parents	
Started my own church	
To save my	

nat's Happening?	The State of Youth Ministry in Canada
marriage	
Personal family circumstances	
Lack of Personal Funding	
Pressure to "get a real job"	
Dismissal from my role	
Started a family	
Needed a new challenge	
Vision for youth ministry was fading	
Resources were too scarce to match vision	
No opportunities to be career tracked	
Lack of professional development opportunities	
Just needed a change	
Other (please specify)	
Other Comments	Is there anything else you would like to add?
Please click below	w - this is required to continue to the final page
jn Final Page	
Jii i iiidii ago	

## A. Satisfaction Levels (Volunteer)

### How satisfied are you regarding the following??

	Very Dissatisfied	Mostly Dissatisfied	Mostly Satisfied	Very Satisfied
<ol> <li>My spiritual gifts fit well with my role as a youth leader</li> </ol>	ja	j'n	jα	<b>j</b> n
2. The support I receive from my current supervisor	jn	<b>j</b> n	<b>j</b> n	<b>j</b> n
3. I feel like the contribution I make to the youth I work with is worth the time and effort I invest	<b>j</b> n	j'n	jα	<b>j</b> α
4. I feel like I have been adequately trained to fulfill the volunteer work I'm being asked to do	<b>j</b> n	j'n	<b>j</b> n	<b>j</b> n
<ol><li>The health of my relationships outside of my youth work</li></ol>	jα	j'n	jα	<b>j</b> α
6. Myself as a person at this stage in my life	<b>j</b> n	j'n	<b>j</b> m	<b>j</b> m
7. The amount of affirmation I receive for the volunteer work I do	jα	jα	jα	<b>j</b> a
8. The basic consistency between what I teach and how I live	<b>j</b> n	j'n	<b>j</b> n	<b>j</b> n
9. I especially appreciate the opportunity youth work gives me to express my creativity	jα	j'n	jα	jα

at's Happening?	The State of Youth Ministry in Canada
The factors and/orwere	relationships that influenced me to pursue youth ministry
he main reason l	committed myself to volunteering with youth was
eople get paid in	different ways. I feel I am paid for my volunteer work

### **B. Success Factors (Volunteer)**

# Various factors effect youth ministry... To what extent do you DISAGREE or AGREE with the following statements?

AGREE WITH THE	e following states			
	Strongly Disagree	Disagree	Agree	Strongly Agree
<ol> <li>I Have enough time to do what is important to be successful in my role as a volunteer.</li> </ol>	j'n	ja	<b>j</b> n	j'n
2. I tend to measure the success of my youth ministry by the number of people who are involved	<b>j</b> m	<b>j</b> n	<b>j</b> m	<b>j</b> n
3. People who evaluate me tend to judge my success by the number of people who are involved	j∕n	jα	j∩	j:n
<ol> <li>I am empowered to make decisions relating to my responsibilities</li> </ol>	<b>j</b> n	<b>j</b> m	j'n	<b>j</b> m
<ol> <li>I believe that most people in my church/organization understand what I do</li> </ol>	ja 1	<b>j</b> o	j'n	ja
6. An important measure of my success is supporting the families of the youth I serve	j'n	jm	jn	<b>j</b> n
7. An important measure of my success is involving ethnic youth who are different from the majority of the participants	j∙n	jα	j'n	j'n
8. I have a clear	<b>j</b> n	jn	jn	<b>j</b> n

hat's Happening? The State of Youth Ministry in Canada
sense of what I am
expected to
contribute as a
volunteer.
Take a moment and think back to some good times – "I was most effective
when"
As a youth leader – I get my greatest sense of personal satisfaction from

### C. Leadership Dynamics (Volunteer)

# To what extent do you DISAGREE or AGREE with the following statements regarding your leadership?

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I feel like my supervisor really believes in me	<b>j</b> o	j∙n	j∙ı	<b>j</b> o
2. In my personal identity, it is easy for me to claim, "I am a leader"	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> m
3. I often feel like there is a generation gap (a lack of understanding) between me and my supervisor	<b>j</b> a	j∙n	j∩	ja
4. My vision for youth ministry has increased over time	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> m
5. I have recruited others to also volunteer in the youth program	<b>j</b> a	jn	jn	ja
6. I feel like the parents of the young people I work with really trust me	<b>j</b> n	<b>j</b> m	<b>j</b> n	<b>j</b> n
7. I am frequently acknowledged as a leader	<b>j</b> o	ja	jα	<b>j</b> o
8. The young people I work with readily follow my leadership	<b>j</b> n	<b>j</b> m	<b>j</b> m	<b>j</b> m

# Have you ever had a formal mentoring or coaching relationship with anyone?

jn No

If "yes" for how	long?			
Number of years				
What did you gain	from the rela	tionship?		

#### **D. Trouble Spots (Volunteer)**

# Some aspects of youth leadership can be difficult... To what extent do you DISAGREE or AGREE with the following statements?

	AGNEE WILL LITE	_		
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I often feel like my understanding of faith is significantly different from wha is taught by my pastor and /or leader		jα	<b>j</b> α	j'n
<ol> <li>My family and/of friends tell me that I spend too much time at youth work</li> </ol>	t	<b>j</b> m	<b>j</b> m	j'n
3. When I compare myself to the paid staff I work with, I often think I should be paid too	j∙n D	jα	ja	jα
4. I spend too much time in meetings that don't relate to my youth work	<b>j</b> m	<b>j</b> n	<b>j</b> n	j'n
5. I give program preparation a high enough priority	j∙n N	<b>j</b> n	<b>j</b> n	j'n
6. I'd rather the parents of my youth not be involved in our youth ministry	<b>j</b> m	<b>j</b> n	<b>j</b> n	j'n
7. Ten years from now I expect that at least one-half o my Christian youth will have abandoned their faith		jα	jα	jα

n my present situa	ation "My greatest	frustrations are	
		<b>A</b>	
		<u> </u>	

#### **E.** Organizational Matters (Volunteer)

The organizational structures we work in are meant to be helpful but that is not always the case... To what extent do you DISAGREE or AGREE with the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I feel like I really belong in the organization I do volunteer work for	J	jα	jα	<b>j</b> o
<ol><li>My relationships with staff and othe volunteers is a big reason I am involved</li></ol>	r	<b>j</b> n	<b>j</b> n	<b>j</b> n
3. I agree essentially with the doctrinal positions held by my organization	3	<b>j</b> n	jα	<b>j</b> n
4. As a volunteer I have a clear understanding of why I am asked to do what I am doing	<b>J</b> : 1	j'n	<b>j</b> n	<b>j</b> m
5. The young people I work with are in similar socio-economic circumstances as was at their age		jα	j'n	<b>j</b> n
<ol><li>6. I am given a lot of freedom to self manage how I work</li></ol>	<b>j</b> n	j'n	<b>j</b> m	<b>j</b> m
7. If I was paid a stipend, I would be interested in working more hours in youth ministry	j∙o e	jΩ	jα	ja
8. I expect to still be involved in youth ministry five years from now	jn	j'n	<b>j</b> n	jn

at's Hap	pening? T	ne State of	Youth I	Ministry ir	Canada	
What I re	eally like abo	ut my churc	ch/organ	ization is.		
				_		
				▽		
What I re	eally dislike	about my ch	nurch/ord	nanization	is	
	only one mice			<u> </u>		
				_		

#### F. Confidence Levels (Volunteers)

# Confidence has a big impact on the way we work... What level of confidence do you currently have in the following?

commuence do y	ou currently have		•	A Onest D
4 Hamlerson	Little or None	Some	Quite a Bit	A Great Deal
1. How I encourage youth to engage with the bible	ja	j'n	jα	j <sup>a</sup>
<ol><li>My competence to do my job</li></ol>	<b>j</b> n	ĴΩ	<b>j</b> n	<b>j</b> m
3. The power of the gospel to really change the lives of young people	j'n	j'n	j∕n	j'n
<ol><li>My current supervisor</li></ol>	<b>j</b> m	<b>j</b> n	<b>j</b> n	<b>j</b> n
5. The impact of my influence on the youth I work with will last a lifetime	jα	jτα	<u>j</u> a	j'n
<ol><li>The authority of the bible</li></ol>	<b>j</b> m	j'n	<b>j</b> n	<b>j</b> n
7. The young people I work with accept the authority of the bible	jα	jα	jα	jα
8. I feel equipped to help my youth with the problems they face today	<b>j</b> m	<b>j</b> m	j'n	<b>j</b> m
9. That the importance of youth ministry in Canada will increase in the future	j'n	j'n	j∕n	j'n
10. I am comfortable hanging out with youth in their environments outside church/organization contexts	<b>j</b> m	<b>j</b> m	jn	<b>j</b> m

When people ask me what my volunteer work is, I tell them "I am a..."

#### G. Cultural Influence (Volunteer)

What happens in the bigger society around us has implications. The role of technology in the lives of young people is an example... To what extent do you DISAGREE or AGREE with the following statements?

#### **Cultural Issues**

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I think that friendship is the real driver for young people finding a place to belong	<b>j</b> o	j'n	j'n	j'n
2. The issues my youth deal with are much more complex than what I encountered as a youth		<b>j</b> n	<b>j</b> n	<b>j</b> n
3. It appears to me that most of today's youth are over-protected by their parents	<b>j</b> n	j'n	j∖n	jη
4. The majority of the young people in my group(s) demonstrate attitudes of "entitlement"	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> n
5. I think that it is tougher to be a teenager today than when I was a teen	jα	jα	jn	jα
6. When the youth work with are in trouble they call me first	l jn	<b>j</b> 'n	jn	j'n
7. I have a great deal of hope for this generation of young people	jα	jα	jn	jα

Technology Iss	ues			
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. Social networking sites (eg: Facebook) are important tools for me to keep updated with my youth	jα	jα	j'n	jα
2. I have been disturbed by some of the content that I have found while looking at web material my youth have posted	j'n	<b>j</b> n	<b>j</b> n	j'n
3. Text messaging is an important way to communicate with my youth	jn	j'n	j'n	jn
4. I am concerned by the amount of time youth are spending engaged in technology	j'n	j'n	<b>j</b> n	<b>j</b> n
5. My experience tells me the majority of my young people regularly access pornography on the NET	<b>j</b> n	<b>j</b> n	<b>j</b> n	<b>j</b> n
6. I've counseled young people who have used technology to create their sexual experiences	jn	jn	<b>j</b> n	<b>j</b> n
7. I have challenged young people about the inappropriate content they have on their social networking page	jα	j'n	jη	jn

Happening? The State of Youth Minis he social vorking will he an adverse ct on the hionships my h have in "real"  Ink the biggest pressure on young people  Ink the strongest sources of influence on the  Ink the strongest sources of influence on the strongest sources	try in				
vorking will e an adverse et on the cionships my h have in "real"  Ink the biggest pressure on young people		Can	ada		
ionships my h have in "real"  Ink the biggest pressure on young people					
h have in "real"  Ink the biggest pressure on young people					
nk the biggest pressure on young people					
	l wor	k with	n toda	v is	
nk the strongest sources of influence on the strongest sources of infl				<i>y</i>	
nk the strongest sources of influence on					
nk the strongest sources of influence on the strongest sources of influence of					
	he yo	outh I	work	with ar	е

#### H. Spiritual Issues (Volunteer)

# The desire to be a positive spiritual influence is one of the big motivators for youth leaders... To what extent do you DISAGREE or AGREE with the following statements?

Tollowing State		Diogras	A ara a	Ctronaly Agree
1. The practice of prayer is becoming more important to today's youth	Strongly Disagree	Disagree ர்	Agree ja	Strongly Agree
2. Compared to young people I've known in the past, youth I work with are more likely to share their faith with their friends	j'n	<b>j</b> m	j'n	<b>j</b> n
3. Most of the young people I work with also participate in the life of the church	jα	ja	jn	ja
<ol> <li>My youth can be counted on to invite their friends to our events</li> </ol>	J.··	jm	jn	<b>j</b> m
5. Youth today are more ready to get involved in service projects and compassionate ministry than in the past	;	<b>j</b> n	j'n	j'n
<ol><li>6. The Bible defines what is right and wrong fo me</li></ol>	j∙n r	<b>j</b> m	ĴΩ	<b>j</b> n
7. Young people in my group hold conservative views on moral issues such as abortion and homosexuality	n ja	jo	j∩	ja
8. Young people	<u>in</u>	m	in	in

with different core beliefs and values			ry in Canada	
feel welcomed in our youth				
programs				
9. I feel it is very important to	jm	<b>j</b> m	<b>j</b> o	ja
encourage non- Christians to				
become Christians				
10. I am intentional	jn	<u>j</u> m	<b>j</b> n	<b>j</b> m
in sharing my faith with my peers	-	-	-	-
11. All world	ja	<b>j</b> ta	jα	<b>j</b> o
religions are equally valid				
12. The youth I	<b>j</b> m	<b>j</b> m	<b>j</b> n	<b>j</b> m
work with rarely talk informally				
about religious				
ideas				
My greatest spirit	ual fear as I l	ead young peop	ole is	
	ual fear as I l	ead young peop	ole is	
	ual fear as I l	ead young peop	ole is	
My greatest spirite  At this stage in my		<b>△</b>		II be importa
My greatest spirito		<b>△</b>		II be importa
My greatest spirite  At this stage in my		<b>△</b>		II be importa
My greatest spirite  At this stage in my		<b>△</b>		II be importa
My greatest spirite  At this stage in my	y life, to cont	inue to mature	spiritually, it wi	
My greatest spirite  At this stage in my for me to	y life, to cont	inue to mature	spiritually, it wi	
My greatest spirite  At this stage in my for me to	y life, to cont	inue to mature	spiritually, it wi	
At this stage in my for me to  Other Comments.	y life, to cont	inue to mature s	spiritually, it wi	ıdd??
My greatest spirite  At this stage in my for me to	y life, to cont	inue to mature s	spiritually, it wi	ıdd??

at's Happening? The St	ate of Youth Minis	stry in Canada
emographics		
What is your gender?		
jn Male		
jn Female		
you belong to? (if you belong to a church	please select 'n/a' i ou belong to a Chris	tian Youth Organization please
	Churches	Christian Youth Organizations
denomination/organization		
Other (please specify)		
Multi Site church  Please identify your age c	ategory?	
Age		
How many years of working	ng experience do y	ou have with youth?
Years of Experience		
What is your Marital Status	s?	
jn Single		
jn Married		
jn Divorced		
jn Re-married		
What level of education ha	ave you completed	?
Level of education		

Did your education	include specialized yout	th ministry preparation?
jn Formal Degree Pro	•	
jn Formal Organizatio	nal Training	
jn Practical Experience	ce	
jn None		
jn Other		
Do you live with yo	our parents?	
jn Yes		
jn No		
Where are you pre	sently living?	
	Population Size	Province/Territory
Population & Location		
How many are invo	olved with you in your yo	uth program(s)?
Number of youth	olved with you in your yo	uth program(s)?
Number of youth involved	olved with you in your yo	
Number of youth involved  How many hours d		
Number of youth involved  How many hours d  Hours		a typical week?
Number of youth involved  How many hours d  Hours  How much are you	o you work with youth in	a typical week?
Number of youth involved  How many hours d  Hours  How much are you salary/benefits	o you work with youth in	a typical week?
Number of youth involved  How many hours d  Hours  How much are you salary/benefits  What age group do	o you work with youth in paid/salary and benefits	a typical week?
Number of youth involved  How many hours described the second sec	o you work with youth in paid/salary and benefits	a typical week?
Number of youth involved  How many hours described the second the	paid/salary and benefits you primarily work with	a typical week?

at's Happening?		-		
Were you active	y involved in a	youth program/g	group as a t	eenager?
jn Yes				
jn No				
Do you have peo	ple who report	to you?		
	Paid St	taff	Vo	lunteers
How many?				
What online netv	orks do you cu	rrently belong to	?	
€ Facebook				
€ Twitter				
€ MySpace				
€ Other (please sp	ecify)			
•	nic origin?			
What is your eth	nic origin?			
·	nic origin?			
·	nic origin?			
·	nic origin?			
·	nic origin?			
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·	nic origin?			
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