



YOUTH INITIATIVE (CYRMI)

COG 7 YOUTH RESTORATION MISSION INITIATIVE

1. CONTENTS
2. INTRODUCTION TO MISSION INITIATIVE
3. MISSION STATEMENT
4. VISION STATEMENT
5. EXECUTIVE SUMMARY
 - STRATEGIC PLAN OBJECTIVES
 - MISSION OBJECTIVE
 - VISIBILITY OBJECTIVES
 - YOUTH RETENTION AND RECLAMATION OBJECTIVES
 - GROWTH AND LEADERSHIP OBJECTIVES

INTRODUCTION TO COG7 YOUTH RESTORATION MISSION INITIATIVE

We would not be more excited to introduce to you the COG 7 YOUTH RESTORATION MISSION INITIATIVE. There are several reasons why we should be excited for this youth initiative. It initiates the commencement of a spirit of camaraderie in youth ministry across the territory of North America and The Caribbean.

We're excited, as we envision COG 7 youth restoration mission initiative (CYRMI) providing an

inclusive, cohesive foundation to making dynamic collaboration long-lasting among the various groups in this territory.

This draft plan is the product of the spirit of God, leading us all into a new moment for COG7 youth ministry. As Gilbert Crammer and his companions were inspired by God as pioneers, during the mid eighteenth century; we are convinced, God is calling us to embrace this new inspiration to make young adults more like Jesus.

Many of our leaders would no doubt recount COG 7 youth ministry, as the vehicle through which you accepted Jesus and were baptized.

Now in a post-pandemic highly interconnected world in which young people often spend much time in front of a screen, as they do without one, we believe God is inviting us into His next chapter for our territory. We have all endured so much in recent memory and have all likely found ourselves tested beyond what we thought we could bear. Reading this now, you might find yourself skeptical of one more new initiative.

For this plan to succeed, two crucial elements of our spirituality must be elevated. Firstly, each step in this process must be immersed in prayer, and

our trust in Him to supply our needs must be unwavering. Let's take Christ into the darkest corners of our communities where young people's cries for help often go without an answer. Let's fight. Let's fight this battle for the salvation of future generations, knowing that Christ's final victory is already won.

From the initial moments of reflection and discussions of COG7 leaders participating in the ongoing collaboration discussions; groups in North America and Caribbean regions have agreed on the seed for what has now become the draft strategic plan of THE COG7 YOUTH RESTORATION MISSION INITIATIVE (CYRMI). The CYRMI Plan also drew upon the General Call for youth engagement in mission, and researched findings on the state of youth ministry in COG 7.

With each step and conversation, the Spirit's confirmation of this new direction will be evident in the affirmation by each group.

The CYRMI Strategic Plan for Youth Ministry is a novel, exciting approach to raising up a network of young people's leadership and involvement in the way of Jesus. CYRMI is not itself a new program, as it embraces both traditional and new program initiatives, involving and providing solutions to needs in our communities. It is a call to consider the basics of life with God; to go back to the biblical foundations of ministry.

The CYRMI initiative intends to promote a refocus on our efforts, from merely doing what we have always done, because that is what we have always done to cultivating a new framework for ministry.

OUR MISSION

To create a territorial youth mission network, geared to improving the image of the church; whilst building relationships that will empower and inspire youths to develop and grow in God's Kingdom here on earth.

OUR VISION

We envision a revitalized Church of God (Seventh Day) that is global in its reach, strategic in its purpose and mission, and united in its commitment to ministering to the deep needs of people, especially to its youth, in ways that meet the complex

demands of our 21st century world, and thereby fulfilling Christ's mandate to make disciples of all nations (Matthew 28:19-20)

Executive Summary

1. Introduction

Adolescence is the pivotal period between childhood and adulthood. It is that time when young people need to acquire attitudes, competencies, values, and social skills that will propel them forward to successful adulthood. It is also the time, now more than any other such time, when youths need to avoid choices and behaviors that will limit their future potential. Indeed, an enduring image of the Christian faith is the participation and contribution in their neighbors and community wellbeing. Watching out, and taking some responsibility for their care, and helping to steer them in positive directions.

In recent decades, social forces have challenged the foundations and landscape of families and community life, and the expectations for young people. A combination of factors has weakened the informal community support, once available to young people. High rates of family mobility; greater anonymity in neighborhoods, where more parents are at work and out of the home and neighborhood for long periods.

The COG 7 Youth Restoration Mission Initiative is the COG 7 primary contribution to the upliftment of AT-RISK youths in our communities; and the implementation of workable strategies to restore at-risk youths to a relationship with Jesus Christ. This report presents the findings of the evaluation of CYRMI as a solution base initiative.

The purpose of the evaluation was to examine the CYRMI and its components in terms of their relevance and performance (effectiveness, efficiency and economy).

2. Objective of CYRMI Youth Mission Initiative.

- Aim to encourage the use of extraordinary measures as alternative, to the formal processes presently been used where appropriate, and the application of specialty community-based programs and services to produce restoration; and help at-risk youth to integrate successfully into their communities.

- Equip young members with the skills at restoring at-risk youths, utilizing measures that are proportionate to the seriousness of their need and the degree of each responsibility.
- Elevate the visibility, involvement and responsiveness of youths in our congregations.
- Elevate our community's confidence in the possibility of change through spiritual involvement.
- To strengthen our conviction, our unity in diversity and purpose.
- promoting the rehabilitation and reintegration of young people; and,
- supporting prevention programs by referring needy young people in our communities to agencies of government and civil societies; to address the circumstances underlying their offending behaviors.
- The ultimate objective of the Youth Master Plan is to rally COG 7 leaders, and their youth leaders, policy makers in all our conferences and independent groups; around a common set of values and priorities to move the needle forward and make CYMRI the best Christian community Youth initiative; whilst it strives and grow. The voices of our youths are central to the Youth Master Plan. These efforts will be fundamental to the provision of lasting opportunities for young people to be heard by local decisionmakers and provide forward-thinking involvements in policy directions.

Strategic Benefits Envisioned

- COG7 historical values and experiences of the mid-century, building the foundation for the Youth Master Plan.
- CYRMI and its vision for the young people of COG 7, reflected in our priorities and directions for change. Recognizing the meaningfulness of forces such as race, gender, ethnicity, socioeconomic status, and all their intersections, and confront forces and institutions that marginalize youth on these grounds.
- 2) CYRMI igniting improved relationships and networking will ultimately provide increase opportunities for stability for our young people; including meeting basic needs and ensuring social and emotional support through mentorship.
- 3) Though youths are resilient by nature, we must in obedience to Jesus' command provide them with the mentorship resources we have in abundance. Provide the direct support necessary to fully actualize their resilience and pro-

mote healing.

Priorities Influencing the Way Forward
Bringing our values to life, and articulating directions for change over the next five years, will be some priorities significantly influencing the structure of CYRMI Youth Master Plan. Each priority has youth-centered findings that came out of our fact-finding meetings, which will guide our subsequent recommendations.

- Youth Community agencies:
- Independent conference groups will initiate their own active agents, in shaping the future and the needs of their immediate community. By adopting youth-adult partnerships that recognize and value youth ownership and leadership within their communities.
- Culturally responsive approaches:
- Acknowledging that race, ethnicity, age, socioeconomic status, and all their intersections are foundational to one's identity. The efforts will honor their meaningfulness to the individual and community, and the importance of cultural resilience.
- Social connection:
- Young people must be provided with a supportive church community, supportive relationships, and adequate involvement in decision-making in building and contributing to their communities.
- Responsive systems:
- We must advocate for systems and institutions that promote youth development through collaboration and aligning strategies and break down and reform systems that hinder youth development.
- Stability:
- Children and youth must live in safe, stable environments in which their needs, both for survival and for social, political, and economic advancement, are met to grow and thrive in directions that are personally fulfilling and enrich their communities.
- Recommendations
- The recommendations listed below will inch the CYMRI closer to the
- vision of our theory of change to mobilize young people, while supporting adults to share power, to shape cultures and systems. We do this so that young people can empower their education, have their safety prioritized, be connected to the natural and social world, and

engage in their communities.

- Recommendation 1:
• Ensure that efforts and programs for young people collaboration, and relationship development are sustainable and adequately resourced. Build out inter-conference partnerships to increase the capacity to pool resources equitably for the benefit of CYMRI initiative.

- Develop and initiate a youth outreach initiatives agency management team; tasked with autonomy to oversee a systematic, strategic, data driven organization, focused on providing training, targeting other street outreach teams and building capacity within the community and organizations to adopt the CYMRI's piloted outreach model.

- Recommendation 2:
• Support, plan and develop the projected NGO(Not-For-Profit) registration either in the USA or Canada. Managed by the leadership of young people who reflect the conviction for change.

- 2.1: Launch an inclusive Youth territorial jurisdiction with management board, committees, and commissions to include each youth delegate territory.

- Recommendation 3:
• 3.1: CYMRI engages in an annual organizational planning process to build policy roles as needed and incorporate with existing agendas or positions within each jurisdictional partners, including position priorities, responsibilities, and possible funding sources.

but all believers in our congregations including the youths.

2 To strengthen and expand CYMRI mission outreach in large cities of the US, Canada, the Caribbean, among unreached and under reached people groups.

3 To develop a regional foundation, which will support and provide the resources needed for the mission.

4 To strengthen CYMRI as a territorial mission center, with the available technological tools, in the growth and extension of youth development initiatives.

5 VISIBILITY OBJECTIVES

6 To elevate the visibility, involvement and responsiveness of youths in planning, leading and directing solution-based initiatives, geared towards restoration of youths left behind.

7 To elevate the visibility of spiritually enabled change. People are searching for ways to change their Lives and often psychology or self-help programs are their first choice. A visible active youth community can offer the spiritual change that people long for deep inside.

8 To strengthen openness and honesty within the church's environment. Non-churchgoers sense that our assemblies have missed the real purpose of the church.

9 To strengthen our conviction, our unity in diversity and purpose. In an increasingly diverse world, people need loving caring relationships and support that mirror the diversity of God's creation. Such diversity

Must not be symbolic.

YOUTHS RETENTION AND RECLAMATION OBJECTIVES

10 To improve and increase youth member involvement in fellowship and service, both in our churches and communities.

11 To strengthen and develop initiatives for young people to embrace and practice. Focus on stewardship of time-management and their spiritual gifts in discipleship and restoration of other youths left behind.

12 To educate and integrate young people in the theories and practices of global mission.

THE POLICY DOCUMENT

STRATEGIC PLAN OBJECTIVES

CYMRI mission strategic plan provides a framework of 20 objectives, divided into the categories of (1) Mission; (2) Visibility;(3) Youth retention and reclamation. (4) Growth, and Leadership. Please be guided by the Holy Spirit, as we work together to fulfill these objectives. Prayerfully consider your role as an appointed emissary of the calling and gospel of Jesus Christ.

MISSION OBJECTIVES

1 To develop a concept for North American and The Caribbean territorial mission and as a way of life, involving not only leaders

Preparing them to respond as future leaders to the opportunities that migration offers.

13 To improve retention rates, create greater accessibility to opportunity to serve; improve participation and reclaim identity among youths.

14 To teach the historical-Christ-like methods and approaches to discipleship; always emphasizing confidence in the Bible as God's divine revelation.

15 To encourage ethical and responsible use of media platforms.

GROWTH AND LEADERSHIP OBJECTIVES

16 To align the regional Cog 7 mission with this 21-century strategic objective focus.

17 To increase participation of Cog 7 youths, service personnel, volunteers, regional mission pioneers in serving in different urban areas, and among unreached people groups.

18 To integrate a regional media plan that will maximize the potential of technology.

19 To consult with the regional Cog 7 leadership and division associates, towards developing and implementing a well-defined strategy for extending the gospel of the kingdom of Jesus Christ, reaching the ends and bounds of the earth.

20 To strengthen and support the continued educational development of leaders, teachers, and support workers to meet 21st century demands.

21 To target the development of a regionally accredited tertiary institution, capable of increasing the proportion of training needed in theology and other curriculums.

CYRMI FRAMEWORK- DOCUMENT STRATEGIC OULINE.

THE FRAMEWORK'S - MAJOR PILLARS

This new framework is based on the foundation of the CYRMI Overall Purpose and the Plan's six major pillars of mission, youths' participation, accession, retention, and reclamation and leadership development anchored in the restoration of at-risk youths.

Jesus was clear in his Word that no barrier should exist that would prevent youths from knowing Him.

It is therefore our mission as COG 7 officers and youth leaders to redirect our youths, back to their

Creator, enabling a greater understanding of their calling and to further sensitize them, to the charge and responsibility Christ expects of us prior to His return. CYMRI's strategy is designed to spare no effort at restoration.

This sacred call to reach youths of all ages – and particularly young adults – is the primary motivation for this strategic plan.

- ENGAGE NEW YOUNG PEOPLE AND PRESENT THEM WITH ALTERNATIVES TO THE HOPELESS WORLY OPTIONS.
- MENTORING YOUTHS LEFT BEHIND IN OUR COMMUNITIES-CREATING RESTORATION INITIATIVES.
- LEAD YOUNG PEOPLE TO BE MORE LIKE JESUS- ENGAGE THEIR EYES, EARS AND MIND.
- EQUIP CURRENT YOUTH LEADERS & PREPARE YOUNG PEOPLE FOR LEADERSHIP.

To achieve the goals set out under each of the three pillars, we believe that several key strategies must be employed in the CYRMI Plan.

STRATEGIC TENETS WILL BE:

INTENTIONAL

CYRMI will be intentional. What may have worked in years past will not suffice in this present age. Rather than simply doing what we have always done because it is what we have always done, our action steps should be based on the witness of scripture, leading of the Holy Spirit, and their effectiveness at accomplishing the mission.

CONTEXTUAL

What works in one location may not work in another. Our action steps should be tailored to each individual mission field's context. CYRMI's aim is not to implement an action step that does not fit each territory's context.

The needs of our communities and CYRMI congregations should shape the programs, services, and habits of our youth initiative ministry.

TRAINED

TNAACCA's leadership is committed to continuously developing leadership training resources and methods to ensure that every youth leader is ready to effectively evangelize, restore, disciple, and develop future leaders.

QUALITATIVE

Keeping statistics is an important part of youth ministry. However, they cannot give the full picture of the quality of ministry happening in a division or a program. To fully appreciate the youth ministry occurring in a district or headquarters, qualitative forms of measuring success are also required.

The field is where youth ministry primarily happens. Being field-focused will allow us to take actions as a territory that are aimed at supporting success in the field.

COLLABORATIVE CYRMI STRATEGIC PLAN REPORT

Using this CYRMI document, as well as the CYRMI Statistical Guide, you will be asked to create a CYRMI Strategic Plan Report in the Youth Reporter magazine each year for your CYRMI or unit. The CYRMI Strategic Plan Report is the central organizing action step of THE CYRMI INITIATIVE.

It will be a comprehensive document for reporting on the youth activities of a group that the CYRMI initiatives or unit serves.

Alongside each age group will be the four major goals of the CYRMI Plan. Each unit will report via an interactive form (in the CMS Youth Reporter) what action steps they are taking to accomplish the major goals with each age group.

Your CYRMI group may not always have a ministry for every age group, as not every age group is represented at your conference. That is okay. The CYRMI Strategic Plan encourages planning for the community you currently have with the goal of expanding the ages found at your community level over time.

Our goal is that every group will one day minister to all ages so that a continuum of ministry exists that allows for children and youth to be disciplined as they grow. CYRMI target initiatives will, of course, change over time.

CYRMI Reports will be modified as such changes occur. These should not be static documents. Instead, they should be active tools for continually and prayerfully discerning the leading of the Spirit within the church. Support will be offered at the divisional and territorial levels for utilizing the CYRMI Report, including online training and territorial

workshops.

The impact- defining your target audience(community)

Defining a target audience provides a crystal-clear understanding of who your mission initiative is seeking to serve. This, in turn, empowers your organization to strategically tailor your initiative, framework development, and mission delivery service efforts. Doing so, ultimately, leads to stronger acquisition, retention, and solutions.

The impact of defining your target audience profile manifests in several key benefits, including:

- Improved mission delivery messaging: Craft a compelling value proposition that resonates with your core target audience. By understanding their needs and preferences, you can tailor your service to directly address their target audience's pain points, fostering a stronger connection and engagement.
- A more focused restoration service roadmap:
 - Utilize target audience (communities) profiles to inform and prioritize your service delivery development roadmap.
 - By homing in on your core target community specific pain points and requirements, you can ensure that your initiative enhancements are aligned with their expectations, resulting in a more focused and impactful restoration experience.

Understanding the impact of defining your target audience, let's now explore the practical methods to achieve this through your identifying your need for audience segmentation.

1. Needs audience (community) segmentation
Through quantitative data analysis, your youth needs segmentation, divides your youth initiative mission base, into distinct groups or segments based on shared characteristics such as demographics, behavior, or cultural habits. The segmentation is like dividing your service delivery into general categories, such as children, teenagers, adults, and seniors. Doing so helps you understand each group's different needs and preferences, allowing you to plan activities, and arrange the service layout accordingly.

5-step framework to create target audience(community) segments.

1. Define segmentation criteria

Choosing the right profiling segmentation criteria is a bit of art and science based on the stage of your initiative. The goal should be finding a way to segment the base that creates differentiation between each audience profile.

The first step is to determine the criteria to segment your youth audience(community). It could include demographics, psychographic traits, or behavioral characteristics.

The goal is to define criteria to segment your user base.

1. First Principles: Use a set of criteria to segment your base.
2. Correlation analysis: See what characteristics have a strong connection.
3. 2. Conduct segmentation analysis
4. This next step is conducting your analysis by segmenting your audience/ community base into distinct groups based on how you defined your segmentation criteria.
5. Doing so ensures you get the data you need by each segment and analyze themes for clear themes.
6. Clearly defined audience segments
7. The size of each segment within your audience base
8. Specific behavior data points for each community segment
9. Build your target audience(community) profiles.
10. Now that you have finished your data exercise, the next step is to build out these audience(community) profiles into an artifact.
11. The goal is to build an artifact so that anyone at your organization can easily understand who your target audience is (community)

STEP 1 - PRAYER

The Holy Spirit is the most important participant in the creation and implementation of our CYRMI Reports. Surrendering our best laid plans for His is the only way to make plans for missional success. We must be obedient to Him.

STEP 2 - DISCUSS WITH TNAACCA AND GROUP LEADERS

We believe collaboration makes for better outcomes. When a community is on the same page, great things can happen. Follow the CYRMI Strategic Plan Conversation Guide to discern together the best direction for your youth ministry.

MEET WITH DIVISIONAL LEADERSHIP

Once your CYRMI Report is approved, your division will schedule a virtual or in-person meeting with you and the other groups that will make up your CYRMI cohort. This meeting will be a time for you to share what your church has put in its CYRMI Report and to receive feedback from your divisional youth department staff and peers.

These meetings will also be a time for praying over the CYI Reports and the youth ministry happening at each conference. We also hope that these conversations will foster collaboration amongst area groups who find opportunities to partner together in ministry.

Each group is required to meet once a year. If a group wants to meet again later or even more regularly, that is welcome but not mandatory.

CHRIST-CENTERED

It might seem redundant to say that all evangelism should be centered upon Jesus and telling young people about Him. However, we can sometimes engage large numbers of new people without ever sharing the Good News. Everything we do in CYRMI youth ministry will be with a focus upon Jesus.

We must continually devote ourselves to sharing with all the youth we encounter the message of God's selfless, holy love for all people realized in the life, death, resurrection, and ascension of Jesus.

CONNECTED

One of the unique and amazing aspects of CYRMI ministry is the wide array of ministries that will be incorporated under The COG 7 umbrella. From dynamic interconnectivities with leaders of social and governmental service centers, to vibrant community energetic divisional events.

There are so many activities to inspire our youths across The COG 7 network of ministry, to introduce men and women, boys and girls to our Lord and Savior, Jesus.

We think this unique approach to mission provides us with the opportunity to witness people who are not often reached by the Church. We believe it is an important part of COG 7 youth ministry to capitalize on this network of ministry and create connections between locations where such connections do not currently exist.

HOSPITABLE

Hospitality involves how we treat others and the environments we welcome them to. Practicing good hospitality must be a crucial aspect of restoration in the CYRMI ministry. One key piece within youth ministry hospitality is striving to make our ministry environments safe for youths and the vulnerable by diligently following our Safe from Harm guidelines and standards.

REPORTS

While our youth leaders don't seek the limelight and do what they do because of a passion for introducing young people to Jesus, we still believe it is extremely important to report this admirable service.

Accurate, timely, and consistent reporting enables further conversation around the vitality of our youth ministry and planning for the future.

OBEDIENT APROPRIATE RELATIONAL -

"My team and I have been noticing something as we approach the end of the Covid-19 pandemic and move into the next era. The churches that invested in their people and communities prior to the pandemic have had much less difficulty getting back on their feet than those who were most interested in numbers and filling their programs.

I think the lessons that we have taken are that there are two different types of ministries: transactional ministry and transformational ministry.

To disciple and restore effectively, we must move past transactional ministry - ministry in which you provide a program once a week and then don't invest in the program attendees personally - toward transformational ministry - where the people come first, and the program comes second.

It is through transformational ministry that a church grows, that its members thrive, and that a community can live out the purpose and the works of the Living God. We are trying to guide people in taking a hard look at what they offer "transactionally" - the various programs - and find ways within those structures to invest intentionally in the people within them.

We are having them consider how these programs could lead to what is even more important - building relationships and discipling their people. For

example, our churches might decide to add a time of fellowship after a program or perhaps provide a meal for everyone to share together.

Or perhaps it is following up with each member during the week between program meetings - doing a home visitation, or simply just calling them and checking in.

Ultimately, we need to look at how we can move from being "transactional" to "transformative" in this new era. This is how you can grow your community through what you are already doing, and disciple your people in the process.

OBEDIENT

Discipleship is about making disciples who are obedient to God. They obey Him by submitting to the authority of God's word. They obey Him by being a witness to what He has done for them. And they obey Him by following the leading of the Holy Spirit in their lives. Our efforts at discipling youth should focus on fostering courageous obedience to Him.

APPROPRIATE

The revelation of God through scripture happens progressively and culminates in the climax of the coming of the Son of God and in His life, death, resurrection, and ascension.

Similarly, youths are also discipled progressively, growing in ever greater degrees of awareness of the great breadth of God and His work in humanity. Discipleship actions should be planned with their level of appropriateness for each child in mind on the basis of their age and level of maturity.

RELATIONAL

We worship a God who is eternal. It might be said, then that the most fundamental thing about life is relationships.

The ministry of Jesus was highly focused on relationship.

Relationships are the primary vehicle through which discipleship occurs. While programs have their place, programs should always be designed to contribute to the flourishing of relationships.

TERRITORIAL ACTION STEPS

The Territorial Youth Department should host a

Territorial Youth conference for young people ages 16 to 30. During this week-long retreat, delegates enjoy times of worship, leadership training, strategic development on discipling youths left behind, and fellowship.

This conference should provide church members in this age bracket an opportunity to come together to worship, learn from one another, and experience God in new ways.

LEADERSHIP DEVELOPMENT

Becoming a youth leader at the CYRMI initiative level can be intimidating, especially without proper training. Try making a potential leader an assistant for a class for a short period before making them the leader of a class.

Also think about planning an orientation for all youth leaders just before the start of the new program year. This orientation might include a refresher on Safe from Harm or other relevant information for COG 7 youth leaders.

Use the opportunity also to pray for the coming year and to lift up each registered young person by name. This first portion of the Leadership Development pillar has to do with the recruiting and training of youth leaders around the TNAACCA Territory. The strategies related to the development of leaders working with youth are the following:

ADAPTING

Society is always changing, and leadership development should adapt to meeting changing social and cultural contexts. No leadership development tool can be left untouched for years on end. Leadership development should always be in the process of adapting to meet ever changing challenges.

RECRUITING

- Leaders often need to be recruited. Not everyone can see the potential they have for leading youth. Recruitment strategies and tactics should be a priority to prevent potential leaders from missing out on what God wants to do through them.

METHOD OF DELIVERY:

MENTORSHIP

- Leadership development across human history

has happened primarily through mentoring. While classes and coursework are helpful, the best way to develop leaders is by showing them how to lead and giving them the chance to lead. Mentoring is essentially leading through relationships, and relationships should be the basis of all we do.

OTHER IMMEDIATE MENTORSHIP:

- These other efforts fall within the broader effort of the CYRMI mission to create a youth network geared at improving the image of the Church; by building relationships that will empower and inspire youths to develop and grow in God' Kingdom. This sub-initiative will focus on the single element of mentorship. There will be three elements that we will pay attention to. (1) Higher Education (2) Career Development (3) Christian stability.

- 1. Higher Education** - This aspect will focus on providing guidance, insights and resource direction to Christian youth who are in middle and high schools, how to prepare for the transition to college or university: within academics or trade. This program will focus on peering current or past college or university students in academics and trades to aid students to understand the transition process, establish expectations, provide direction and access to resources such as financial aid, bursaries, scholarships, placements etc.

- 2. Career Development** - Participants in this part of the mentorship will focus on 3 aspects. Resume writing, interviewing skills and networking. Youth will learn critical skills and participate in workshops, focus groups etc.

- 3. Networking** - In this element of the mentorship program, youth will learn how to make critical connections locally and internationally. They will be schooled in networking techniques, rules and principles of networking, understand the benefits of networking, learning the dos and don'ts of networking.....

- **Communication** - If the recommendation is adapted, the program will be sharing the strategy of the initiative. Representatives from the coalition team will be selected as Team leads. They will work with participating churches and organizations at the larger table to identify all the youth leaders. A communication will be generated to inform all the youth leaders of the

project. A meeting will be called with the team leaders to share the total initiative including timelines and establish a leadership team among the youth to guide the project.

- **Coordination** – Due to the size, scope and complexity of the project, a roadmap specific to the project will be developed. It will enhance collaboration between the youth initiative committee, the collaboration team representative(s) and the collaboration team.
- **Accountability** – Based on the developed roadmap, this leadership team will have full oversight and general governance of the program. Key deliverables and overall outcomes will be clearly defined. While the sponsorship for the initiative will be owned by the collaboration team, the primary accountability for the initiative will rest with the assigned Team Leads to provide general management for the program.

REGULAR

No leader is beyond the need of further development. We should be continually investing in the development of our leaders much as God is always investing in us. His work of continually refining and reshaping us into the image of His Son is never over. Likewise, we each can become a better leader than the leader we are today.

CONCLUSION AND FURTHER STEPS

In this CYRMI Strategic Plan for Youth Ministry Guide we have covered the overall purpose, major pillars, goals, strategies and action steps of the CYRMI Strategic Plan. We are praying for the motivation amongst young people for how individuals can readily adopt many of the strategies of this plan in their churches and their personal lives. We have also covered some best practices for implementing the CYRMI Plan.

Not one CYRMI Report will look the same. One of the crucial elements of the CYRMI Strategic Plan is that you champion it for your community at your conference level. This CYRMI Plan presents each church with the opportunity to respond to the leading of the Holy Spirit in your neighborhood.

While some may resist such a variety of approaches, we believe that we will find strength in the diversity of our models and in the unity of our purpose. While our action steps will look different

across the territory, our major goals and overall purpose will always be the same.

OUR PRAYERS FOR THE FUTURE -

Our prayer is that you will allow the Holy Spirit to lead you and to speak into what you are teaching and how you are leading wherever you are in the territory. We pray that you will intentionally partner with the Holy Spirit each day to use evangelic, discipleship, and leadership strategies in restoring our youths left behind. Utilizing the promises given to us by Christ, "I will be with you always" Let's work to develop and accomplish His work in the days ahead.

