



Family of Faith Campaign Youth Ministry Subsidy Application

(to be filled out by the Pastor)

I. General Information

1. Name and Contact Information:

_____ (your name)

_____ (your telephone number)

2. Parish Name and Address:

_____ (parish name)

_____ (street address)

_____ (city, province, postal code)

3. Sacramental Statistics from last 3 years:

a. Baptisms 2015: _____ 2016: _____ 2017: _____

b. Confirmations 2015: _____ 2016: _____ 2017: _____

c. Marriages 2015: _____ 2016: _____ 2017: _____

4. Number of Schools: (circle one number for each)

a. Primary: 0 1 2 3 4 5 6+

b. Secondary: 0 1 2 3 4 5 6+

Please attach a job description for the youth ministry position specific to your parish.
* The Office of Catholic Youth is able to provide samples of generic job descriptions to be tailored to your particular needs, if requested. *

(Family of Faith Campaign - Youth Ministry Subsidy Application Cont'd)

II. Youth Ministry

What is your current experience of youth ministry? Describe your experience with youth ministry over the course of your priesthood, and the experience of youth ministry at your current parish.

What is your plan for youth ministry at your parish? What is your short-term and long-term vision?

III. Financial Need

Eligibility for a subsidy is based on significant financial need. Please indicate why you think your parish qualifies. Provide details.

Please note: By requesting this subsidy, the Finance and Accounting department at the Archdiocese will be providing a financial summary of the parish to the reviewing committee.

IV. Agreement

By signing this document you commit to, among other things:

- a 5 Year Ministry Plan;
- the hiring a youth minister on a full time basis;
- of paying a salary that is just; and,
- permitting said Youth Minister to participate during work hours in OCY led activities to enhance youth ministry across the Archdiocese of Toronto.

Signature: _____
(your signature)

Date: _____
(today's date)

(Family of Faith Campaign - Youth Ministry Subsidy Application Cont'd)

Appendix

1. 4-5 Month Plan

To set your youth ministry up for success, providing your Youth Minister with an opportunity to get to know your parish community before launching any programming is imperative. We envision this happening over a 4-5 month period. During this time the Youth Minister can assess and approach ministry volunteer possibilities, research and familiarize themselves with youth ministry resources, become familiar with the school culture, the local youth culture, attend training and provide training opportunities for volunteer leaders, plan short and long-term activities for tweens/teens and develop strategies for promotion and outreach. All of these are important steps in laying a foundation for a successful and sustainable youth ministry.

2. Youth Ministry is renowned for having a high burn-out rate, around 9-16 months. See below for some ranked burnout causes.

| <i>Rank Order of Burnout Causes</i> |
|--|
| 1. Felt isolated or lonely. |
| 2. Pastor/supervisor hard to get along with. |
| 3. Spiritual dryness, un nourished soul. |
| 4. Strained family relations. |
| 5. Too much criticism. |
| 6. Financial pressures. |
| 7. Loss of confidence. |
| 8. Feelings of personal inadequacy. |
| 9. Feelings of personal disorganization. |
| 10. Grew weary of spending time with youth. |

Journal of Youth and Theology (2010) vol. 9 no.1, pp 8-23

Burnout Among Religious Youth Workers: A Cross National Analysis, Len Kageler, Ph.D.
<http://www.iasym.net/file/jyt09-01-article1.pdf>

To set your Youth Minister up for success we recommend the following:

- a) Of the two days off per week, one day in the week that is generally known as untouchable;
- b) Time allotted for periodic networking and collaboration with nearby Youth Ministers, sometimes in conjunction with OCY;
- c) An annual retreat, paid for by the parish (OCY Youth Ministry retreat is one option);
- d) Ongoing training and professional development;
- e) A clear job description, articulating clear expectations and shared vision;
- f) Drawing up of a youth ministry budget, and identifying possible fundraising efforts.