

# Committee Handbook



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Young Life © May 1994 • YL-234006

Printed in USA • March 2018

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# Our Mission

## **INTRODUCING ADOLESCENTS TO JESUS CHRIST AND HELPING THEM GROW IN THEIR FAITH.**

### **We Accomplish Our Mission By ...**

- Praying for young people.
- Going where kids are.
- Building personal relationships with them.
- Winning the right to be heard.
- Providing experiences that are fun, adventurous and life-changing.
- Sharing our lives and the good news of Jesus Christ with adolescents.
- Inviting them to personally respond to this good news.
- Loving them regardless of their response.
- Nurturing kids so they might grow in their love for Christ and the knowledge of God's Word and become people who can share their faith with others.
- Helping young people develop the skills, assets and attitudes to reach their full God-given potential.
- Encouraging kids to live connected to the body of Christ by being an active member of a local congregation.
- Working with a team of like-minded individuals — leaders who volunteer, committee members, donors and staff.





# Introduction

In Mark chapter 2, four determined friends tear a hole in the roof of a house and lower a paralytic onto the floor—in front of Christ. Mark records, in a stunning commentary on corporate faith, “When Jesus saw their faith, he said to the paralytic, ‘Son, your sins are forgiven.’”

The story so clearly depicts what happens every day in Young Life. Kids keep finding forgiveness at the feet of Christ, but behind every kid stands an entire team of determined adults. And just like the team of faithful friends in Mark 2, the Young Life team consists of four corners. While we don’t know the personal profiles of the four friends in Mark, Young Life requires the combined muscle of donors, committee, leaders who volunteer, and staff to tackle the tremendous task of getting kids to Christ.

Without faithful folks serving on Young Life committees across this country and around the world, we would stumble badly in our efforts to carry kids to Jesus. We might be able to drag kids to the door, but we would never be able to lift kids to the roof. And the roof is where we often need to be in Young Life — on the edge, outside the box, above and beyond the call of duty — creating a window of opportunity through which kids can see Christ.

One commentary says that Jesus recognized the “ingenuity and persistence” of the four friends as faith. Welcome to the Young Life *Committee Handbook*. In this handbook, you’ll find a wealth of information and insight regarding committee life. But we’ve discovered that the most important resource is you and your relationship with Christ. You’ve proven yourself to be a person of ingenuity and persistence, and we need your faith to shoulder the weight of this tremendous mission. Thank you for joining the team! And congratulations! Just like the four friends in Mark, you’ve secured a front row seat to watch Jesus work. Enjoy the view.

Young Life requires the combined muscle of donors, committee, leaders who volunteer, and staff to tackle the tremendous task of getting kids to Jesus Christ.



# The Characteristics of Effective Committees

Effective committees lay the groundwork of prayer and support for the dynamic ministry that will push into new geographies, winning the hearts of kids for Christ. But what defines an effective committee? Where do you even begin?

Start here. Start with the *Young Life Committee Handbook*. We've organized the handbook around eight characteristics of effective committees. We've spelled out the "best practices" in the committee ministry, gathered from years of experience and counsel with committees like yours all over the country. We've also included some of your tips and tools, which have proven effective time after time.

## EIGHT CHARACTERISTICS OF EFFECTIVE COMMITTEES

### Effective committees ...

1. Are built on the right foundation.
2. Have goals and action plans for success.
3. Are structured to accomplish goals and action plans.
4. Ensure adequate financial support.
5. Understand the authority and decision making in Young Life.
6. Plan and hold effective meetings.
7. Appreciate, celebrate and say thanks.
8. Evaluate themselves.

### Seven Additional Resources on the Web

Additional resources are available to you on the Young Life Staff Resources site, [staff.younglife.org](http://staff.younglife.org). The website will supplement this handbook, offering you more details and regularly updated information. Your area or regional office can help you get access to the Staff Resources site.





# Characteristic #1

## EFFECTIVE COMMITTEES ARE BUILT ON THE RIGHT FOUNDATION

### Biblical Basis for Effective Committees

The central and essential context for the adult committee is found in the Bible. The Scriptures themselves are the rationale for committee structure and functioning.

#### We Are Chosen to Serve

Our appointment to any mission, including committee, is Christ's initiative. Those who serve are called to this mission at Christ's invitation. We have an undeniable, God-given "nudge" to reach kids in our community for Jesus Christ. We who are called are also empowered so that we will bear fruit for His name's sake.

#### We All Do the Work

We are chosen to do God's work in the world. Graciously, God chooses us, and then He equips us with "everything good for doing His will" (Hebrews 13:21). We offer our own unique gifts so that the entire committee will grow as individuals and jointly flourish as a ministry. Under Christ's direction, we fit together perfectly and interdependently as we do His work in the world.

#### We All Have Gifts

We possess different, yet complementary, gifts. The root of the word complementary is "complete," and that is exactly what the effective committee does. It completes the gifts

of the staff and leaders who volunteer. Every member of Christ's body and every member of an area committee has gifts bestowed by grace. No one has every gift, and no one's gifts are superfluous.

#### We Share in Ministry

Paul uses the body as the model of Christ's church more than 30 times in his letters. It is his most-often-used analogy for the church. Interesting how the parts of the body, as beautiful or essential as they individually may be, lose all relevance absent from the other parts. What good is a foot without a leg to make it useful or an eye to direct its path? In the same way, the effective committee works together as one body striving toward the same eternal purpose and prize of exposing lost kids to the reality of living life with Jesus Christ.

### The Purpose of Effective Committees

All members of the committee should be able to articulate



You did not choose me, but I chose you and appointed you to go and bear fruit — fruit that will last. Then the Father will give you whatever you ask in my name.



— John 15:16, NIV



### Committee Purpose Statement

Our purpose is to actively support the ministry of Young Life through fundraising, securing administrative resources, and encouraging staff and volunteers.

We will protect the integrity of the ministry, ensure fiscal responsibility, and pray for the spiritual strength of the leadership.

the group's basic purpose. That purpose ought to reflect the Young Life mission statement. Consider the statement below from an area committee as an example:

“The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ ... there should be no division in the body but that its parts should have equal concern for each other.”

— 1 Corinthians 12:12,25, NIV

### Roles of Effective Committees

Committee members share ownership of the ministry with the local staff and regional director. Your role as a committee member will be to:

- Help create the vision to reach every kid in each middle school and high school in the area.
- Pray for all facets of the ministry.
- Ensure the integrity of the local ministry.

- Promote Young Life in the community.
- Raise funds to guarantee the local budget.
- Monitor the financial affairs of the area.
- Support and assist Young Life staff and leaders who volunteer.
- Provide leaders with input and advice.
- Maintain the continuity of Young Life in the area.
- Work with the regional director, especially during staff transitions.

### One of the “Five C’s”

In 1934, Clara Frasher, who lived with her husband across the street from the high school in Gainesville, Texas, enlisted a group of women to pray with her for the hundreds of school kids she watched coming and going each school day. Though they didn't know it at the time, that group of women comprised the first Young Life committee. Committee is one of the “five C’s” (in addition to contact work, club, Campaigners and camp)



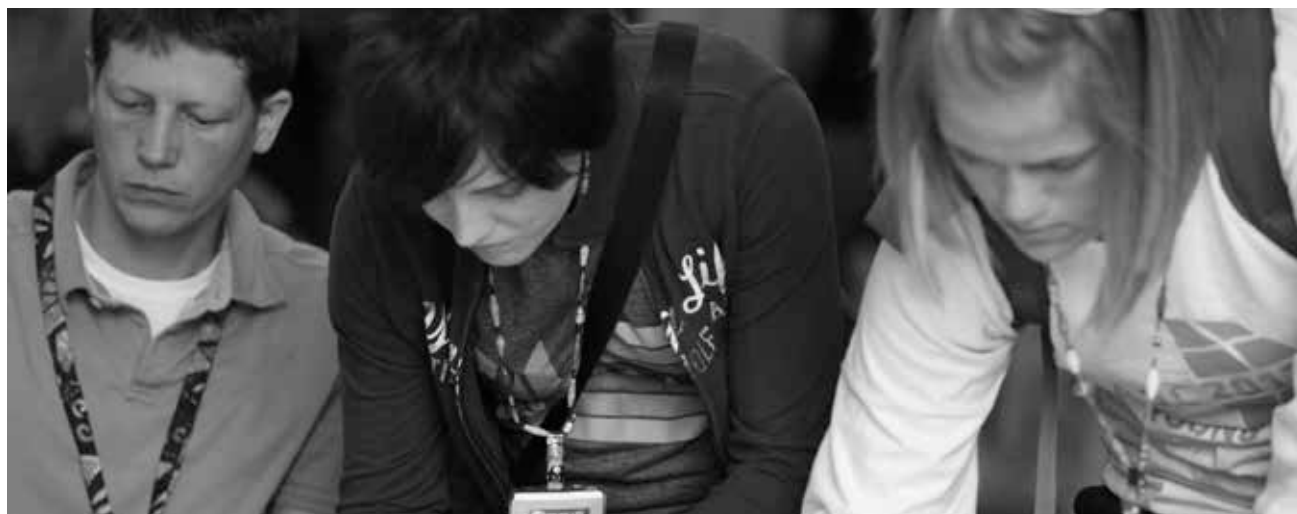
Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others.



— Romans 12:4–5, NIV

that lay the foundation for Young Life's work with kids.

**Note:** Using the word “committee” for your local adult support group is very important. The word “board” legally designates the Young Life Board of Trustees, so any use of the term “board” (used locally) should be modified (e.g., Tri-Lakes Area Young Life Board or Metro Denver Young Life Board).



# Characteristic #2

## EFFECTIVE COMMITTEES HAVE GOALS AND ACTION PLANS FOR SUCCESS

Set aside time each year to establish, in collaboration with your area staff, your committee's goals. Even better, plan a day-long or overnight retreat dedicated to prayer, discernment and planning. The time will be an investment not just in strategy, but also in the relationships that will sustain your committee's momentum.

### Committee goals should be:

- **Jointly Determined** — Everyone participates because the body benefits from the discernment of its individual parts.
- **Long Range** — Plan in faith making sure you are reaching for something bigger than the immediate future.
- **Few in Number** — Focus on what really matters to the ministry and what will be critical to long-term viability.
- **Specific in Nature** — You can't measure progress against undefined outcomes. Be able to describe what success looks like.
- **Assigned to Someone** — Every committee member contributes to stated goals. Ask an individual to act as the group's steward of a particular aim.
- **Reviewed Regularly** — Check your progress, identify obstacles and recalibrate as needed.

Specific action plans should be developed to ensure accomplishment of goals. Action plans should share specific characteristics.

### Action plans should:

- Help accomplish goals.
- Be fairly detailed.
- Provide clarity of roles and responsibilities for members.
- Identify the cost of each action step.
- Have an evaluation component.
- Come complete with target dates.

### Goal Examples

1. Assist our staff in opening a new ministry at least every other year.
2. Grow our financial base 15 percent per year for the next three years.

### TRIED AND TRUE #1

We hold an annual retreat for the purpose of setting goals. We meet for a Friday night and part of Saturday to brainstorm, draw closer as a group, and hear, in much greater detail than a monthly meeting allows, what's happening in our schools.



# Characteristic #3

## EFFECTIVE COMMITTEES ARE STRUCTURED TO ACCOMPLISH GOALS AND ACTION PLANS

Committee structure is how an area Young Life committee organizes itself to accomplish the goals and action plans of the ministry. Committee structures vary from area to area, and they may even be fluid over time — responding to the changing needs of the local ministry. Urban, suburban and rural ministries may have different committee structures. The number of middle schools and high schools or varying Young Life programs may require unique structures.

### What About Structure?

Possible structures include:

- ❑ **Traditional committee** — The most common structure in Young Life, with a chair, treasurer, and generally, six to 24 committee members and staff.
- ❑ **Traditional committee with sub-committees** — This is the next most common structure in Young Life. Sub-committees are established to do specific tasks. Interested participants may serve on sub-committees without serving on the committee itself.

Examples of sub-committees include:

- Prayer
- Finance (*Taking Donors Seriously*® “TDS” team)
- Community relations
- Recruitment

- Event (e.g., golf)
- Banquet
- Leader care

- ❑ **Dual committees** — This emerging structure has two committees — the traditional committee and a *TDS* leadership team. The traditional committee handles prayer support, leader care, communications and assists with *TDS*. The *TDS* leadership team is responsible for implementing the *TDS* principles, methods and fundraising projects to support the ministry.

- ❑ **Other structures** — Many creative ways exist to meet the needs of local ministries.

Examples are:

- Traditional/*Taking Donors Seriously*® leadership team
- Tiered committee
- Traditional committee with satellite committees at each school
- Friends of Young Life

### What about size and composition?

- ❑ Generally, committees range from six to 24 members, plus the staff.
- ❑ All or most segments of the community should be represented on the committee.
- ❑ A variety of schools (middle schools and high schools) and local churches should be represented on the committee.

- ❑ As a committee ages, it is healthy to have a good mix of new and “veteran” committee members.

**Helpful Guidelines:** Your committee should be a blend and source of the three W’s: wisdom, workers and (access to) wealth.

### What about leadership positions?

While your area may name several individuals to positions with distinct functions, all committees should name a committee chair and treasurer with the responsibilities described in the following paragraphs.

### What about the committee chair?

The chair greatly influences the character and effectiveness of your committee. Understanding the qualifications and functions of the committee chair will help identify the right person for the job.

### Qualifications — The committee chair should be:

- Walking faithfully with Christ.
- Confident that God has called him or her to this role.
- A leader and a motivator.
- Known and respected in the community.
- 100 percent sold on Young Life, totally convinced of what we do and how we do it.

- Experienced enough in Young Life to appreciate our strengths and understand our weaknesses.
- Able to lead and facilitate meetings effectively.
- In agreement with Young Life's faith and conduct policies.

**Function — The committee chair will:**

- Provide spiritual leadership, along with the area director, for the committee.
- Lead in developing a vision for Young Life's potential in the community.
- Represent the committee to the community-at-large.
- Maintain close relationships with the staff so staff can communicate needs and problems, as well as successes.
- Act as a liaison and advocate between staff and committee.
- Communicate issues of accountability from the committee's perspective.
- Build trust in the ministry.
- Provide leadership in the recruitment, selection, retention, and retirement of committee members.
- Place committee members in positions to utilize their talents.

**What about the committee treasurer?**

Like the chair, the committee treasurer dispenses certain specific responsibilities that require a unique set of qualifications, experiences and gifts.

**Qualifications — The committee treasurer should be:**

- Walking faithfully with Christ.
- Confident that God has called him or her to this role.
- Honest and trustworthy.
- Talented with finances, budgeting and/or accounting.

**Function — The committee treasurer will:**

- Together with the area director, assume administrative responsibility for funds involved in committee projects.
- Review income and expenditures for the area (accountability).
- Communicate monthly financial report to the committee.
- Submit annual financial report on the area and initiate preparation of the budget for the next year.

**What about recruiting committee members?**

- Committee members should understand responsibilities they need to carry out.
- Areas should have an intentional process in place to recruit, select and train new members.
- Consider the following qualifications of committee members, and be prepared to share the expected responsibilities with prospective members.

**Qualifications — Committee members should be:**

- Walking faithfully with Christ.

- Confident that God has called him or her to this role.
- Interested in Young Life, Young Life leaders and students.
- Willing to share time, talents and resources.
- Involved and respected in the community.

**Responsibilities — Committee members will:**

- Attend monthly committee meetings.
- Support local staff and leaders who volunteer.
- Take a leadership role in activities that support the area (e.g., prayer team, banquets, golf tournaments).
- Financially support Young Life.
- Pray for the ministry.
- Attend one Young Life activity (e.g., club, camp or Campaigners) each year.
- Make a two- to three-year commitment.

Your area may benefit by appointing 1/3 of the committee members annually, thereby keeping a balance of new and veteran members.

**Where do you find prospective committee members?**

**Start with:**

- Adult or family camps.
- Adult guest program.
- Committee development weekends.
- Donor lists.
- Former volunteer leaders.
- Community of church leaders.
- School administrators or

teachers.

- Church or Bible study groups.
- Members of Young Life sub-committees.
- Parents who host Young Life in their homes.
- Former committee members.
- Those indicating an interest on banquet commitment cards.

## The Recruitment Process

**An Example:**

### FEBRUARY-OCTOBER

Look for and pray about prospective committee members. These are people who have shown an extraordinary interest in Young Life. Remember, some of these interested folks may not have teenage kids in their home.

### NOVEMBER

Brainstorm and identify prospective members at the monthly committee meeting.

### DECEMBER

Review list of prospective committee members at the committee meeting. Delete or add names. Decide after conferring with staff whom to invite to serve on committee.

### JANUARY

Invite prospective committee members to a Sunday evening dinner with the committee. Dine, fellowship with and educate prospects about the committee purposes and member expectations. Give them a week to pray about their involvement.

### END OF JANUARY

Committee or staff member contacts prospects for final decisions.

## FEBRUARY

New members attend first committee meeting.

## The Retention and Retirement Process

For the health of the committee, members who have served for three years or more should be asked annually if they want to serve another year or whether they'd like to retire from the committee.

You may want to adopt a "swinging door" policy, which small group experts advocate. Allow members the freedom to step onto and off of the committee so that they may offer several "terms of service" to the area over many years.

**An Example:**

### OCTOBER

At the committee meeting, ask those members with three or more years of service to begin to pray about whether or not they will serve for an additional year.

### NOVEMBER

Inform committee members at the meeting that the committee chair will be contacting them in late November for their decisions on committee involvement for the coming year.

### LATE NOVEMBER

Committee chair calls members with three or more years of service to ask for another one-year commitment or a decision to retire. Celebrate either decision!

### DECEMBER

Retained members help recruit new members at first combined meeting.

## TRIED AND TRUE #2

We host a dessert at our home as a way to recruit new committee members. This provides an informal way for folks to get acquainted with our area.

## TRIED AND TRUE #3

When we hosted the adult guests at Castaway, we were prayerful and intentional as to whom to invite. We tried to recruit people who would fill specific needs on the committee in our area.

## TRIED AND TRUE #4

The Young Life Store ([younglifestore.com](http://younglifestore.com)) and Resources and Supplies ([resourcesandsupplies.younglife.org](http://resourcesandsupplies.younglife.org)) websites offer great personalized gifts including mugs, bookmarks, notebooks, notecards and even beautiful canvas-wrapped photo enlargements. Check out the Quarterly Thank You Program, which is a simple, automated process designed to help us thank donors on a quarterly basis. Donors, retiring committee members and other volunteers deserve to be thanked regularly for their service with a thoughtful gift or note.

# Characteristic #4

## EFFECTIVE COMMITTEES ENSURE ADEQUATE FINANCIAL SUPPORT

### Financial Support

Committee financial support involves establishing a financial strategy to ensure that the area budget has been raised by Dec. 31 of the current fiscal year. Committee members will partner with the staff in:

- Developing a vision for the area and then establishing an annual operating budget.
- Implementing Young Life's *Taking Donors Seriously*® (TDS) program of generating funds. This involves tasks like managing the top 20 percent of donors, creating an effective communications strategy, and facilitating great banquets, call-a-thons or other events.
- Making a personal financial commitment to support the area.

### ***TDS — Taking Donors Seriously***®

*TDS* is a set of principles and methods to fund ministry in a relational manner. Our goal is to seek out people in the community who have the same objective as staff and volunteers — to

give every kid an opportunity to know Jesus Christ as his or her Lord and Savior. We seek to approach those donors in the same relational style that is effective in ministry with kids; we take donors seriously and earn the right to ask them for financial support. *TDS* offers a set of principles that applies to all donors and prospective donors, and a program to ensure the application of those principles in a given area or region.

### **The seven principles of *TDS* that should be familiar to all committee members are:**

1. Prayer
2. Case Statement
3. Leadership
4. Priority Prospect List
5. Strategy
6. Financial Master Plan
7. Prayer

Check out the *TDS* eLearning course at [staff.younglife.org](http://staff.younglife.org) by typing “*TDS* eLearning” in the search feature.

### Resources

The following resources are available at:

[resourcesandsupplies.younglife.org](http://resourcesandsupplies.younglife.org).

- *TDS* Handbook
- Banquet Handbook
- Golf Handbook
- Call-a-Thon Guide
- Committee Chair Handbook
- Committee Brochure

### **Note about the Service Charge:**

*The service charge represents a portion of the costs associated with managing any complex international enterprise. Areas benefit from the service charge through administrative services in such areas as accounting, communications, legal, human resources and training. By providing these services, Young Life frees field staff to work with kids. To order a flyer explaining the service charge, go to: [resourcesandsupplies.younglife.org](http://resourcesandsupplies.younglife.org).*



# Characteristic #5

## EFFECTIVE COMMITTEES UNDERSTAND AUTHORITY AND DECISION MAKING IN YOUNG LIFE

*Strong Young Life is dependant upon a strong committee standing behind it. The relationship between area staff and committee should be characterized by trust, partnership and collaboration, as the task to be accomplished requires the full engagement of the body of Christ. Areas struggle when staff take too much on themselves and neglect the giftedness of the willing adults surrounding them or when committees begin to supervise staff or manage the area. This characteristic clarifies Young Life's authority structure as it pertains to committees so we might maximize the potential of this God-given partnership.*

A board of trustees oversees Young Life. This board oversees a president who is responsible for all Young Life activity. The Young Life Board of Trustees and the staff have legal authority

and responsibility for Young Life. The direct line of authority runs between the regional and area director, while the connection between the regional director and committee is more informal or relational. While Young Life committees are advisory in nature and have no formal authority, they have significant influence in an area and are critical to a strong and lasting ministry.

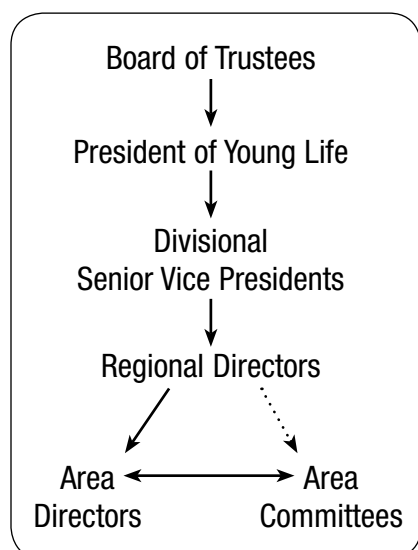
### Who Makes Decisions

Personnel matters are the responsibility of regional and area staff. Regional directors supervise area directors who in turn supervise other area staff. Hiring and firing authority rests with regional directors, with area directors involved as appropriate. The area committee plays a crucial role in the interview process for area directors and other area staff; their insight and input is essential to creating a strong, effective area team. Decisions to dismiss area staff go through the regional director and are made in concert with at least the committee chair and perhaps the entire committee.

Staff are responsible for the day-to-day operations of the ministry, while the committee should have input on major area decisions. Committees are often a great asset in helping area staff develop and implement a vision for reaching every middle-school and high-school community in their area. Staff and committee collaborate to establish long-range goals and action plans for building healthy ministry. Staff and committee work together on a plan for raising all necessary finances to support the area ministry.

### Committee History

Since 1952, committees have played a vital role in helping Young Life build deep roots in communities. We hope that a clear understanding of our authority structure and responsibilities will allow this partnership to continue to flourish and bless countless kids for years to come.



### TRIED AND TRUE #5

Our TDS leadership team is a group of businesspeople who meet apart from the regular committee meeting to oversee the financial health of our area. They provide a brief report on financial status at monthly committee meetings, freeing us to focus on mission updates and future plans.



# Characteristic #6

## EFFECTIVE COMMITTEES PLAN AND HOLD EFFECTIVE MEETINGS

### Planning Effective Meetings

While special meetings may be necessary from time to time, convene a regular committee meeting once a month. Consider the following tips for holding effective meetings:

1. Set a schedule of days, dates and meeting times with firm start and end times.
2. Plan for a 90-minute meeting. Exceed that time limit rarely.
3. Committee chair plans the meeting with the area director.
4. Think about the ideal flow of the meeting. Incorporate the following meeting components:
  - Spiritual or devotional time
  - Ministry update
  - Review completed projects.
  - Discuss upcoming issues projects/events.
  - Consider having a “Moment for Mission” — a time when staff, leaders or teenage guests share where and how God is at work in their midst. Be reminded of the larger and eternal purpose of serving on committee. Be encouraged by the reward of your investment.

5. Once the agenda is established, send it to committee members in advance of the meeting.
  - Take minutes at the meeting and distribute them afterward. Make note of and report assigned tasks.

### Tips for Holding an Effective Meeting

Leading an effective meeting that strikes a balance among spiritual, social and task-oriented elements is more art than science.

### The leader of an effective committee meeting will:

1. Start and end on time. Don't delay waiting for stragglers to arrive, and end at the appointed time. Committee members will appreciate and adapt accordingly to a tightly-run session.
2. Place members in work teams.
3. Let members talk and share ideas.
4. Allow members to develop relationships.
5. Utilize process strategies.
6. (Gently) Keep the meeting moving!

### TRIED AND TRUE #6

In order to get the committee to pray together without extending the committee meeting time, we started an optional prayer time 30 minutes prior to the committee meeting. We found we would get 70 percent more done.

### TRIED AND TRUE #7

The most important part of our monthly meeting is hearing from leaders and club kids. Listening to their stories about how God is working is always the highlight of our time together.

### TRIED AND TRUE #8

To help us bond as a group, our area planned regular social activities like potlucks and birthday celebrations gathering the committee, area director and leaders who volunteer. We also had a special Christmas party with a white elephant gift exchange. The cost of the presents ranged from zero to \$5. However, the value of the exchange? Priceless, of course.

# Characteristic #7

## EFFECTIVE COMMITTEES APPRECIATE, CELEBRATE AND SAY THANKS

Although staff, leaders who volunteer and committee members do not serve to receive thanks, their service and yours will be far more rewarding in an atmosphere of appreciation and gratitude.

### Appreciate your leaders and staff throughout the year.

- Adopt a leader. Meet for breakfast. Send an encouraging note. Share a family meal. Babysit for leaders who have children. Be creative!
- Host a leader meeting in your home. Consider holding a potluck dinner beforehand or dessert afterward.
- Mentor a young leader.
- Help in the office. Help with *TDS* initiatives.

- Pray for the ministry and the personal joys and concerns of leaders.

### Celebrate every accomplishment!

Applaud, bake a cake, launch a balloon or two, present awards. Nothing is too insignificant to celebrate.

Say thanks to your donors, staff, volunteers, and committee members often and sincerely.

Likewise, a committee supports and renews its staff and leaders so they can carry on their critical jobs, reaching lost kids for Christ.

“A leader is not an administrator who loves to run others, but someone who carries every drop of water for his people so they can get on with their jobs.”

— Robert Townsend



“No person was ever honored for what he received. Honor has been the reward for what he gave.”

— Calvin Coolidge



# Characteristic #8

## EFFECTIVE COMMITTEES EVALUATE THEMSELVES

The committee goal-setting process, even if exemplary, is incomplete without dedicating time and energy to evaluating the progress toward area goals each year. The measurement of progress should occur at two levels, at the individual project — or tactical — level as well as at a broader — or strategic — level.

### Event Review

After every event, whether banquet, golf tournament, appreciation dinner or car wash, debrief as a group. Review what worked well and, more importantly, what improvements your committee would suggest for the next event. Document all comments, include them in your minutes, and refer the compilation to the responsible individual or sub-committee for planning purposes.

The compilation needn't be elaborate. Consider using a simple chart as shown below:

(+) What Worked	(-) Changes Suggested
Excellent location	Have kids serve food.
Great food	Need greeters outside facility.
Good speaker	Develop strategy to reduce no-show numbers.
Powerful testimonies	

### Banquet Committee Evaluation Tool

A detailed committee evaluation tool is available on the Staff Resources site. Search "committee evaluation."

### Additional Support and Information

If there were "Nine Characteristics of Effective Committees," the ninth would be "Effective Committees Know How to Ask for Help." If your committee has questions, or simply needs additional information or support, help is just a phone call or a click away.

- Call or email your area or regional director.
- Visit the Staff Resources Site at [staff.younglife.org](http://staff.younglife.org) for additional information updated throughout the year.

**Note:** *The Young Life staff person in your area can issue you a username and password to access this special content on the Staff Resources site. (Issuance takes a day or less.)*

- A Committee Link eNewsletter is produced four times a year that is full of helpful articles and resources

### COMMITTEE TRAINING EVENTS

Look for and attend Young Life's missionwide, regional and local committee and training conferences. Don't hesitate to ask for help! Your questions or issues and the resulting resolution can enrich the entire ministry.

Check the Staff Resources site to get the current committee trainer(s) contact information for scheduling your local training event.

for area committees. To ensure that committee members receive this eNewsletter, ask your local area or regional office to register them in Volunteers Manager. Committee members will automatically receive this eNewsletter when they are listed as volunteers on the Staff Resources website.