



## **Congregational Young Adult Ministry Self-Assessment: Instructions, Scoring, Results and Next Steps**

The self-assessment process was created by the UUA and offers insight into your current state of young adult ministry, and resources and strategies based on your stage. As part of the 2017-2018 Young Adult Welcome and Inclusion Project, we've "Canadianized" the assessment and made it available as an online form.

This self-assessment can help a congregation discover effective strategies in five stages of effective young adult ministry: welcoming, inviting, building, deepening, and growing together. At the end of the assessment, you will be given a short description of your "stage" and links to further explore the other stages and possible actions you can take.

Please read on for instructions on completing the assessment and choosing next steps for your congregational young adult ministry work. Consult the CUC's [Young Adult Ministry Resources page](#) to find comprehensive resources and strategies, generational insights and useful articles.

### **Completing the Congregational Self-Assessment:**

Thank you for your time and thoughtfulness in completing this self-assessment. Hopefully the process provides an opportunity to reflect on your congregation's strengths and challenges with your leadership.

There are two options for completing the self-assessment:

- [Online through the Google Form](#): You will be able to see the scoring guide and results at the end of the form by clicking "View Score" and marking each question. Or consult the scoring guide below.
  - Make sure to print the assessment after completing it so you don't lose your results!
- [Print and complete the PDF document](#): This is ideal for groups discussing and filling out the assessment together in person.

Guidelines:

- We strongly recommend you complete this survey with a team from your congregation, including at least one young adult, one person involved in your congregation's welcoming practices, one board member, and one staff person (minister or DRE, for example).
- Rather than simply answering the questions, use them as a reflection tool. The question responses are mostly multiple choice, but consider discussing each option and expanding on your answers in more depth.
- If you find that more than one response fits for your congregation, or none of them fit exactly, choose the one that most closely represents your present context, if imperfectly.

If you would like support from the Canadian Unitarian Council in increasing your congregation's capacity for young adult ministry, please reach out to [young-adults@cuc.ca](mailto:young-adults@cuc.ca).



### Scoring for Multiple Choice Questions:

#### Question 1

A) 1 point, B) 4 points, C) 3 points, D) 2 points,  
E) 0 points

#### Question 2

A) 0 points, B) 2 points, C) 4 points, D) 1 point,  
E) 3 points

#### Question 3

A) 3 points, B) 1 point, C) 0 points, D) 2 points,  
E) 4 points

#### Question 4

A) 2 points, B) 0 points, C) 3 points, D) 1 point,  
E) 4 points

#### Question 5

A) 1 point, B) 0 points, C) 2 points, D) 4 points,  
E) 3 points

#### Question 6

A) 4 points, B) 3 points, C) 0 points, D) 2 points,  
E) 1 point

#### Question 7

A) 0 points, B) 3 points, C) 1 point, D) 4 points,  
E) 2 points

#### Question 8

A) 2 points, B) 4 points, C) 0 points, D) 1 point,  
E) 3 points

#### Question 9

A) 3 points, B) 0 points, C) 1 point, D) 4 points,  
E) 2 points

#### Question 10

A) 2 points, B) 4 points, C) 1 point, D) 3 points,  
E) 0 points

Questions 11-15 are for reflection only - no score is needed.

### Stages of Young Adult Ministry:

Score of 0-5 points: **Welcoming**

Score of 6-15 points: **Inviting**

Score of 16-25: **Building**

Score of 26-35: **Deepening**

Score of 36+: **Growing Together**

Although this model is linear, congregations may move up and down the spectrum as the young adults who are present grow and change. These cycles are normal, and can serve as helpful reminders of how to adapt and revamp a congregation's approach to ministry with younger generations.

Learn more about each stage, and associated strategies for improving young adult ministry below.

**Welcoming:** There are very few young adults and young adult visitors rarely stay. In the congregation there may be a desire for the involvement of younger generations of adults, but it is hard to know where to start.



Next Steps:

- Increase presence in the broader community, including ensuring that your website is a welcoming “virtual front door.”
- Use the [Checklist for Congregational Websites](#) to evaluate your website, and recruit a couple non-members to evaluate your web presence as well.
- Improve welcoming and greeting processes to ensure that new young adults feel welcome and have concrete steps to becoming more connected.
- Explore the [Strategies for Welcome and Outreach guide](#).
- Ensure that worship services have some consistency, and, if possible, involve young adults in visible leadership on Sunday morning.
- Explore the [Strategies for Worship and Ministry](#).

**Inviting:** Young adults are present but on the periphery of our congregation, and have yet to create a critical mass. Some may be involved in aspects of congregational life as religious educators, worship associates, or in justice work. However, they may not be in positions of leadership, and their presence is not much felt within the congregation. If they are in positions of leadership, they may feel isolated or singled out as in their identities as young adults. Some young adults are here now, but if the situation does not change, they might not be soon.

Next Steps:

- Continue improving welcome and greeting processes to ensure that newcomers feel welcome and included right away.
- Explore the [Strategies for Welcome and Outreach guide](#).
- Work on processes and programs that help newcomers and young adults who don’t feel connected to become more involved in the congregation.
- Explore the [Guide to Building Connections](#) and choose 2 or 3 actions to pursue.

**Building:** Young adults are connected to each other in small groups, and have started to create a critical mass. They may have social events with each other, such as going out to brunch after church. They are starting to look for more intentional and spiritually fulfilling ways of being together. They may have good connections to the rest of the church, but few spiritual connections to each other. Or, conversely, they may have friendly connections with one another but are looking for ways to deepen their spiritual experience.

Next Steps:

- Organize and support structured opportunities for connection, spiritual deepening, and intergenerational relationships.
- Consider how the congregation could provide more institutional support for young adult activities so that they are more sustainable for those involved.
- Explore the [Guide to Building Connections](#) and choose 2 or 3 actions to pursue.
- Ensure that worship services are spiritually enriching and venues for all ages to learn and grow.
- Explore the [Strategies for Worship and Ministry](#).



**Deepening:** Young adults are a strong presence within the congregation, but the congregation has not yet been transformed to being a full multigenerational home. The young adults in this congregation have connections to each other, both socially and spiritually, as well as robust regular activities, but have fewer relationships with other adults in the congregation. Some young adults are likely involved in other aspects of congregational life, and are starting to offer their perspectives on new ways of doing business.

Next Steps:

- Celebrate and take stock of what works in your congregation. Ensure that you can keep doing the things that most effectively maintain a thriving multigenerational community.
- Consider sharing ideas and success stories with other congregations.
- Evaluate areas of continued growth and improvement, such as support for bridging youth.
- Explore the [Strategies for Bridging Youth to Young Adulthood](#)
- Create new initiatives to help young adults develop relationships outside of their age group, and becoming involved in congregational programs in meaningful ways.
- Explore the [Guide to Building Connections](#) and choose 2 or 3 actions to pursue.

**Growing Together:** Young adults are fully integrated into the life of the church, and have strong connections with each other. They are involved in both intergenerational and age cohort activities that satisfy spiritual and social needs (mixing and huddling). They are in positions of leadership throughout the church, and their perspectives and voices are valued, not just because of their generational lens, but also because of their leadership abilities. Their leadership is felt in many aspects of congregational life. Young adults are (becoming) a large part of our identity as a faith community, it is truly THEIR congregation, too.

Next Steps:

- Celebrate and take stock of what works in your congregation. Ensure that you can keep doing the things that most effectively maintain a thriving multigenerational community.
- Consider sharing ideas and success stories with other congregations.
- Evaluate areas of continued growth and improvement, such as support for bridging youth.
- Continue to engage and consult with young adults to ensure that successes are multiplied and challenges can be proactively addressed.