

Vision and Values

DISCUSSION

GUIDE

Youth Ministry Starter Pack



Using This Guide & Partnering with BYM

How to use this document

How to use this document: This resource is designed for you to use in three ways – together as a team, on your own, and as a launchpad into further learning. Page 1 gives you a team discussion guide you can use in a leaders' meeting, at a retreat, or across a couple of shorter check-ins. Page 2 is for personal reflection, helping each leader sit with God and pay attention to their own life and leadership. Page 3 offers articles, books, and tools you can explore over time. Don't feel pressure to use everything at once pick one or two sections that fit your current season and start there.

How BYM can support and train you

Baptist Youth Ministries exists to help churches across NSW & ACT build healthy youth and young adult ministry, not just run events. If you'd like help working through this module with your team, a BYM team member can come and facilitate a training session, leaders' retreat segment, or tailored workshop in your context, or join you online. We can also walk with you through a Healthy Youth Ministry Assessment and follow up coaching to identify strengths, gaps, and next steps. To explore training or support, get in touch with the BYM team or visit the Website to connect with our team, check out events and explore more resources

Vision and Values

Team Discussion Guide

This session helps your team reflect on the vision and values shaping your youth ministry. It invites leaders to think about the long-term spiritual legacy they hope to see, the kind of disciples they want to form, and the values that will guide decisions, culture, and ministry direction over time.

Team Reflection

- Team reflection questions
- Where do we hope our youth ministry will be in 5, 10, or even 20 years' time?
- What kind of long-term spiritual legacy do we want to leave in the lives of young people, families, leaders, and the wider church?
- What do we hope young people will look like by the time they move on from our ministry?
- How do we want to equip young people to become passionate disciples who influence their schools, families, friendships, workplaces, and future communities for Christ?
- What fuels our passion to serve in youth ministry in the first place?
- Which values do we want to be most obvious in the culture of our youth ministry? Think about things like prayer, belonging, discipleship, mission, safety, leadership development, honesty, hospitality, courage, or joy.
- Are our current programs and decisions actually aligned with the vision we say we have, or are there gaps between what we say matters and what we actually prioritise?

Team Exercise

Set aside time to finish these three sentences together:

1. We believe God is calling our youth ministry to...
2. We long to see young people become...
3. The values that will shape how we do ministry are...

Then refine your answers so they are honest, clear, and easy to understand. The goal is not to sound impressive, but to say something true that your team can return to and live out over time.

Team Action Step

Choose one practical next step.

1. Draft a one paragraph vision statement.
2. Name 4 to 6 core values and write a sentence explaining each one.
3. Share your draft vision and values with church leadership, parents, and a few young people for feedback.
4. Review your calendar, programs, and leadership rhythms to see whether they match the vision you say you have.

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Personal Reflection

Use this on your own before or after a team conversation. Let the questions help you name what matters most to you, what kind of impact you hope to have, and where God may be clarifying or renewing your sense of purpose.

Personal Reflection

- What first drew me into serving young people?
- What keeps me in youth ministry when it is hard, slow, or messy?
- When I picture the young people in our ministry five years from now, what do I most hope to see in their lives and faith?
- What kind of spiritual legacy do I want to help build through my leadership?
- Which values matter most deeply to me in ministry, and why?
- Are there any values I say I care about but do not consistently live out in the way I lead?
- When I think about our youth ministry vision, do I feel clear, unsure, excited, stretched, or disconnected? Why

Personal Prompts

Take a few moments to respond to these statements:

- The kind of young people I long to see formed are:
- The values I most want to embody as a leader are:
- One thing I believe God is growing in our ministry is:
- One thing I think needs more clarity or courage is:
- One practical step I can take to align my leadership with our vision and values is:

Prayer prompt

God, help me lead with clarity, humility, and faithfulness. Shape my heart around what matters to you, and help our ministry become a place where young people are deeply loved, grounded in Jesus, and equipped to live for him in the world.

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Additional Resources

These resources are designed to help you think more clearly about where your ministry is going and what will shape it along the way. Use them to spark team conversations, refine your language, and build a vision and values framework that is honest, practical, and meaningful in your local church context. The curated resources point leaders towards tools and ideas that can help them clarify vision, name values, and build ministry culture with intention. A clear vision gives direction, while strong values shape how that vision is lived out in real relationships, decisions, and ministry practices.

Books :

- Visioneering by Andy Stanley — A practical guide to turning vision into reality through faith and strategic planning.
- The Purpose Driven Youth Ministry by Doug Fields — Foundational resource for building vision around biblical purpose.
- Sustainable Youth Ministry by Mark DeVries — Emphasizes long-term vision and systemic health in youth ministry.
- Deep Ministry in a Shallow World by Kara Powell and Chap Clark — Explores vision rooted in sticky faith and deep transformation.
- Making Space for Leadership by MaryKate Morse — Helpful for cultivating vision through spiritual formation and leadership development.
- Your First Two Years in Youth Ministry by Doug Fields — Great for establishing vision early in ministry.

Find more resources online

Scan this QR code to see the full, regularly updated list of articles, videos, and books on Vision and Values from the BYM Resource

BYM Support

Baptist Youth Ministries exists to support and resource youth and young adult ministries in Baptist churches across NSW and ACT through training, practical resources, and connection with leaders across our movement. If your church would benefit from help clarifying its vision and values, BYM can come and facilitate a tailored team conversation, planning session, or leadership training that helps your leaders identify key themes, sharpen language, and align ministry practice with long-term direction. You can also explore the BYM Resources for more tools and ideas, or get in touch with the team to talk about what support would be most helpful in your context.



LEARN MORE
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