



ARCHDIOCESE
of MILWAUKEE

Successful Volunteer Engagement Workshop
Series 2, Session 2
Working with Youth

Housekeeping

- The session is being recorded.
- To help keep background noise to a minimum, make sure to mute your microphone when you are not speaking.
- Please submit questions anytime using the Chat feature in the bottom toolbar.
- Turning off your video may help with your connection.
- If you're experiencing computer audio issues, you may choose to dial-in.

Prayer

LIFE IS YOUR GIFT TO US

God, life is Your gift to us. Through Baptism, You invite us to share the gift of life in service to others. Be with us as we choose each day to show Your presence in our world. Give us the courage to respond to Your call and to invite others as well.

We pray especially for those who serve You in all ministries in our parishes and all those whom who serve. Grant that we all may continue to bear the Good News through our words and actions. Open the minds and hearts of the many, that they may accept Your challenge to build the kingdom in our parishes.

Lord Jesus, You tell us that the meaning of life consists in giving. Help us to realize that it is not riches or power, or fame that gives life meaning. Rather, it is generosity and service to You and others that brings true fulfillment and makes life worthwhile. May all of our service help us to build Your Kingdom. Amen

Introduction- Jessica Brandt



- Parish Relations/Volunteer Coordinator at Catholic Charities
- Vice President of the Association of Volunteer Managers serving Southeastern Wisconsin
- 8+ years of experience coordinating volunteers in various aspects
- Presented at the Human Concerns Summit in 2019
- Parishioner at St. Mary's Visitation in Elm Grove



Schedule of Sessions

Wednesday March 30 at 11 a.m. CST Session 1- Managing Burnout and Compassion Fatigue

Wednesday April 13 at 11 a.m. CST Session 2- Engaging with Youth Volunteers

Wednesday April 27 at 11 a.m. CST Session 3- Volunteer Program Strategies

Previous sessions and recordings: [Social Justice Training | Successful Volunteer Engagement \(archmil.org\)](#)

Outline

- Why is youth volunteering important?
- The Basics, including roles
- How to make it work
- Managing Expectations

Objectives

- To find opportunities for youth to help
- Effective ways to manage
- Setting outcomes



TRANSFORMATIVE LEARNING EXPERIENCE

- Gives opportunities to show love in action and grow in compassion
- These experiences can be an integral part of their development.
- When students can make the connection between the project they're working on and the impact it will have, the process is both motivation and educational.
- It gives youth the opportunity to pursue their personal interests while volunteering



Dear Diane,

I already miss spending everyday with all of you. I am so grateful for my placement because what you, and the other staff, do everyday is truly amazing. You love all of the individuals as if they are your own family and it is so powerful. You are so caring and it is very obvious how much everyone there loves you and your presence. I had such an amazing time and was so sad when it was time to leave. I will be visiting soon! You are so lucky to be surrounded by such amazing people all day because even after two weeks, I feel so incredibly grateful. I miss Gloria's pre-lunch turkey tap. I miss playing war with Lewis. I miss Vera calling me her baby. I miss it all. I will always think of you guys when I play Yahtzee! ♡ Thank you for everything. I am so happy I got to spend two weeks with you all.

Love,

Kate ♡

Benefits of utilizing Youth Volunteers

- Youthful Energy
- Willingness to learn
- Not afraid of hard work
- Engaged
- Wanting to make a difference and support their community
- Desire to share their talents and skills
- Service-Learning Hours

Unless you turn and
become like children,
you will never enter the
kingdom of heaven.



MATTHEW 18:3



Let's talk about
Youth Volunteer Opportunities!



Creating Opportunities

A Youth Volunteer role should be both Meaningful and have a purpose



Make it Meaningful Work

- A meaningful task is the most important aspect of a youth volunteer project.
- Sometimes the most urgent volunteer need can be a mundane task.
- If possible, try to focus on projects where volunteers can truly see the impact of their work.



Explain the purpose

- Make sure youth understand the purpose of the activity
- Explain the task, the importance of the task and the outcome
- This helps the youth see that it's an important task, even if it isn't the most exciting



Break out!

- Discuss what activities you typically utilize Youth Volunteers or where would you like to use them?
- What fears/concerns do you have about using Youth Volunteers?

Sample Volunteer Ideas

- Sorting donations (clothes, food etc.) and delivering
- Community Meals/ Fish Fries
- Yard work
- Helping to run activities during Vacation Bible School
- Assisting an adult with the children's ministry
- Altar server
- Assisting an adult coach with leading sports
- Setting up for events



Volunteer Position Descriptions

- Are needed to give purpose to students, so they are being helpful
- Many student helpers will offer a more meaningful contribution after receiving concrete instruction. Some examples could be:
 - Providing one-on-one help to kids during crafts
 - Helping the teacher by setting up for the next activity
 - Keeping the room clean
 - Stocking the children's take-home bags
 - Giving extra attention to those that need it

Creating a Position Description

Write a clear description to share what is expected of your volunteer(s)



TITLE



LOCATION



PURPOSE



RESPONSIBILITIES




QUALIFICATIONS



COMMITMENT



WAY TO SIGN UP



Taking the Lead!

Successful Program Guidelines

- First Impressions
- Lead with Prayer
- Providing direction
- Mentor and Coach
- Recognize



First Impressions

- It's very likely that this experience may be the first time that a youth volunteers.
 - Keep that in mind when you are planning the day, selecting a project and relating to the volunteer.
 - Their experience can help to inspire others to join
- Show your appreciation
- Let them know who they can go to for support and reassure them it is okay to ask questions
- Build Relationships and share your passion

Most importantly, they look to you and the other leaders as role models, so carry yourself in a way that you would want them to as leaders

**To lead like Jesus we need
to lead *with* Jesus.**

Jesus, the Son of God,
Submits to God the
Father's Leadership in All
Things "Jesus gave them
this answer: 'Very truly I
tell you, the Son can do
nothing by himself; he can
do only what he sees his
Father doing, because
whatever the Father does
the Son also does.'"

(John 5:19)



Start with Prayer

- Include all volunteers in a “group huddle” or check in before the activity starts
- Review what the day looks like and answer questions
- Share accomplishments or takeaways from the previous day/shift, as appropriate
- Conclude the “group huddle” with a prayer to stir our hearts and serve with our purpose in mind

Prayer Idea

God our Father, be with us on our pilgrim journey of faith. Give us the grace and courage to step forward in faith and hope on the road ahead.

Open our eyes to see your face in all those we encounter. Open our ears to hear your voice in those who are often ignored. Open our hearts that we might be faithful disciples of mercy and truth.

Transform us. Empower us to give of ourselves to the poor; to welcome the lost; to forgive those who hurt us; to comfort those who suffer and are marginalized.

Through the intercession of Mary, the Immaculate Conception, patroness of our nation, may we be inspired missionaries bringing peace, hope, and mercy into our communities.

We ask all this through Christ Our Lord. Amen.

<https://www.usccb.org/prayers/world-youth-day-prayer-united-states>

Providing Direction

- Youth volunteers are willing and eager to help; however, they need direction to be successful and clear instructions.
- Be sure to train and re-train as necessary
- The volunteers will not likely deter from what you told them to do or have written down- critical thinking or being creative on the spot will be a challenge
- Having an adult volunteer to oversee, work alongside and provide extra support is helpful
- Provide support and feedback

Mentor and Coach

- Find out what their strengths are, then assign them strategically
- Train them on new skills
- Provide them the opportunity to use them under supervision
- Touchbase on how it went and provide feedback
- Celebrate all and small wins
- If appropriate, let them lead
 - In a pair or on their own



Ways you can recognize

- Just say “Thank you!”
- Additional Trainings or Retreats
- Acknowledge a volunteer or volunteer team on Social Media, Bulletin, Volunteer Acknowledgement Wall etc.
- Sharing stories of change and impact, inspirational quotes and reassuring the value and impact their contributions have
- Thank you, birthday, or Christmas cards- handwritten or digital
- Ask volunteers to lead projects, train other volunteers, help in planning, welcoming new volunteers
- Time for reflection

DON'T LET ANYONE
LOOK DOWN ON YOU BECAUSE
>> YOU ARE YOUNG, <<
BUT BE AN EXAMPLE FOR THE BELIEVERS
IN SPEECH | IN CONDUCT | IN LOVE | IN FAITH AND IN PURITY.

1 TIMOTHY 4:12

Wild Eyes
SIGNS

Adjusting your expectations

- Working with youth volunteers means adjusting your expectations and realizing the additional layers and things that you need to consider.
- Have and set realistic roles and outcomes for the teen or youth based on skills and abilities. Those for an adult volunteer will be different.
- Do not expect perfection- they will do it the best they can and it may not be perfect

- How are the sessions going?
- Are you getting a lot of questions or no questions?
- Reflect on whether volunteers retain information
- Are you often getting questions once the volunteer starts regarding something you covered?
- Are volunteers meeting Goals and Objectives?

Edit and adapt materials based on feedback or other factors

- Who the Adult leaders are
- Cell phone use, texting, and picture taking
- How to behave with children (behavior management, horseplay etc.)
- Privacy concerns
- Bathroom Policies
- Safety procedures
- Etc.

Safe Environment

- Every priest, deacon, parish or school staff member, teacher and lay minister that is employed by a parish or school and **any volunteer working with minors** in our archdiocese is required to meet three requirements prior to service:
 - Attend a Safe Environment Education Session
 - Pass a Criminal Background Check
 - Sign the Code of Ethical Standards

Register for a session by visiting:

<https://milwaukee.cmgconnect.org/>

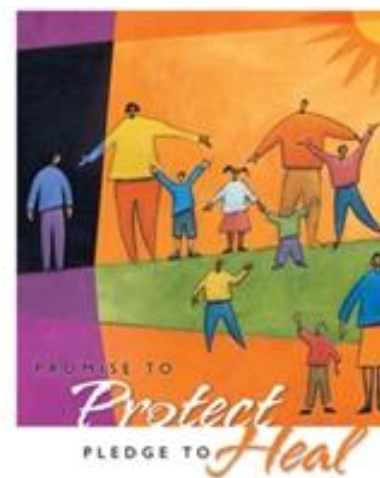
Questions?

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Questions/ Discussion





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Many Hands. One Vision.



Catholic Stewardship Appeal

Archdiocese of Milwaukee

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