

European Baptist Federation

Youth Ministry Training Research Report

*A report of the current youth leadership
training opportunities and programs within
the European Baptist Federation*

*Submitted by
Rev. Dr. Jeff Carter
January 1, 2005*



Acknowledgements

This research project could not have been completed without the assistance of so many busy people who arranged schedules and interviews for me in several dozen countries throughout many locations in Europe and the Middle East. I indeed was privileged to meet so many capable leaders who work with young people within the family we love to call the European Baptist Federation.

It was also an amazing privilege to have the opportunity to visit with general secretaries, presidents, youth secretaries, youth leaders and youth in their own ministry settings. It was an honor to be hosted in many homes of the leadership of these unions and to break bread with them and their families. At every turn I was treated with gracious respect and overwhelming hospitality which made this work altogether pleasurable and fascinating. I took part in youth meetings from Russia to Lebanon and I continue to be touched by the dedication of these young leaders who strive to reach out and give leadership to young people in their churches and communities.

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I offer my gratitude to the partners in this endeavor as well who are invested in this project through their interest; To the Rev. Keith Jones, Rector of the International Baptist Theological Seminary in Prague and to Rev. Bruce Fawcett, of Acadia Divinity College in Nova Scotia, Canada.

I want to thank the office staff of the European Baptist Federation office, in particular Gergana Atanassova who was so gracious to provide me with contact information when I was in my "detective" mode trying to track down names and addresses of so many people.

Finally, I want to thank my wife Deann and my son Zachary who had to put up with more than one absence from the dinner table when dad was working on "his paper" or enduring my absences from family activities while I was away visiting various countries. Their love and support and encouragement are what have always given me strength because I know that they supported and believed in what I was doing.

This report in reality is a celebration of what is being done to minister to almost 200,000 young people within the EBF family. Yet, this also is a major step forward to consider what more can be done and where we can go in the 21st Century to equip leaders to minister in this globalizing world.

Jeff Carter
Prague, Czech Republic
November, 2004



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Introduction

At a forum of the consortium of European Baptist Theological Schools at IBTS (Prague, February 11-23, 2002) a motion was put forth to study the needs and opportunities for specialist ministries (with particular attention to youth work) within the various denominational schools. Although youth work has a strong focus among most of the EBF unions, the majority lack the financial and/or human resources necessary to provide specialized ministry training programs. It was decided at that time that a study was warranted.

In January of 2003, the annual gathering of the European Baptist Federation's Youth and Children's Conference was held in Paris. At this gathering, it was proposed and accepted that a two year study would be conducted to survey as many of the EBF member unions and federations with respect to their work in the area of training leaders of their youth ministries. The proposal also indicated that the concluding data and observations would be presented to the EBF Youth and Children's conference in January 2005 for deliberation and subsequent observations would be proposed. During that gathering it would be decided what the next steps should be with report and its recommendations to build up future opportunities and possibilities for youth ministry training within the EBF.

This research report, along with the subsequent data and recommendations/observations, is the result of the compilation of hundreds of hours of interviews and written documentation. It has been an attempt to provide as complete and equitable a picture of what is currently being offered, along with the desires for the future of youth ministry training within each union which chose to participate in this study.

Respectfully submitted

Rev. Dr. Jeff Carter



Research Parameters

As the researcher, I took it upon myself to meet with as many leaders face to face as was possible in the proposed time frame (20 months). This was carried out within the constraints of a generous, yet limited budget enabled by Canadian Baptist Ministries, as well as timing interviews with various Baptist leaders' busy schedules. I was able to visit dozens of leaders and youth ministry students in twenty three countries. Some of the interviews took place where leaders were gathered at conferences or while they were visiting IBTS. Some leaders, due to distance, could only be reached by correspondence or telephone. I am grateful for those people who helped with translation of material and interviews into English and for those who conducted interviews on my behalf. A total of forty countries were able to contribute to the report.

In each case, wherever possible, interviews were held with the assistance of the general secretary, youth secretary or national youth director of each country. In almost all cases the general secretaries or presidents of the unions were consulted to inform them of the research project's mandate and goals.

The project has been highlighted and promoted in two previous EBF general council meetings by the EBF Youth and Children Committee (Beirut 2004 and Warsaw 2003). This endeavor has been supported by four partner organizations from its inception, by mutual contract; the EBF Youth and Children's Committee, the International Baptist Theological Seminary, Acadia Divinity College and Canadian Baptist Ministries.

The data collected consists of two distinct parts; firstly the quantitative (or numerical data) and secondly the qualitative data (more anecdotal) based on the experience of those in leadership who were interviewed. The balance of the material or supplementary documentation (i.e.: stories and photographs) will be made available through a dedicated web site as a part of the EBF Youth and Children's website.

The recommendations come from absorbing the many interviews, looking for common themes that kept cropping up and to synthesize the data to come up some concrete areas that can be worked on together within the EBF. Five major themes or observations are dealt with at the end of the report which follows the individual reports for each country.



Albania

Statistics¹

Population of Albania	- 3,544,808
Baptist Churches in Union	- 5
Number of church members	- 250
Number of church youth groups	- 3
Total number of youth attending	~ 50
Number of youth leaders	- 3 (100% volunteer, 50% male 50% female)
Definition of ages in youth ministry	- 13 to 24
Average age of youth workers	- 27 (25 to 29)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	41.48	1,291,452	Protestant	9	0.15	5,000
Muslim	38.79	1,207,701	Independent	14	0.25	8,000
non-Religious/other	19.54	608,365	Catholic	1	16.75	521,000
Baha'i	0.18	5,604	Orthodox	2	24.09	750,000
Jewish	0.01	311				

Youth Ministry Training Observations²

- The greatest strengths of youth ministry among Baptists in Albania currently:
 - One of the greatest strengths of the union is that it is largely made up of young people so they are already active in the church and its ministry.
 - Churches minister to youth through trips, retreats, camps, soccer, going to the beach in summer.
- Current training efforts for leaders in youth work:
 - Training events are held for youth leaders to assist them in their ministry. Some of the topics that have been held before were in worship, Knowing God and the Bible.

¹ Information provided by Jonathan Steeper, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

² Information provided by Jonathan Steeper (former missionary and board of directors for union), May 2003

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3. Desired changes for the future:
 - It would be helpful to have union wide youth activities in the future
 - That camping ministry would be more focused in the area of coordination
 4. Partnerships with other organizations:
 - none
 5. Seminary or Bible School Programs offering training:
 1. Albanian Bible Institute (Interdenominational) – Center for Christian training offers courses that would pertain to youth work, i.e.: mentoring etc. Contact people would be Lee Bradley (IMB), Phil Halliday (BMS) and Jim Nethery (Christar)
 6. Contact and resource sites:
 2. Adrian Mazreku – (General Secretary of the Albanian Baptist Union - baptcent@albnet.net
 3. Mat Wilson - matwilson@albnet.net
 4. Edmond Paluca epaluca@adanet.net

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - One of the areas which was identified as an area of need is training in relationships, dating and marriage, issues on job creation and missions.
 - There is a need for mentoring of young leaders. This is a union comprised mostly of inexperienced young people who could benefit from the wisdom of an older more experienced generation of leaders.
 - It would be helpful to have the churches work more closely together.
 - There is also a need identified by leaders that there needs to be more administrative help, financial support and planning.

Researchers Comments: There is a high value within the Albanian Baptist Union towards supporting youth work. Albania is a resource poor nation and so the efforts of the people in the union depend heavily on missionary support and expertise from outside sources. The issue of training youth leaders for the fledgling churches would be best served by seminars or people coming for short term times to offer support and partnership along with financial resources. The leaders and the people in the Albanian churches are very gracious and humble. It was a joy to meet them and visit two churches and to see the vision and innovation that they have towards reaching out to people in their country.



Armenia

Statistics³

Population of Armenia	- 2,991,360
Baptist Churches in Union	- 107
Number of church members	- 3,010
Number of church youth groups	- 57
Total number of youth attending	~ 850
Number of youth leaders	- 45 (35 paid, 10 volunteer)
Definition of ages in youth ministry	- 18 to 28 youth
Average age of youth workers	- 28 (24 to 35)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	85.04	2,993,000	Protestant	6	0.32	11,000
non-Religious/other	13.71	482,200	Independent	8	1.55	55,000
Muslim	1.20	42,235	Catholic	1	4.55	160,000
Baha'i	0.04	1,408	Orthodox	2	78.19	2,752,000
Jewish	0.01	352	Marginal	2	0.43	15,000

Youth Ministry Training Observations⁴

- The greatest strengths of youth ministry among Baptists in Armenia currently:
 - Enthusiasm towards youth ministry
 - Summer camps throughout Armenia (outreach camp to unbelievers)
- Current training efforts for leaders in youth work:
 - Training seminars through the seminary
 - Training through the local churches by local pastors through various methods
- Desired changes for the future:
 - To be more contemporary in approaches to youth ministry
 - To implement new methods of youth ministry

³ Interview with Asatur Nahapetyan, EBF Directory 2005, Operation World 2001, World Fact Book 2004

⁴ Interview with Asatur Nahapetyan, (General Secretary of the Baptist Union of Armenia), October, 2003

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- Involve more younger women in the ministry to youth in leadership positions

4. Partnerships with other organizations:

- Bible League
- Young Life
- Walk Through the Bible

5. Seminary or Bible School Programs offering training:

- Baptist Seminary of Armenia (topics include training in youth counseling, marriage and youth groups)

6. Contact and resource sites:

- Asatur general secretary of Armenia - asatur@arminco.com

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- The appointment of a youth secretary to work as the person in charge of training and organizing national youth events.
- An introduction of a seminary based course in youth ministry for pastors and leaders.

Researchers Comments: The Baptist Union of Armenia is a unique one in that this is a movement of churches which is comprised mostly of young people. The vast majority of the leaders and the members of churches are under 30 years of age. The union is therefore already being proactive in reaching out to young people! They also are growing at an amazing rate in the area of church planting and winning souls for Christ. There is a deep desire to equip pastors and youth leaders to address contemporary issues which young people face in Armenia. This is all with the goal in mind to win youth for Christ. The development of a consistent seminary based training course along with the introduction of a youth secretary coupled with the desire to make young disciples will serve to make youth ministry thrive among Baptists in Armenia.



Austria

Statistics⁵

Population of Austria	- 8,174,762
Baptist Churches in Union	- 22
Number of church members	- 1,322
Number of church youth groups	- 22
Total number of youth attending	- 272
Number of youth leaders	~ 40 (100% volunteer, 50% male/50% female)
Definition of ages in youth ministry	- 13 to 16 (teenage groups) - 17 to 22 (youth groups) - 19 to 30 (students ministry – Vienna)
Average age of youth workers	- 30 (teenage group leaders) - 22 (youth group leaders)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	89.77	7,370,584	Protestant	38	4.47	367,000
non-Religious/other	7.68	634,700	Independent	6	0.42	35,000
Muslim	2.23	183,095	Anglican	1	0.04	3,000
Jewish	0.10	8,211	Catholic	1	71.37	5,860,000
Buddhist	0.06	4,926	Orthodox	11	1.89	155,000
Baha'i	0.05	4,105	Marginal	18	0.79	65,000
Hindu	0.03	2,463				
Chinese religions	0.02	1,642				

Youth Ministry Training Observations⁶

- The greatest strengths of youth ministry among Baptists in Austria currently:
 - Camps for both children and youth are one of the greatest strength of the Austrian work. Some of the camps are held in the summer and other times of the year (approximately 300 youth attend these camps each year)

⁵ Interview with Dietrich Fischer-Dörl, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁶ Interview with Dietrich Fischer-Dörl (youth secretary for Austrian Baptist Union), November 2002

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- There is a concerted effort to working with the Romanian Baptist population in Austria which makes 25% of the Baptist Union membership. This represents a different culture and language.
- For the past three years committed young leadership teams run the logistical part of two to three big camps each year. There is a good sharing of gifts and resources.
- Leaders have learned from volunteer programs in Virginia (Virginia Baptists) and are now open to start their own social programs.

2. Current training efforts for leaders in youth work:

- Youth leaders are attending international trainings like Willow Creek Youth Ministry Conferences in Germany, Bible School and other programs provided by the German Baptist Youth Ministry (GJW), training through other partner churches overseas etc.
- Evangelical Youth Leadership trainings in Austria from other Free Churches are attended by Baptist Youth leaders.
- On the Ground of the Evangelical Alliance trainings for bible study groups in schools had been offered at the last two “Teen Prayer Nights”
- The Austrian Baptist Youth Department has offered Youth Leadership training weekends. They have stressed e.g. the issue of teenage ministries in churches.
- They offer workshops and clinics for youth volunteers in churches (programs for one or two evenings).

3. Desired changes for the future:

- That there would be encouragement in the churches for those that are between 17 and 22 years of age.
- That there would be a multiplication of leadership from among themselves.
- There needs to be more done in the area of leadership development – especially in the area of encouragement for young leaders – some underestimate their potential.

4. Partnerships with other organizations:

- German Baptist Youth Department (GJW)
- Virginia Baptists (Baptist General Association of Virginia)
- Ecumenical Youth Council of Austria (www.junge-oekumene.at)
- Evangelical Youth Leadership Conference in Austria

5. Seminary or Bible School Programs offering training:

- There are not any specific seminary or Bible School youth leadership training programs. Youth leaders are recommended to attend German or EBF programs.

6. Contact and resource sites:

- Dietrich Fischer-Dörl dietrich.f.doerl@baptisten.at
- www.baptisten.at/jugend
- www.baptisten.at/schifoan
- www.baptisten.at/jesuscamp
- Office: Beheimgasse 1, 1170 Wien, Austria Phone: 01/9081363 FAX: 01/9081364, email: jugend@baptisten.at



Recommendations and Future Possibilities:

7. Areas of potential need and work:

- They are looking for new ways to get long term volunteers (with German Language School for at least three months) who will work in local churches in youth ministries. They had very good experiences with the Southern Baptist Journeyman Program, before the board decided not to send youth in church work any longer.
- They might need help in establishing community ministries (for children and teenagers) where youth can volunteer and develop their own style of living out their Christian values.

Researchers Comments: The Baptist Union of Austria is a good example of a ministry which gives equal weight in its efforts to work with both children and youth. Variety is a key factor coupled with great ingenuity. Programs for youth are always quality with a caliber which sets them apart. Preparation of leadership with the scant resources which this union has at its disposal is a hallmark and a credit to its ministry. The leadership including its coordinator, Dietrich Fischer Dörl, have made great effort and care to prepare quality programming when they themselves are under tremendous pressure financially. There is a need for external assistance through volunteers and people who might be able to help them continue to offer quality programming and training opportunities.



Azerbaijan

Statistics⁷

Population of Azerbaijan	- 7,868,385
Baptist Churches in Union	- 22
Number of church members	- 3,000
Number of church youth groups	- 5
Total number of youth attending	~ 50 to 60
Number of youth leaders	- 5 to 6 (100% volunteers) 80% male/20% female
Definition of ages in youth ministry	- 16 to 26
Average age of youth workers	- 23 (20 to 26)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Muslim	83.67	6,471,050	Protestant	2	0.02	2,000
non-Religious	11.31	874,717	Independent	4	0.05	4,000
Christian	4.63	358,085	Catholic	1	0.10	8,000
Jewish	0.37	28,616	Orthodox	3	4.46	345,000
Baha'i	0.02	1,547				

Youth Ministry Training Observations⁸

- The greatest strengths of youth ministry among Baptists in Azerbaijan currently:
 - They love Jesus and speak about Him to all not being afraid of problems.
- Current training efforts for leaders in youth work:
 - They receive seminars in youth work learning more about the Bible and discussing problems and needs in their work.
- Desired changes for the future:
 - Teach them about the marriage, missionary, leadership and etc.
 - To bring more young people to Christ

⁷ Information provided by Elnur Jabiyev, EBF Directory 2005, Operation World 2001, and World Fact Book 2004.

⁸ Information provided by Elnur Jabiyev (General Secretary of the Union of Evangelical Christians – Baptists of Azerbaijan), November 2004.

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4. Partnerships with other organizations:

- None

5. Contact and resource sites:

- Elnur Jabiyev (General Secretary of the Union of Evangelical Christians – Baptists of Azerbaijan.) - elnur@galacticomm.org

Recommendations and Future Possibilities:

6. Areas of potential need and work:

- These youth workers find it hard to find work to make a living.
- There are no places to conduct training.

Researchers Comments: The Baptist Church in Azerbaijan has incredible faith and establishing themselves after only a short period of time of relative freedom. There are still many obstacles to face including economic and political pressures. The leadership themselves are also made up of young believers. Ministry to youth is undoubtedly one of the highest priorities and reaching out to those who have not embraced the faith.



Belarus

Statistics⁹

Population of Belarus	- 10,310,520
Baptist Churches in Union	- 305
Number of church members	- 13,874
Number of church youth groups	~ 100
Total number of youth attending	~ 2,500 – 3,000
Number of youth leaders	~ 160 youth leaders (all volunteers) 85% male and 15% female
Definition of ages in youth ministry	- 16 to 25 youth
Average age of youth workers	- 20

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	78.70	8,055,874	Protestant	17	1.58	162,000
non-Religious/other	20.20	2,067,709	Independent	2	0.91	93,000
Jewish	1.00	102,362	Catholic	3	13.19	1,350,000
Muslim	0.10	10,236	Orthodox	2	48.71	4,986,000
			Marginal	1	0.08	8,000

Youth Ministry Training Observations¹⁰

- The greatest strengths of the youth ministry among Baptists in Belarus currently:
 - Student conferences. In 2001 400 attended, 2002 (1,500), 2003 (1500), 2004 (1,000).
 - Camps (450 youth attend)
 - The union holds National and Regional Conferences for youth and youth leaders
 - Youth Newspaper/magazine (circulation 1800) published 4 times a year
 - Concerts for outreach for unbelievers

⁹ Interview with Michail Stepnov - EBF Directory 2005, Operation World (2001), World Fact Book 2004

¹⁰ Interview with Michail Stepnov (Coordinator for Youth Ministry of the Baptist Union of Belarus), May 2002

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2. Current training efforts for leaders in youth work:
 - Conferences for youth leaders, Bible Schools held for four times for two years.
 3. Desired changes for the future:
 - New materials and resources for training youth leaders in Russian language
 - To develop and prepare more leaders for youth work
 4. Partnerships with other organizations:
 - Janz Team - www.janzteam.com
 - Baptist Union of Norway Youth Department
 5. Seminary or Bible School Programs offering training:
 - Bible College – seminar in youth work (one hour and one day per week – practical) two year program baccalaureate. Affiliated with Campus Crusade. Some of the topics covered are: How to work with youth, how to organize a youth meeting, how to do youth evangelization in the new world, youth leaders and practical training how to be a leader, leadership training, how to start a youth ministry in a new church, part time and volunteer ministry.
 6. Contact and resource sites:
 - Michael Stepnov - Coordinator for Youth Ministry of Baptist Union of Belarus - mstepnov@janzteam.com
 - Janz team – www.janzteam.com

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - The youth department needs help in assisting the magazine ministry which has a great outreach to hundreds of youth.
 - There is a need in developing the Bible School in teachers and materials
 - They need help in English speaking camps in the summer (English Speaking Youth)

Researchers Comments: For the Baptist youth ministry in Belarus, government has presented a problem with protestant youth work. The new laws prevent them from doing certain things with their events. The political situation in Belarus has not made it easy for the youth work in general, however there is a creative and indomitable spirit that keeps them being creative and making new efforts. Sometimes the pastors and churches of the Baptist union tend to be conservative so it also creates a tension to between them and those who wish to reach out to contemporary non-Christian youth.



Belgium

Statistics¹¹

Population of Belgium	- 10,348,276
Baptist Churches in Union	- 31
Number of church members	- 1,110
Number of church youth groups	- 10
Total number of youth attending	~ 100 to 150
Number of youth leaders	- 15 (100% volunteer, 80% male/20% female)
Definition of ages in Youth Ministry	- 13 to 17 (high school age) - 18 to 25 (university and career)
Average age of youth workers	~ 30 years of age

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	67.66	6,875,000	Protestant	55	0.78	80,000
Non-Religious/other	28.22	2,867,500	Independent	16	0.24	24,000
Muslim	3.60	365,802	Anglican	1	0.06	6,000
Buddhist	0.29	29,467	Catholic	3	58.07	5,901,000
Jewish	0.21	21,338	Orthodox	4	0.55	56,000
Baha'i	0.02	2,032	Marginal	15	0.64	65,000

Youth Ministry Training Observations¹²

- The greatest strengths of current youth ministry among Baptists in Belgium:
 - Youth and Children's Camps and day activities
 - Recognition, prayer and financial support of the Baptist Churches is growing for the youth work in general.
 - There is openness for the leaders and youth to be able to contact the youth committee and the youth general secretary for support and encouragement if there are problems or questions. The area of follow up is key in this as well from the national leaders

¹¹ Interview with Jean Francois Lekeu and Nicola Piscicelli, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

¹² Interview with Jean Francois Lekeu (general secretary of youth committee) and Nicola Piscicelli (former president of youth committee), June, 2004

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2. Current training efforts for leaders in children and adolescence work:
 - There is no specific training done in Belgium for Baptist youth leaders.
 - There is an encouragement to adhere to the official state certification program materials (Brevet Animateur) and in cooperation with the Protestant Youth Service they add the spiritual dimension to the state recognition program in proportion to the needs of the leaders that come for training:
 - Topics covered in this training: adolescent development and their needs, practical training, leadership skills, crisis and special needs issues, how to lead games, organize youth meetings, ice breakers, how to set goals and evaluate programs. 1 year program – 150 hours of instruction and 150 hours of practical service. Advanced training programs available.
 3. Desired changes for the future:
 - Youth Committee will translate *How To Be a Leader* into French for the youth leaders
 - To define the role of the youth committee more so that it runs more effectively
 - Weekends that will serve as a time of encouragement for leaders and vision building
 4. Partnerships with other organizations:
 - United Protestant Church
 5. Seminary or Bible School Programs offering training:
 - None
 6. Contact and resource sites:
 - Jean Francois Lekeu jeflekeu@skynet.be (General Secretary of Youth Committee)
 - Nicola Piscicelli Nicola.piscicelli@skynet.be (former president of the Youth Committee)

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - Developing youth department to take a more active role in developing a common vision for the youth work within the Union of Baptists in Belgium
 - It would be good for the youth and children department to also gather all the youth leaders to build them up, to encourage and nurture them on a regular basis.

Researchers Comments: One of the greatest strengths this work has is the recognition and support from the union itself both through prayer and financial support. The entire work force including the general secretary of the youth committee, are volunteers who give a great deal of time and energy to the work. By rotating the events in the various churches within the union, pastors from different churches have gotten to see the value and impact of youth work. The critical next step seems to be the development of the youth committee in particular to take a more active role in encouraging and building up the existing youth leaders. They also need to be instrumental in developing a long term vision for this process.



Bosnia and Herzegovina

Statistics¹³

Population of Bosnia and Herzegovina	- 4,007,608
Baptist Churches in Union	- 15
Number of church members	- 300
Number of church youth groups	- 2
Total number of youth attending	- 30
Number of youth leaders	- 3
Definition of ages in Youth Ministry	- 15 to 25
Average age of youth workers	- 30

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil.%	Adherents
Muslim	60.06	2,385,471	Protestant	8	0.07	3,000
Christian	35.00	1,390,135	Independent	2	0.02	1,000
non-Religious/other	4.93	195,810	Catholic	1	17.15	681,000
Jewish	0.01	397	Orthodox	1	17.73	700,000

Youth Ministry Training Observations¹⁴

- The greatest strengths of current youth ministry among Baptists in currently Bosnia and Herzegovina:
 - The Kairos Ministry center was created to reach out to youth. It has a social purpose as well as a spiritual purpose. It serves as a model for other churches to see how to reach out into the community for Christ
 - ESL training as a platform for relationships
 - Summer camps are a great source of teaching and encouragement
 - Gorazde Youth Centre
- Current Training Efforts for Leaders in youth work:
 - There are no official training programs for youth leaders provided by the union

¹³ Interview with Tomislav Dobutovic, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

¹⁴ Interview with Tomislav Dobutovic (Coordinator for the Baptist Church in Bosnia and Herzegovina), May 2003

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3. Desired changes for the future:
 - To double the number of churches and believers every five years
 - Four new youth centers to be built
 - To acquire a camp facility for ministry to youth and children
 4. Partnerships with other organizations:
 - Youth Vision (Greece) conference
 - Operation Mobilization “Love Balkins” 7 day training seminar (18-25 year olds)
 5. Seminary or Bible School Programs for training:
 - Bible Institute (Sarajevo) 3 year program in leadership training they offer one course in youth ministry
 6. Contacts and resource sites:
 - Tomislav Dobutovic (Coordinator for the Baptist Church in Bosnia and Herzegovina)
- kairos-m@bih.net.ba
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Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - With continued promotion of Kairos and the training of leaders who can duplicate this ministry in other parts of the country, there will most certainly be new churches planted and growing because of this vision
 - The church in Bosnia and Herzegovina is largely a youth movement and this makes youth ministry a priority as they do not have to be hindered by past traditions.
 - It is encouraging to see the Kairos Ministry center as an example of how to minister in other communities.

Researchers Comments: The Baptist Church in Bosnia and Herzegovina has started in many ways from almost nothing. They are rebuilding and starting with some great ideas including the Kairos ministry center. Their needs at this point in time according to Coordinator Tomislav Dobutovic are people who can come and help to teach and to share in the load of rebuilding. The shared knowledge of others would help a young leadership grow and be equipped. There is a desire to have a youth ministry course as well at the Bible Institute. If there were some materials translated and made available perhaps this would also serve as an encouragement to leaders.



Bulgaria

Statistics¹⁵

Population of Bulgaria	- 7,928,901
Baptist Churches in Union	- 75
Number of church members	- 4,876
Number of church youth groups	~ 22
Total number of youth attending	~ 300
Number of youth leaders	- 20 (100% volunteer, 75% male/ 25% female)
Definition of ages in youth ministry	- 13 to 17 (teenage work) - 17 to 27 (youth work)
Average age of youth workers	~ 25

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	80.24	6,599,776	Protestant	26	1.09	90,000
Muslim	11.87	966,978	Independent	13	7.05	580,000
non-Religious	7.83	644,021	Catholic	1	1.09	90,000
Jewish	0.05	4,113	Orthodox	3	70.93	5,834,000
Baha'i	0.01	823	Marginal	4	0.08	6,000

Youth Ministry Training Observations¹⁶

1. The greatest strengths of youth ministry among Baptists in Bulgaria currently:

- Annual camp ministry in Bulgaria is very popular and looked forward to in August for 100 to 130 youth and in July for 50-65 teenagers. This was the flag-ship ministry for the union in the past so it remains one of the strongest aspects of the national youth work.
- The work of the Baptist Youth department is divided between three individuals. Each of them heading a sub-department (see below) within the Bulgarian youth organization. Vassil Vassilev represents the Bulgarian youth before the Union.

- The departments within the Bulgarian youth organization are as follows:

- **Training:** The goal is to train and equip a new generation of young Christians who would take over the Baptist youth ministry in the future. To build spiritually strong

¹⁵ Interview with Vassil Vassilev and Vladimir Raichinov, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

¹⁶ Interview with, Vassil Vassilev (Youth secretary for Bulgarian Baptist Union), October, 2003



youth, there is focus on their discipleship. This will be done through regional or national youth seminars, implementation of youth training programs, encouraging perspective young people to study theology, starting apologetic centers, etc. Contact person: Andrew Nedelchev.

- **Fellowship:** The aim is to create opportunities for young people to spend time together, to get to know and learn from each other as they grow in Christ. A general need is to overcome their geographical isolation and broaden their spiritual horizon. This can be achieved through regional or national events: youth camps, mountain hikes, inspirational conferences, youth exchange programs, etc. Contact person: Vladimir Raichinov.

- **Mission:** The other priority is to encourage youth to think beyond their personal interests and to look at the needs of others. One way to achieve this is to encourage a youth and their relationship with Jesus and to get them involved in a church ministry. The other aim is to establish better relations between the different generations within the Baptist Union. This can be achieved through: short term missions throughout Bulgaria, development of youth activity programs, focusing their energy towards the needs of Baptist Union churches, etc. Contact person: Vassil Vassilev.

2. Current training efforts for leaders in youth work:

- Leadership training for leaders in the Union is still under development.
- The Youth Discipleship Program was designed by several youth leaders in the spring of 2003. Its basic structure consists of six weekend seminars covering the following themes: 1) Who is God and why should I care? 2) Does anybody read the Bible and really understand it? 3) What was God thinking when He designed the Church? 4) How does God expect me to live? 5) How should I deal with different ideas about life, the universe and everything else (worldviews)? 6) How should I explain the hope of Christ to others? The Youth Discipleship Program (YDP) is designed with young believers in mind. Strictly speaking it is not a leadership training program but a tool for discipleship that will hopefully bring the young participants to a certain level of maturity and prepare at least some of them for the next stage of developing their skills and character as leaders. The first group started in May 2004 and had its second seminar in October 2004. That initial group is scheduled to have gone through all six seminars until September 2005. A second group may begin in February 2005. Each group consists of no more than 15 until completion of the program.

3. Desired changes for the future:

- Conduct a series of training seminars to help enhance youth ministry in the churches. One of the goals is to offer these seminars hoping to identify future youth leaders.
- Take the momentum from camps in the summer and channel them into other activities throughout the union during the rest of the year. This has been underutilized.
- Prayer is needed for the future leaders of the movement, a clear strategy from the union and the need for finances for future leaders.
- Openness from the churches to new ideas and for leaders to become active in the churches in a meaningful bridge building process.
- Training resources and ideas are a great need. Resources both in financial assistance and in the development of training programs.
- There is a need for new youth leaders who are wise, sensitive and yet persistent to be able to do pioneer work in the churches.

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4. Partnerships with other organizations:
 - Swedish Baptist Union
 - Danish Baptist Union
 5. Seminary or Bible School Programs offering training:
 - There are not any specific youth leadership training programs at the Bulgarian Evangelical Training Institute.
 6. Contacts and resource sites:
 - Vladimir Raichinov – raichinov@dir.bg
 - Andrew Nedelchev – andrewnedelchev@dir.bg
 - Vassil Vassilev – prodigal_son@mail.orbitel.bg

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - The Bulgarian Baptist Youth movement started 14 years ago as a few groups getting together between churches. They eventually started doing more events and camps together and more churches became involved.
 - Recently they have developed a comprehensive strategy to address three major areas in their union: training, fellowship and mission. As they work this strategy for the long haul they will start to see strong and equipped leaders rise to give leadership within the Baptist youth movement.
 - Leaders have expressed needs for materials, resources, financial assistance, discipleship and pastoral care for emotional and spiritual needs.

Researchers Comments: I admire the passion and dedication of the current and past leadership of the Bulgarian Baptist Union. The church survived a communist regime that was intolerant of religion. Generally the leaders in the church still carry a preservationist attitude and are protective of any changes within the church. This of course can create a problem when the younger generation of leadership would like to introduce new ideas or methods, especially in the area of reaching out to contemporary young people. Something that impressed me most about the current leadership of the youth department of the union was how they have a deep respect for these churches and how they want to be respectful and yet still be persuasive. The division of their department into education, mission and communication is a brilliant move and I am sure this will strengthen their position within the union and add credibility to their mandate to accomplish their task as they build and execute their visioning strategy. Recruiting and developing leadership and providing training and equipping, acquiring resources in materials and financial sponsorship will all be a part of this new team strategy.



Croatia

Statistics¹⁷

Population of Croatia	- 4,496,869
Baptist Churches in Union	- 52
Number of church members	- 2,033
Number of church youth groups	~ 11
Total number of youth attending	~ 310
Number of youth leaders	~ 16 (100% volunteer, 9 male and 7 female)
Definition of ages in Youth Ministry	- 13 to 18 (high school) - 19 to 26 (up till the age of marriage) young adult
Average age of youth workers	~ 26 years of age

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	94.43	4,223,476	Protestant	11	0.89	40,000
Muslim	3.00	134,178	Independent	2	0.25	11,000
non-Religious/other	2.52	112,710	Catholic	1	87.20	3,900,000
Jewish	0.05	2,236	Orthodox	1	5.59	250,000
			Marginal	2	0.26	12,000
			Unaffiliated		0.24	11,000

Youth Ministry Training Observations¹⁸

- The greatest strengths of current youth ministry among Baptists in Croatia currently:
 - The camping ministry in Croatia is developed and an integral part of the youth work in Croatia
 - Youth work is very closely connected with local churches, young people from youth groups are strongly involved in different church ministries
 - Almost each youth group has their own music group, some of them perform a high quality music
- Current training efforts for leaders in youth work:
 - A 5 days training seminar is offered to youth leaders (with YFC/STEP)

¹⁷ Interview with Svjetlana Mraz, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

¹⁸ Interview with Svjetlana Mraz (National Youth Coordinator of the Baptist Union of Croatia), May 2003



Czech Republic

Statistics¹⁹

Population of Czech Republic	- 10,246,178
Baptist Churches in Union	- 33
Number of church members	- 2,334
Number of church youth groups	- 20
Total number of youth attending	~ 400-500
Number of youth leaders	- 35 (one full time paid the rest volunteers)
Definition of ages in youth ministry	- 14 to 24
Average age of youth workers	~ 21 (1 paid, 20 volunteer, 90% male / 10% female)
Religious groups (OW 2001)	

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	53.22	5,451,951	Protestant	22	2.56	258,000
non-Religious	45.02	4,611,928	Independent	11	1.74	179,000
Other	1.50	153,663	Anglican	1	0.01	1,000
Muslim	0.20	20,488	Catholic	2	34.28	3,512,000
Baha'i	0.03	3,073	Orthodox	1	0.34	35,000
Jewish	0.02	2,049	Marginal	8	0.33	34,000

Youth Ministry Training Observations²⁰

- The greatest strengths of current youth ministry among Baptists in Czech Republic:
 - Young people have been moving out of their comfort zones in evangelism
 - A few churches are trying youth clubs held in neutral areas to reach out to youth outside the church, building relationships and bridges
 - Youth are coming to the conferences and giving their lives to Christ
 - English camps are popular for reaching out to young people in the Czech Republic
 - Youth leaders in the youth clubs are invited to public schools to give talks on relevant topics
 - Some groups are administering surveys and questionnaires to youth to determine needs and trends

¹⁹ Interview with Peter Coufal, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

²⁰ Interview with Peter Coufal (Youth Secretary Czech Republic), October 2003

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2. Current training efforts for leaders in youth work:

- Annual Youth Conference – training element
 - average attendance of late around 350 people
- School For Youth Leaders - Training Program
 - Primary Level
 - Three weekends a year
 - 15-20 new leaders each year come for training
 - SonLife materials and strategy training
 - Christ's Ministry – looking at methods of the gospel, basic training
 - How to Lead Youth Groups
 - How to Lead Worship in the Church
 - How to Lead a Bible Study
 - Secondary Level
 - Leaders go to groups that need help and have hands on experience under supervision
- KAM – Christian Academy of Youth – (Josiah Venture) Stáž
 - Work with youth group in a one year program and two days of academic training and debriefing and mentoring program, focus on personal growth, accountability.

3. Desired changes for the future:

- A movement of God in the Czech Republic to develop healthy churches to impact society
- Growing more disciples who will in turn win and disciple others
- The more leaders trained and impacted personally for Christ it will have a revival effect throughout the union

4. Partnerships with other organizations:

- Josiah Venture

5. Seminary or Bible School Programs offering training:

6. None

- Contact and resource sites:
- Petr Coufal petr.coufal@quick.cz
- Josiah Venture - www.josiahventure.com
- KAM - www.kam.cz

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- As with many ministries there is always a financial need to supporting their work. In this case the work is supported from various sources but it is a faith work. If there was more assistance in this area it would help take some of the strain off the leadership and they could move ahead in new areas of promotion and materials

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Researchers Comments: Petr has been involved as the youth secretary for many years and had dedicated his life to developing leaders and encouraging youth ministry in the Czech Republic. The word sacrificial comes to mind when looking at this work. The strength of vision beyond just the four walls of churches to evangelism and discipleship is a key to the future growth of the youth work in the Baptist Union of the Czech Republic. Having the advanced training work so that it assists weaker churches with their youth work is also worthy of note. Using effective partnerships and maintaining a unique identity all in harmony are a definite strength of the work of this union.



Denmark

Statistics²¹

Population of Denmark	- 5,413,392
Baptist Churches in Union	- 50
Number of church members	- 5088
Number of church youth groups	- 7 youth groups / 15 high school groups
Total number of youth attending	- 760 registered (~ 900 approximate)
Number of youth leaders	National organisation - 7 part time workers (6 male, 1 female)~ 50 volunteers (55 % male, 45 % female) In churches - 13 part time youth workers/1 full time youth worker (10 male, 3 female). National organisation, youth groups and churches ~ 90 volunteers (40 % male, 60 % female).
Definition of ages in youth ministry	- 13 to 16 (high school) - 17 + (youth)
Average age of youth workers	~ 22

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	85.85	4,544,246	Protestant	39	78.25	4,142,000
non-Religious/other	11.00	582,256	Independent	3	0.02	1,000
Muslim	3.02	159,856	Anglican	1	0.06	3,000
Jewish	0.13	6,881	Catholic	1	0.64	34,000
			Orthodox	2	0.01	1,000
			Marginal	12	0.57	30,000
			Unaffiliated		7.63	404,000

Youth Ministry Training Observations²²

- The greatest strengths of current youth ministry among Baptists in Denmark currently:
 - Joint Summer Camps (gathering) 3-4 years running
 - Experimenting in developing a youth church
 - Worship leadership training program

²¹ Interview with members of youth team of Denmark, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

²² Interview with members of the National Youth Board and other team members, October, 2003

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2. Current training efforts for leaders in youth work:
 - Summer Camp – leadership training program prior to camp season
 - Youth Leader Training Program – project Jeremiah
 - National training program
 - 6 training sessions over weekends on leadership training
 - Mentoring is a strong component of project Jeremiah
 - Includes a one week trip to the UK for inspiration and observation
 - Churches appoint some of their youth leaders to come and take part in the training program.
 - REFILL – national ecumenical leadership training conference
 - Held annually each November
 - SALT (Scandinavian Academy for Leadership Training)
 - MTU (Congregational Based Youth Minister Training)
 - Youth Leader course (2 year training program)
 - Focus is for paid youth workers (joint with Sweden)
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 - CUR (Center for Youth and Religious Education) Ecumenical Seminary Program
 - Through the year 2-4 theme days
 - Publish an academic magazine “Reflectorium” 2 times a year
Swedish/Norwegian resource for youth ministry
 - Books published in Danish for youth ministry based on Danish research
3. Desired changes for the future:
 - Taking REFILL “on tour” to other regions
 - An increase in the number of successful local youth groups to act as models of new groups for inspiration
 - Longevity in leadership will be helpful so that people can teach upcoming leaders
 - Overcome the stigma that once people arrive at 25 years of age that they are finished in youth work, rather that people can be youth leader beyond that age
4. Partnerships with other organizations:
 - Ecumenical relationships in the various training programs SALT, CUR and REFILL
5. Seminary or Bible School Programs offering training:
 - SALT
6. Contact and resource sites:
 - Heine Bøgsted - National Youth Secretary heine@bbunews.dk
 - Lasse Åbom Chairman of the National Youth Board lasse@baptistkirken-odense.dk
 - CUR - Soren Østergaard Director soren@cur.nu & www.cur.nu



Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Project Jeremiah has been running for 6 years and several leaders have received training. However the results and the work is not reaching the local churches. When youth leaders are active in local Danish youth ministry in the local church there needs to be more support and perhaps more mentoring since they still struggle with facing situations that they have not been trained to face.
- There is a need to train leaders in youth church planting or starting new youth groups from nothing. Youth leaders need to be trained how to speak to congregations to help them understand the specific needs of youth and ministry.
- Bringing churches along to understand the unique needs of youth ministry and understanding that youth do not fit into the model of traditional church.

Researchers Comments: The Baptist youth work in Denmark desires to take things to the next level. They depend heavily upon ecumenical training programs for both paid and volunteer leaders. There is a sense that there is a great disconnect between the local church work and the youth leaders themselves. They need more practical help and mentoring to help build bridges with the more traditional congregations and the often misunderstood world of youth culture. These leaders also need to be taught how to educate congregations on new methods of reaching youth which may not meet the traditional expectations of the congregations. Many youth leaders tend to leave after age of 25 and so wisdom and experience are lost. If encouraged to stay, these same leaders could act as mentors and trainers for younger and newer leaders, especially those who will be planters of new youth groups or even youth churches which is a desire of the union.



Estonia

Statistics²³

Population of Estonia	- 1,341,664
Baptist Churches in Union	- 82
Number of church members	- 5,940
Number of church youth groups	- 43
Total number of youth attending	~ 1000
Number of youth leaders	- 43 (one full time, the rest volunteers) 90% male
Definition of ages in youth ministry	- 14 to 26 (young people)
Average age of youth workers	- 30

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
non-Religious/other	60.41	843,400	Protestant	9	14.12	197,000
Christian	38.63	539,336	Independent	12	0.83	12,000
Muslim	0.70	9,773	Anglican	1	0.24	3,000
Jewish	0.26	3,630	Catholic	1	0.27	4,000
			Orthodox	4	3.51	49,000
			Marginal	2	0.66	9,000

Youth Ministry Training Observations²⁴

- The greatest strengths of youth ministry among Baptists in Estonia currently:
 - The attitude that youth can be witnesses for Jesus and leaders committed to this mandate is the greatest strength or goal for the youth work in the Estonian Baptist Union.
 - The starting of an ecumenical ministry that is a multi media based ministry gathering called "Going Up". It's an outreach style ministry created by Estonians. The greatest strength of this work is the relationships that have been built. It's a celebration for Christians and entry level for youth who do not know about Christianity.
 - The development of regional strategies and working with each block one at a time is the strength of the strategy for the work in Estonia.

²³ Interview with Elarie Tamm, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

²⁴ Interview with Elarie Tamm (youth secretary for Austrian Baptist Union), March 2003.

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2. Current training efforts for leaders in youth work:
 - Weekend trainings in various places in country. They call them “Treff-Points”
 3. Desired changes for the future:
 - To build a network among the thirteen regions for youth leaders so that they will find a sense of support from each other. There is a sense that communication between the leaders is vital so that they can have a sense of the whole picture.
 - Teaching youth leaders and encouraging them in their passion and calling and equipping them.
 - Moving leaders in the direction where they say they are the witnesses of Jesus. Evangelism and teaching about witnessing for the Gospel is the highest goal for the union.
 4. Partnerships with other organizations:
 - Team Evangelization
 - V:NL (freedom youth movement, Pentecostal church)
 - SMU (Swedish Covenant Church)
 - EBF (European Baptist Federation)
 5. Seminary or Bible School Programs offering training:
 - Theological Seminary for the Baptist Union in Tartu
 6. Contact and resource sites:
 - Elari Tamm – youth secretary for Estonian Baptist Union – noored@ekkllesia.ee

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - Developing teaching and systematic training to help youth workers to develop a passion for their calling and to receive teaching and training that will help prevent burnout and high turn over of leaders. There is a real desire to create a vision and an enthusiasm for being a youth leader.
 - Working with each region one at a time, Elarie plans to meet with these leaders on a regular basis.
 - Developing leaders for the long haul so that they can become mentors to other younger leaders. There is also a desire to motivate leaders to motivate others around them. Multiplication of vision and the network is also a great desire.
 - Materials and training programs that are specific for the Estonian situation.
 - Practical methodology for youth ministry is desired.

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Researchers Comments: The position of the youth secretary of the Baptist Union of Estonia has recently been scaled back to 25% due to financial constraints within the union. There is still a vision to carry on, but it will affect how much realistically can be done with this time restriction. The initial strategy of connecting with each of the regions one at a time and to build them up, of course will be slowed down some and the planning of national events will likely suffer. There seems to be a desire on several levels to develop some material in Estonian for youth leaders but the problem is that it's expensive for publishing so few materials in a language that has a smaller base of people which speak Estonian. It is difficult to decide which materials would be appropriate in both lasting influence (not getting outdated) and to be appropriate to the context of Estonian culture. There seems to be a real desire to draw the leadership together and to continue building a national sense of purpose so the local church leadership can connect with it for support and vision. This also may be hampered now with the national position being scaled back. I was impressed by the dedication of the leadership in local situations but some seemed to not have a sense of the whole vision and expressed a real need for communication and networking on a broader level. Also the training and building up of a passion for youth work rather than an "assigned role" by a pastor was also a larger issue that can only be helped by someone championing the cause and highlighting the vital role of youth leadership such as Elarie was attempting to do. This is a union that really would appreciate prayer for the future I am sure.



Finland (Swedish Speaking)

Statistics²⁵

Population of Finland	- 5,214,512
Baptist Churches in Union	- 19
Number of church members	- 1,290
Number of church youth groups	- 10
Total number of youth attending	- 720
Number of youth leaders	- 10 leaders (1 paid full time- the rest volunteer 70% males and 30% females)
Definition of ages in Youth Ministry	- 13 to 25
Average age of youth workers	~ 20 years of age

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	87.09	4,507,555	Protestant	37	87.60	4,534,000
non-Religious	12.60	652,144	Independent	2	0.02	1,000
Muslim	0.18	9,316	Catholic	1	0.13	7,000
Other	0.09	4,658	Orthodox	3	1.02	53,000
Jewish	0.02	1,035	Marginal	8	0.71	37,000
Baha'i	0.01	518				
Hindu	0.01	518				

Youth Ministry Training Observations²⁶

- The greatest strengths of current youth ministry among Baptists in Finland:
 - youth union has operated the summer camp program with success (festival camp, adventure camps, scout camp, children's camp and family camp)
 - Bible School for teenagers held over one week once a year (14-15 age)
 - The ministry of the Baptist Union in Finland which ministers to Swedish speaking people of Finland (300,000 people – 6% of the total population of Finland) is very influential and has a very significant ministry in that part of the country.

²⁵ Interview with Magnus Mikander , Sarah Sj berg, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

²⁶ Interview with Magnus Mikander (youth secretary) Sarah Sj berg (youth worker), October 2003

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2. Current training efforts for leaders in youth work:
 - The BULT (Leadership Training School) for teenagers.
 - A preparation course for volunteer children and youth leader training for high school age leaders.
 - Is run five weekends a year attended by about 20 participants in previous years and will operate on a rotation over a period of years
 - It is for equipping future leaders and existing leaders of youth ministries
 3. Desired changes for the future:
 - There is a desire for a more developed educational program that would work with the lifestyle and needs of volunteer youth leaders
 - It would be helpful to have a youth and children's leader in each church
 - Encourage young people to consider training for youth ministry service in their churches
 4. Partnerships with other organizations
 - None
 5. Seminary or Bible School Programs offering training:
 - None
 6. Contact and resource sites:
 - Magnus Mikander (Youth secretary) - sbf@baptist.fi

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - Developing a training program that meets the specific needs of the Swedish speaking Finnish Baptist youth leaders where they can train but not have to go away for a long period of time for expensive training to do volunteer work
 - Encouraging and building communication to the young people who might be interested in becoming leaders and equipping them for the task

Researchers Comments: It was good to hear the trust that is inherent in the Baptist Union of Finland (Swedish speaking) for its youth department. This was shown in the example of how they allowed them to run the camps one summer. With the size of the union and the geographical closeness of the participating unions it would seem there could be a close knit and tight group of leaders if each church could be encouraged to have a children and youth volunteer in each church. Due to the number of existing leaders it might be helpful to draw them together once or twice a year for a "building" time of training and equipping and encouragement. As for those who stay involved for a longer period of leadership, they in turn can become trainers and encouragers for the work in Finland.



France

Statistics²⁷

Population of France	- 60,424,213
Baptist Churches in Union	- 112
Number of church members	- 6,455
Number of church youth groups	~ 60-70
Total number of youth attending	~ 700
Number of youth leaders	~ 60 (100% volunteer, 50% male / 50% female, 1/3 are pastors)
Definition of ages in youth ministry	- 15 to 25 (with some as young as 12 and as old as 30)
Average age of youth workers	~ 25 years of age

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	67.72	40,008,779	Protestant	99	1.58	935,000
non-Religious	19.76	11,674,150	Independent	45	0.38	222,000
Muslim	10.00	5,907,971	Anglican	1	0.03	20,000
Jewish	1.18	697,141	Catholic	1	67.71	40,000,000
Buddhist/Chinese	1.02	602,613	Orthodox	13	0.79	467,000
Other	0.30	177,239	Marginal	21	0.62	369,000
Baha'i	0.02	11,816				

Youth Ministry Training Observations²⁸

- The greatest strengths of current youth ministry among Baptists in France currently:
 - Some summer youth camps are an initiative that is under direction of Jean Mark Razafindranary or Hélène Vandeventer (both members of the FEEBF Youth Committee)
 - There is an active youth committee of eight people who give direction and oversight to the work of the Federation in the different regions of France

²⁷ Interview with Christophe Hahling, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

²⁸ Interview with Christophe Hahling – (past president of the Youth Committee for the Federation of Evangelical Baptist Churches of France), May 2004.

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- working with other churches (e.g. Free Evangelical Churches) or Organizations three members of the Youth Committee take an active part in gathering (for a day or a weekend) young people for worship, Biblical education, sports and music
- A few FEEBF pastors/youth leaders take an active part in encouraging the Christian organizations to have a vision for youth people in their town.
- The French Baptist Youth Committee organizes a bi-annual national event during a long weekend in collaboration with the French Free Churches Youth Committee.

2. Current training efforts for leaders in youth work:

- There are no official training programs by the FEEBF being offered at this time
- Training is sometimes done in cooperation with other organizations such as Scripture Union, Generation Daniel (Youth For Christ offers a four session program on weekends during the year)
- Protestant Committee of Holidays Centers (C.P.C.V.)
- State certification training process (called B.A.F.A. and B.A.F.D. - helpers and directors training) for those in camp leadership. This is a rigorous training program encompassing theory and practical training in how to work and interact with children and youth in social settings

3. Desired changes for the future:

- A diagnostic survey has been developed by Jean-Marc Razafindranary, a member of the Youth Committee. The information will be compiled to help determine the training needs of leaders in France. Specific needs can be clustered together and can be addressed. This survey project is ongoing and will certainly affect the future in terms of addressing specific needs within the FEEBF.
- Etienne Rudi has been elected the new president for the youth committee for the FEEBF and will continue the process of developing the vision
- That a greater vision for mission and social service would be developed to help people look outside at the needs of society
- That there would be more contact with other countries and what they are doing in youth ministry
- That there would be a common vision both for camps and church youth groups among the 10 regions in France and there would be a representative for each region.

4. Partnerships with other organizations:

- Youth For Christ (Generation Daniel)
- Scripture Union
- Protestant Committee of Holidays Centers (C.P.C.V.)
- Youth Committee of the Free Evangelical Churches
- Evangelical Alliance of France
- French Protestant Federation's Youth Department
- Youth Committee of Free Evangelical Churches
- Various other Evangelical Churches or Organizations (O.M., Y.W.A.M., etc...)

5. Seminary or Bible School Programs offering training:

1. None

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6. Contact and resource sites:

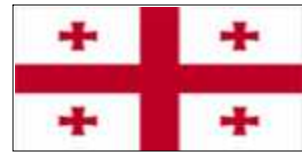
- Generation Daniel (Youth For Christ) http://www.jpcfrance.com/bouger_gd.php
- Scripture Union – www.llbfrance.com (books on leading Bible studies)
- Child Evangelism Fellowship (more for children than youth)
- www.feebf.com/jeunesse reports and testimonies of youth activity and work.

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Leaders need to learn how to prepare a Bible studies
- Leaders need to learn how to be able to discuss with youth the problems of society and to be able to be prepared to have answers to various questions related to things that affect youth i.e.: globalization, music, etc. A deeper understanding of contemporary youth culture
- Development of a unified regionally represented group of leaders across France in the FEEBF.
- Leaders need a better information about resources and projects offered by other organizations in France and in Europe
- Leaders need a better information about mission and social service possibilities within the FEEBF and EBF
- Leaders need to have news from youth group of other churches
- Leaders need to share together their own experiences (meetings, newsletter, website, forum or newspaper)
- They need friendship, training and information

Researchers Comments: Being with Christophe in France helped me to get a good historical view of what has happened in France over the past several years. As his successor Etienne Rudy begins to prepare to follow in his shoes he will have the advantage of hind sight and experience to draw upon. The unity of the leaders and a common vision seems to be one of the greater needs to help pool resources and understanding the needs of the leadership network. It is extremely encouraging that Jean Mark is conducting an extensive survey among the youth leaders to determine their training needs and how to deal with problem areas. The critical follow up to this survey is that something will be done with the research and that specific goals will come from that survey. France has the advantage of an active youth committee it will fall to them to try to move the survey to active fruition.



Georgia

Statistics²⁹

Population of Georgia	- 4,693,892
Baptist congregations	- 62 churches + 20 Mission Stations
Number of church members	- 5,085 (17,000 affiliated)
Number of church youth groups	- 62
Total number of youth attending	~ 1000
Number of youth leaders	~ 80 approximate since there are no hard statistics (100% volunteers) (more female than male)
Definition of ages in youth ministry	- 12 to 30
Average age of youth workers	- 23 (19-28)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	62.47	3,103,235	Protestant	4	0.53	26,000
Muslim	20.00	993,512	Independent	10	0.25	12,000
non-Religious	17.11	849,950	Catholic	2	0.91	45,000
Jewish	0.30	14,903	Orthodox	4	57.06	2,835,000
Other	0.12	5,961	Marginal	1	0.72	3,0006

Youth Ministry Training Observations³⁰

- The greatest strengths of youth ministry among Baptists in Georgia currently:
 - Summer Bible Schools
- Current training efforts for leaders in youth work:
 - Different training both in Georgia and outside of Georgia dealing with contemporary issues of many diverse areas.

²⁹ Information provided by Bishop Malkhaz Songulashvili, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

³⁰ Information provided by Bishop Malkhaz Songulashvili of the Evangelical Baptist Church of Georgia, November 2004.

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3. Desired changes for the future:
 - Overcoming poverty
 4. Partnerships with other organizations:
 - The Georgian Baptists work with a variety of agencies and churches.
 5. Seminary or Bible School Programs offering training:
 - Training in youth ministry topics with the Revd. Dr. Karl Heinz Walter.
 - School of Elijah (ministerial training)
 - School of David (liturgical formation)
 - School of Solomon (business and languages).
 - School of St. Luke (iconography). Georgian Baptist Theological Seminary.
 6. Contact and resource sites:
 - Malkhaz Songulashvili TSSF (Bishop of the Evangelical Baptist Church of Georgia)
- malkhazS@ebcgeorgia.org
 - Evangelical Baptist Church of Georgia - www.ebcgeorgia.org
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Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - More training is desired in the area of counseling and pastoral care.
 - There is also a need for financial support for training and education.
 - With this there is a great need for facilities and a means for training.

Researchers Comments: The needs of the Evangelical Baptist Churches of Georgia are centered to a large degree it seems on the practical financial needs which would facilitate places to hold training and to equip people. These priorities center on the survival and basic needs of people and to help them in their social needs. Pastoral care and counseling and dealing with matters of inner healing are also much needed.



Germany

Statistics³¹

Population of Germany	- 82,424,609
Baptist Churches in Union	- 854
Number of church members	- 85,043
Number of church youth groups	- 1,576 (scouts, teens, youth combined)
Total number of youth attending	- 16,492
Number of youth leaders	- 3,601 (9 national full time, 26 regional full time, 85-90 church full time, 30-40 part time)
Definition of ages in youth ministry	- 9 to 13 (scouts) - 13 to 18 (teen groups) - 17 to 27 (youth groups)
Average age of youth workers:	- 32 years (26 fulltime youth workers in the regional youth departments) - 28 years (70 fulltime youth workers in local churches about)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	69.47	57,118,574	Protestant	152	34.05	27,995,000
non-Religious/other	26.59	21,862,429	Independent	69	0.66	542,000
Muslim	3.70	3,042,158	Anglican	1	0.03	27,000
Jewish	0.12	98,665	Catholic	1	32.84	27,000,000
Buddhist	0.05	41,110	Orthodox	16	1.32	1,088,000
Baha'i	0.04	32,888	Marginal	45	0.57	467,000
Hindu	0.03	24,666				

Youth Ministry Training Observations³²

- The greatest strengths of youth ministry among Baptists in Germany currently:
 - The organizational structure of the German Baptist Union youth and children department is what enables it to give specific resources and assistance to almost every age from zero to twenty seven. Each area has a specific department that has its own

³¹ Interview with Christoph Haus, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

³² Interview with Christoph Haus (Youth Director National Administrator Baptist Union of Germany) and national leadership team, March 2004



full time specialists who give guidance and direction to the 13 districts that make up the German Baptist Union. Within each district there are people who the national leaderships staff work with to facilitate training events and opportunities for pastoral care and direction within the various programs.

- The practical interpretation and implementation of youth programs are also some of the greatest strengths of the GBU.
- A “tool box” has been developed through the production of a booklet that provides information for leaders. There has also been a great stride ahead in providing resources in magazines, books and literature. Seminars and theme materials produced from the union are a great aid to the work.
- Bible School - 10 month program that teaches volunteers in Elstal Germany for German speakers and belongs to the Youth Department. Large component on Biblical and pedagogic themes and other theological themes and topics.
- Time For God (Zeit für Gott) is an excellent one year program that allows 30 youth (18-26) to take their civil service year to get practical experience in areas of service that allow them to practice their Christian faith in community service.

2. Current training efforts for leaders in youth work:

- Training within the GBU has many layers for equipping leaders from volunteers to national leadership staff.
FIRST PART
- For all leaders there is a common three level training program (A & B & C). The standards for the “A” and “B” levels are set at regional meetings with an eye to provide training professional training for volunteers in the groups in churches.
- “A” Level Training in most departments
 - Conducted over once a year several evenings, weekends or a six days during school breaks.
 - This would be considered basic training for all leaders.
 - It deals with issues around what it means to be a Christian volunteer, looking at servant models, the role of a leader, gifts and talents, how to make devotions looking at Biblical texts.
 - They also look at teaching themes, phases to running a group and its life and health, knowing how to conduct a youth group, psychological and physiological development issues for youth. Looking at issues that teens struggle with in terms of legal implications.
- “B” level training is a more advanced level training and somewhat more flexible
 - Conducted over a 6 day period or weekends
 - Separated into 3 age categories
 - Limited to 18 years old and have a year of experience in youth work.
 - Focuses on practical issues in dealing with the “how to” of youth work: being creative, songs, stories, camping and outdoor pursuits.
 - It deals with issues on adolescence development, parents, community with friends in the church, counseling, speaking and preaching in a youth service, creative development of devotions.
 - How to be a mentoring leader.
- “C” level training once again the next step in leadership development
 - Held once a year as a one day or weekend course
 - Separated into age group areas
 - This training is flexible and looks at current issues that are prevalent or deemed important to look at.

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- Topics in the past dealt with counseling, practice of silence, leadership, small groups, mentoring, teaching discipleship, and experiential learning.

SECOND PART

- This is training by special request and is supplied by the regional department.

THIRD PART

- Training for the national leadership
 - Offered 3 to 4 times a year, offering special topics generally from a Thursday to a Sunday.
 - Topics range from practical issues, needs assessments, Biblical and pedagogical approaches to teaching and training, hands on experience with youth, learning different styles of Bible Study and theological issues.
 - National leaders also train in their area of specialization.

3. Desired changes for the future:

- Some of the things that may need addressing are all part of a large organization learning to be flexible and not to become stuck in a rut. The leadership is aware that models keep changing and there are times when things need to be adjusted accordingly to stay contemporary.
- Some of the areas that various leaders identified where change or some flexibility may need to happen for the future are around leadership issues: what it means in today's world to be a shepherd, to learn sensitivity, to be a coach, to identify gifts and purposes for calling and equipping new leaders. How the groups do not need to center around the strengths and charisma of the leader.
- The development of a booklet with highly specialized curriculum that addresses the needs in churches and develops the skills of leaders is one future dream.
- It is also important to address the changes in society and to understand why youth are not participating or where their needs are.
- There are issues around developing an intergenerational attitude and help to get churches to get youth involved.
- There is a desire to link the "A" and "B" levels better.
- Time for God program will change as the government's funding shifts. There is a look at perhaps encouraging international involvement from outside of Germany to open it up for other participants as German youth may not be able to afford to take a year off without the government subsidy.
- "Up To You" is the declaration of what the GJW is about. It is to help people to look at the people, Christ orientated, and hands on teaching. Mission statement starts the program and then radiates out into the rest of what they do.

4. Partnerships with other organizations:

- GBYD has one training partnership with the Baptist Convention of South Africa. Twice a year they support youth leadership training in South Africa with human resources and finances

5. Seminary or Bible School Programs offering training:

- Baptist Seminary (Elstal) does not offer a special program for youth leadership training. The Youth Department staff members are some time invited to take part in special lessons concerning youth ministry

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6. Contact and resource sites:

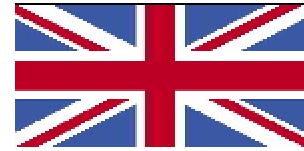
- Christoph Haus chaus@baptisten.org
- German Baptist Union www.gjw.de

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- The development of a training program at the seminary level for those who are preparing for professional youth ministry in the church.
- Perhaps the development of one youth and children's course at the seminary level that all pastors would have to take as an elective to make them aware of the special needs for that particular age group which is so vital to the future of the church.

Researchers Comments: The German Baptist Union Youth Department is indeed a flagship model of what can be done when one has the resources at hand. While it is known that the German Baptists have considerable financial resources at their disposal they are a great example of being worthy stewards in the way in which they use them. The people who are in places of leadership are of a caliber and quality which shows that deep care has been taken in placement of these individuals in their roles. Almost every conceivable area of youth ministry seems to be well developed and using their utmost ability in creativity. I got the sense from my many interviews that they also have a deep desire to be generous and share the expertise (when time is not a constraint of course) with other unions and this speaks well of their openness to being a resource and encouragement to other unions. I think there is great potential for future cooperation with other unions in areas such as the Time for God, which because of its own changes coming, due to government funding changes; they will be open to partnerships internationally.



Great Britain

Statistics³³

Population of Great Britain	- 59,000,000
Baptist Churches in Union	- 2,022
Number of church members	- 137,883
Number of church youth groups	- 5120
Total number of youth attending	- 34,849
Number of youth leaders	- volunteers (~20,000 – average 11 per church) - paid youth leaders ~ 150-180 - 16 accredited or in process of accreditation (see below) - male ~120 / female ~30 (of paid staff)
Definition of ages in youth ministry	- 13-19 youth
Average age of youth workers	- 32

Religious groups (OW 2001) (figures for all United Kingdom)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	67.63	39,786,837	Protestant	90	7.58	4,457,000
non-Religious/other	28.00	16,472,445	Independent	261	1.50	885,000
Muslim	2.00	1,176,603	Anglican	4	43.30	25,475,000
Hindu	0.84	494,173	Catholic	1	9.69	5,700,000
Sikh	0.68	400,045	Orthodox	19	0.63	370,000
Jewish	0.52	305,917	Marginal	36	2.28	1,344,000
Buddhist	0.28	164,724	Unaffiliated		2.64	1,556,000
Baha'i	0.05	29,415				

Youth Ministry Training Observations³⁴

- The greatest strengths of current youth ministry among Baptists in Great Britain:
 - Accreditation system – this system is relatively new and is being used to elevate the position of youth pastor to be able to receive the benefits of recognized positions within the clergy. The process involves a church to commend them to a college for training in theology and youth training. Some who have received training in another institution they go before a residential selection process that tests their gifts. The last means are for those who are already in a ministry post. They must demonstrate competency and reviewed by a residential selection committee.

³³ Interview with Nick Lear, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

³⁴ Interview with Nick Lear (Mission Advisor – Youth for Baptist Union of Great Britain), February 2004



- A new surge of training opportunities for professional and volunteers is exciting. The union of Great Britain itself does not provide training; however it points its leaders in the direction of training opportunities which will be mentioned below.

2. Current training efforts for leaders in youth work:

- Centre for Youth Ministry – CYM is a consortium of training agencies who have come together to create and provide training and resources in Christian youth work. The consortium is a company limited by guarantee and a registered charity whose members are currently Bristol Baptist College, Frontier Youth Trust, Oxford Youth Works, Ridley Hall Theological College, St. John's Nottingham and Youth for Christ. Also a partnership which also includes the African and Caribbean Evangelical Alliance. They also provide a national accredited training certificate program for volunteers called Engage
- Oasis – provides training for youth ministry. Based in London. Baptist based program with interdenominational scope. Oasis is an innovative organization working in partnership in 12 countries, across four continents, to deliver Global, Community, Youth and Church action initiatives that tackle social issues that matter. Founded fifteen years ago and built on a Christian foundation.
- Spectrum – Spectrum is a project of CTBI (Churches Together in Britain and Ireland) and part of the Christian Youth Work Training Network. Currently our partners include the main denominations and other Christian youth work agencies.
- BUGB holds an annual Youth Specialist Conference as a training opportunity for leaders.

3. Desired changes for the future:

- There is a desire for more BUGB accredited youth workers
- More churches working together sharing resources for training
- Better and more widespread training of volunteers.

4. Partnerships with other organizations:

- Centre for Youth Ministry
- Oasis
- Spectrum
- Amaze – Amaze is the first ever professional body for Christian youth and children's workers in the UK, recognizing the key role they play and giving them protection, support and the benefits enjoyed by other established professions. For those churches and organizations which employ youth and children's workers Amaze offers a comprehensive advisory service. Matrix is a biannual youth leader's conference sponsored by these agencies.
- Churches together in England Youthwork Co-coordinating Group - a large ecumenical group of churches and youth work agencies in England resourcing youth work together for many purposes, including training.
- Perspectives - a journal of reflective youth work practice and theology edited by a team from different denominations and agencies.
- Evalu8 - a partnership with several organizations in which we produced a computer-based program to allow churches to evaluate the strengths and weaknesses of their youthwork programme (see www.evalu8.org.uk)

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5. Baptist Seminary or Bible School Programs offering training:
 - Bristol Baptist College – Center for Youth Ministry - www.bristol-baptist.ac.uk
 6. Contact and resource sites:
 - Nick Lear (Youth Advisor to BUGB) nlear@baptist.org.uk
 - Centre For Youth Ministry - www.centreforyouthministry.ac.uk
 - YouthWork - www.youthwork.co.uk
 - Amaze - www.amaze.org.uk
 - Spectrum www.spectrumonline.org.uk
 - Oasis - www.oasistrust.org

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - Volunteer turnover is fairly high (estimated at 50% over two years) so there is a desire to try to provide a resource to encourage churches to realize the value of the volunteers and to encourage them to enhance longevity. Providing quality training for them as well is a high priority.
 - Budget priority for churches and an increase in the number of volunteers.

Researchers Comments: The Union of Great Britain has embraced the wealth of resources which are “ready made” for training youth leaders in BUGB. It serves as a great model to show that it’s not necessary to “reinvent the wheel” over and over when resources are already available. The BUGB has recognized those organizations which have current, professional and relevant information as well as established infrastructure and how they can serve their needs more than adequately. It was impressive to see the unity and cooperative banding together of several of these organizations under one or several larger umbrellas in order to support larger joint initiatives. This is a wise use of resources and protects against competitive spirits which so often plague youth ministry organizations with respect to “territory” and “ministry niche”.

The accreditation system is a bold and necessary step forward for the Union of Great Britain as this will help to elevate not only the practical ministerial status of youth pastors but will also elevate the vital role that professionally trained youth leaders provide in the battle for youth in today’s pluralistic society. Nick Lear, the youth advisor for the Youth Department of the BUGB, is a font of information and contacts which I am sure he would be happy to share with anyone who requests directions for training and resources available in the UK.



Hungary

Statistics³⁵

Population of Hungary	- 10,032,375
Baptist Churches in Union	- 330
Number of church members	- 11,310
Number of church youth groups	~ 250 (approx 80%)
Total number of youth attending	~ 3,000
Number of youth leaders	- 4 full time ~ 300 volunteers (mostly male)
Definition of ages in Youth Ministry	- 13 to 25 (generally until marriage)
Average age of youth workers	~ 19

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	92.01	9,233,726	Protestant	14	20.70	2,078,000
non-Religious/other	7.09	711,522	Independent	30	0.85	85,000
Jewish	0.80	80,285	Catholic	1	60.29	6,050,000
Muslim	0.10	10,036	Orthodox	4	0.27	27,000
			Marginal	5	0.47	48,000
			Unaffiliated		9.43	946,000

Youth Ministry Training Observations³⁶

- The greatest strengths of current youth ministry among Baptists in Hungary currently:
 - Youth evangelism is an area of growth for the union.
 - Fifteen regional youth conferences a year in different parts of the country with attendance ranging from 50 to 2000 organized by local youth groups and regional coordinators.
 - Hungary has six “mission” regions; each region has volunteers who coordinate the youth work for the region. Specialized areas of ministry are organized by a central body of volunteers.
 - Summer camps and evangelism events
- Current training efforts for leaders in youth work:
 - Currently they are using denominational and non denominational training resources.
 - General youth leadership training is offered by the Baptist Union and takes place during any of the 15 weekend retreats and camps throughout the year. The official

³⁵ Interview with Istvan Durko, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

³⁶ Interview with Istvan Durko (Youth Director of the Baptist Union of Hungary), May 2004.

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national training events for leaders are held three times a year (Spring, Fall and Summer).

- They also utilize training events offered by other organizations (see # 6 below).
- Due to the small size of the country, communication and ease of travel, many leaders are able to attend as many training events as they can take time for.
- Examples of topics covered in training of youth leaders are:
 - Heavy on practical vs. theoretical or theological training
 - How to run a Bible study or how to lead a meeting
 - Counseling of youth, pastoral care
 - Communication with the church and pastor

3. Desired changes for the future:

- Revival in the church which starts with young people
- Traditional churches need to co-exist with contemporary youth ministry and culture
- Involve youth in the areas of church planting so they are a part of new churches from the beginning
- City wide, regional wide and denominational cooperation in youth work (Budapest)
- Hungary would be a sending country for missionaries in partnership with youth

4. Partnerships with other organizations:

- Dunamis
- Youth For Christ
(Note: A new initiative between these two organization is starting soon; to create a new youth leadership training school under the Hungarian Evangelical Alliance.)

5. Seminary or Bible School Programs offering training:

- None

6. Contact and resource sites:

- Dunamis contact Istvan Durko www.dunamisz.hu (under construction)
- YFC contact Sandor Szucs (director) www.yfcmiskolc.hu

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Because of high turn over of leaders there is a lot of emphasis on training the basics of leadership at each training event
- Trying to instill a vision for youth workers to consider longer term of service
- There is the ever present struggle of trying to do outreach to contemporary postmodern youth through traditional church structures. While the desire to have youth is strong it is difficult to know what to do with them. Contemporary church plants are not experiencing this struggle of being relevant to youth since the youth are starting out as part of the “history” of the church.

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Researchers Comments: The Hungarian Baptist Union youth programs are in good hands with Istvan Durko. With the support of the Union leadership this work has obviously begun to flourish over recent years. The Hungarian Baptist Union youth department has an incredible organizational structure and wide spread levels of training available for young and new leaders. Perhaps one of the key struggles is to keep leaders for a longer period of time. Offering topics, incentives and perhaps some pastoral care at the regional levels will encourage those who have more experience. Nurturing leaders over a longer period would mean less effort would have to go into recruiting new leaders and enabling some of these seasoned leaders to teach as well and nurture newer youth leaders.



Israel

Statistics³⁷

Population of Israel	- 6,199,008
Baptist Churches in Union	- 20 (14 Arabic, 2 Hebrew, 1 Russian, 2 Spanish and 1 Filipino)
Number of church members	- 1,000
Number of church youth groups	~ 11 (Arabic)
Total number of youth attending	~ 200 (120 teenagers plus 80 youth)
Number of youth leaders	~ 24 (all volunteer – 50/50 male and female)
Definition of ages in youth ministry	- 13 to 16 years old (teenagers) - 17 + (youth)
Average age of youth workers	- 85% above 20 years of age

Religious groups (OW 2000)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Jewish	80.65	4,130,637	Protestant	58	0.09	5,000
Muslim	14.60	747,766	Independent	2	0.12	6,000
Other	2.50	128,042	Anglican	1	0.01	<1000
Christian	2.25	115,238	Catholic	3	1.56	80,000
			Orthodox	5	0.45	23,000
			Marginal	2	0.02	1,000

Youth Ministry Training Observations³⁸

- The greatest strengths of current youth ministry among Baptists in Israel currently:
 - The strength and growth of new groups, with addition of new leaders in new types of ministries.
 - There has been an increase in commitment by leaders overall to reaching out.
 - Most of the activity of youth ministry takes place in church youth groups.
- Current Training Efforts for Leaders in youth work:
 - April, 2004 (Amman, Jordan was the site of the first ever training event for youth leaders. Topics included: “*Communication*”, “*How the Internet can be used in Ministry*”, “*Characteristics of a Leader*”, “*How to establish a Vision*”, “*How to Develop a Team*”.

³⁷ Interview with Rani Saba, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

³⁸ Interview with Rani Saba (Youth Coordinator of the Association of Baptist Churches in Israel), June 2004

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3. Desired changes for the future:

- Creation of a full-time or part-time youth secretary for the long term (funds needed)
- To recruit and train new leaders
- To build on the concept of team work and building teams
- To create resources to equip youth leaders
- That youth meetings will be more consistent

4. Partnerships with other organizations:

- No formal training relationships
- Cooperation with IFES and Campus Crusade for Christ

5. Seminary or Bible School Programs for training:

- None

6. Contact and resource sites:

- Rani Saba – Youth Coordinator of the Association of Baptist Churches in Israel
- rani@lbc-nazareth.org

Recommendations and Future Possibilities:

7. Areas of potential need or work:

- To encourage, recruit and train new leaders on a regular basis and to build teams.
- That youth meetings will become more consistent.
- That a part-time or full time youth secretary be appointed for long term planning and strategic work among leaders in youth work in Israel.
- Topics suggested for leadership training courses, workshops or seminars:
 - How to Study the Bible and lead a Bible study
 - Communication and Promotion
 - Characteristics of a Leader
 - How to create and establish vision
 - How to develop and maintain teams
 - How to create a youth meeting
 - How to use the internet as a tool for ministry

Researchers Comments: It was encouraging to hear about the vision and the passion that exists towards equipping youth leaders in the Association of Baptist Churches in Israel. They have made a great initial effort by hosting their first training conference this year in Jordan. The need has been expressed to develop a support network, especially in the area of developing a part-time or full-time paid position within the union for a youth secretary. With this kind of effort and a person who can dedicate themselves fully to supporting the youth leaders in these churches and starting new work will surely be a great assistance to reaching out to young people. The current youth coordinator has great passion for seeing this work grow and mature.



Italy

Statistics³⁹

Population of Italy	- 58,057,477
Baptist Churches in Union	- 105
Number of church members	- 4,745
Number of church youth groups	- 45
Total number of youth attending	~ 1,000
Number of youth leaders	~ 50 (all volunteer, 1 paid employee)
Definition of ages in youth ministry	- 14 to 17 (257) - 18 to 25 (377) - 26 to 35 (699)
Average age of youth workers	~ 25 to 26 years of age

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	77.35	44,319,915	Protestant	111	0.60	343,000
non-Religious/other	20.04	11,482,496	Independent	50	0.28	159,000
Muslim	2.40	1,375,149	Anglican	1	0.02	12,000
Buddhist	0.09	51,568	Catholic	1	80.28	46,000,000
Jewish	0.06	34,379	Orthodox	7	0.11	63,000
Baha'i	0.03	17,189	Marginal	4	0.74	424,000
Hindu	0.03	15,000				

Youth Ministry Training Observations⁴⁰

- The greatest strengths of current youth ministry among Baptists in Italy:
 - Currently the Baptists work alongside the FGEI (Italian Evangelical Youth Federation) which is an interdenominational movement in which Waldensian, Methodist, and Baptist young people work and gather together.
 - One of the advantages of this gathering of the denominational youth organizations is that it gives us the opportunity to meet a several young people from across Italy along with their different experiences. It's wonderful when there's a positive spirit of sharing for some of the joint proposals that are made, enabling them to conduct projects together.

³⁹ Documentation from Cristina Arcidiacono, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁴⁰ Documentation from Cristina Arcidiacono (National secretary of FGEI - Italian Protestant Youth Federation), November 2004.

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2. Current training efforts for leaders in youth work:
 - The FGEI holds annual conferences, both at a regional and at a national level.
 - Topics covered would for example would be: faith and politics, spirituality and prayer, relationships and gender, immigration, etc,
 - A great deal of the training is created by the members of the FGEI from their own experiences of youth ministry for example that which they received in summer youth camps.
 - In Italy there are ecumenical and protestant centers during the summer where a lot of youth camps take place. These organize training for young people who lead groups or make activities with youth.
 - FGEI organizes training weekends on a regional level as well as a national workshop camp which is focused on the investigation of a certain theme, which is decided by the whole Federation. The goal of these training camps is to offer instruments to help leaders face several issues on a local level and to grow deeper in practical hands on youth work.
 - With respect to specialized training there is not a recognized “youth ministry program” per se with the Baptist work of Italy.
3. Desired changes for the future:
 - None submitted
4. Partnerships with other organizations:
 - The FGEI attends ecumenical international training organized by the EYCE and WSCF.
 - In the recent past they also have been connected to the European Baptist Federation seminars and the EMYC meeting.
5. Seminary or Bible School Programs offering training:
 - Not a specified program
6. Contact and resource sites:
 - Cristina Arcidiacono (national secretary of FGEI - Italian Protestant Youth Federation) arci@aliceposta.it
 - EYCE - European Ecumenical Youth Organization – www.eyce.org (FGEI is a member)
 - WSCF is the World Student Christian Federation and that gathers youth Christian movements, organizing seminars and different activities the web site is ww.wscf.com (FGEI is a member)
 - EMYC – Is a Methodist youth organization (European Methodist Youth council) and we are in contact with them as we are in contact with the EBF-YD.



Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Pastors often try to be “youth leaders” this may be without specific training to understand the needs of youth and their culture. Some pastors may feel ill equipped to handle the extra responsibility due to their own lack of time with so many things to handle in the rest of the church.
- The union doesn’t have youth leaders with a specific aim, due to various constraints (perhaps time, training, resources). Perhaps within each union a development of a mission statement or a common theme or focus along with a set of goal statements would help them move in one direction and fix their purpose.
- Cristina mentions that it is very important for youth leaders to be aware of relationship dynamics, to engage in active listening, pay attention to issues within the educational reality; to be theologically prepared; and to build ministry with the knowledge gained from local contextual reality that youth come from. These all are achieved through concentrated and focused training opportunities in these areas.
- Training how to work through collaboration with pastors and congregations and learning how to relate to them as leaders (not to be seen as “exotic animals” by their churches).
- Important to be in touch with other youth groups to see what they do and how they do it and to build relationships.
- Future topics for attention: developing a deeper relationship with the Scriptures, learning new and creative way to witness, how to dialogue between generations, giving attention to the present situation in the world and how we react as Christians.
- Cristina felt that it would be interesting to meet persons who are involved in youth ministry leadership training, especially for sharing of experiences and to learn more to take and apply in their own context.

Researchers Comments: The FGEI council needs to be commended for attempting to create a network among the protestant groups. Their task is to bring representative groups together and to include everyone’s gifts in a shared manner so they can bear fruit collectively and separately. It can not be easy to bring together leaders from diverse denominational backgrounds and to equip them for service. It would seem that the greatest challenge is in building the communication networks. There seems to be a need perhaps to provide specific training opportunities for volunteers in many specific areas which Cristina mentioned above. The network is already established, however perhaps some contextualized or self generated materials to enable them to address these needs is warranted. I agree with Cristina that it would be very beneficial to have more outside contact and collaboration to view what is being done outside Italy as well as give them opportunities to share what they are doing as well in from their own context.



Jordan

Statistics⁴¹

Population of Jordan	- 5,611,202
Baptist Churches in Union	- 17
Number of church members	- 1,000
Number of church youth groups	- 17
Total number of youth attending	~ 200 overall attendance (100 in Amman area)
Number of youth leaders	- 40 (20 in Amman) 100% volunteer 70% female 30% male
Definition of ages in youth ministry	- 12 to 18
Average age of youth workers	- 22

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil.%	Adherents
Muslim	96.19	6,415,239	Protestant	17	0.18	12,000
Christian	2.75	183,407	Independent	2	0.04	3,000
non-Religious/other	1.00	66,693	Anglican	1	0.11	7,000
Baha'i	0.03	2,000	Catholic	3	1.14	76,000
Other	0.03	2,000	Orthodox	3	1.28	86,000

Youth Ministry Training Observations⁴²

- The greatest strengths of youth ministry among Baptists in Jordan currently:
 - Leaders are learning new methods how to do youth ministry and this is exciting.
 - Camp ministry is important and there is a shift in methods as they learn more about camp ministry and gain more experience and are using thematic approaches to their work.
- Current training efforts for leaders in youth work:
 - There have been some training efforts for youth leaders but nothing official; mostly the older youth leaders sometimes try to organize some sort of training for the newer ones

⁴¹ Information provided by Jeries Haddadin, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁴² Information provided by Jeries Haddadin (youth secretary for Jordan Baptist Convention), May 2003

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- There is a seminar held by Walk Through the Bible called “ Solving the People Puzzle” it helps youth leaders to work as a team by understanding the different personality types in order to enhance teamwork and to understand the youth they work with and to communicate with them accordingly.

3. Desired changes for the future:

- There is a desire to have more curriculum and resources for training of leaders.
- That youth would be well grounded in the Word of God.
- Being able to understand and minister within the culture.
- To be able to replace leaders as they leave with trained leaders.
- That there would be increase in numbers of youth and with qualities to face challenges.
- That all youth workers either new or experienced would receive training.
- That translation of material from the Acadia Youth Ministry institute from IBTS would be translated for youth leaders in Jordan.

4. Partnerships with other organizations:

- No official partnerships
- Walk Through the Bible
- Kings Kids (Melodies of Hope Team)
- Transworld Radio (Youth Issues) www.aladiary.com

5. Seminary or Bible School Programs offering training:

- Jordon Evangelical Seminary – training for all evangelicals.
- No specific youth program training.

6. Contact and resource sites:

- Jeries Samir Haddadin– Representative of Baptist Youth Workers of Jordon - jerieshaddadin@yahoo.com

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Offering official training seminars and providing materials in Arabic would be one of the most helpful things for the youth workers in Jordan. There is a real desire to look at new methods for camps and other aspects of youth work.

Researchers Comments: The youth work in Jordan faces a great challenge in a society which is not likely to be open to Christian activity. These youth leaders need specific tools to be able to articulate the gospel to contemporary youth within the context of a Middle Eastern society. There is already a good foundation and now is the time to supply the tools which will help this union to go to the next step in equipping youth leaders for the vital task that is before them in Jordan.



Kazakhstan

Statistics⁴³

Population of Kazakhstan	- 15,143,704
Baptist Churches in Union	- 289
Number of church members	- 11,401
Number of church youth groups	~ 150
Total number of youth attending	~ 3000
Number of youth leaders	~ 110 (100% volunteer leadership, 70 to 80% male)
Definition of ages in youth ministry	- 14 to 15 (teenagers) - 16 to 25 (youth) - 25 to 30 (older youth)
Average age of youth workers	- 21 (18 to 25)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Muslim	60.50	9,814,651	Protestant	21	0.83	135,000
Christian	24.66	4,000,484	Independent	4	0.01	2,000
non-Religious/other	14.27	2,314,960	Catholic	2	0.33	53,000
Buddhist	0.50	81,113	Orthodox	4	7.59	1,232,000
Jewish	0.04	6,489	Marginal	1	0.20	33,000
Shamanist	0.03	4,867				

Youth Ministry Training Observations⁴⁴

- The greatest strengths of current youth ministry among Baptists in Kazakhstan currently:
 - The structure of the youth ministry in the Union is constructed in this manner: there are 7 (geographical) regions in Kazakhstan. Every region unites the churches and groups situated in their region. Every region has senior pastor, board and regional youth leader. Those 7 regional leaders plus coordinator of youth ministry plus coordinator of the ministry among Kazakh and Asian speaking young brothers and sisters all over KZ form the youth board of Kazakhstan.

⁴³ Information provided by Alexey Luboshnikov, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁴⁴ Interview with Alexey Luboshnikov (Coordinator of youth ministry in KZ), August 2004.



The youth ministry is defined by 3 main goals:

- Outreach: to reach youth (non-believers) for Christ (Mark 16:15)
 - Spiritual growth: to put the youth to the right Christian way of faith, to teach to love to ministry to the Lord and to neighbor (Proverbs 22:16, Mark12:30-31)
 - Discipleship and training leaders: to help youth leaders in ministry – theoretical and practical training (Jeremiah 1:6-9)
- In spite of the fact that there were three huge waves of migration of youth from Kazakhstan the work still continues. The growth is not only by quantity but in quality as well. Youth groups take part in all of the activities and aspects of the ministry of the church – children’s ministry, ministry with handicapped people - deaf, blind; music ministry; humanitarian aid and etc... Camps (both for believers and non-believers), home cell groups, student movements, English outreach clubs, editing of youth magazine “4 U”, Bible School on holidays for teenagers and many other specific activities for and with youth.

2. Current training efforts for leaders in youth work:

- Once in 2 years we hold a youth conference (about 500 young people).
- Between conferences seminars (workshops) are organized for youth leaders (100-120 people)
- In April 2002 and 2004 training seminars “Strategy of Christ’s Ministry” were held
- Every region (7 regions) holds their annual conferences as well as camps for believers for instructing, teaching and fellowship.
- Every year coordinator of Kazakh and Asian speaking brothers and sisters (Kazakhs, Uzbeks, Tatars, Tajiks and etc.) holds a conference (100 young people) once a year.
- There are 7 Bible Schools during the holidays for teenagers all over KZ. We plan to have total 15 in near future.
- International Bible Correspondence School (Bible Mission) in Russian and Kazakh languages serves young people as a guide in studying the Bible.
- Some students go to other countries (Russia, Kyrgyzstan) to study there.
- Every three years a Central Asian Conference is held for 500 to 700 participants. These conferences help to give answers to questions within the context of Central Asian culture. Geographically five countries of Central Asia are situated in the territory of former Soviet Union. Having such conferences helps to give understanding to the distinctive needs of leaders in Central Asia.

3. Desired changes for the future:

- Renewing of the work of the faculty in the Bible Institute
- Exchange programs for youth leaders
- Consistent seminars and workshops for youth leaders and youth

4. Partnerships with other organizations:

- Bible Mission International (Finances, people, help in organizing seminars)
- SonLife Training Workshop and Josiah Venture - (teaching and manuals)
- Reach out (Spiritual revival) – (manuals)

5. Seminary or Bible School Programs offering training:

- In 2000 a new faculty for Youth Leaders in Bible Institute for all nations– Almaty, KZ) was opened. In October 2001 the first group of students graduated.

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But the second recruiting of the students failed – many church leaders don't have a right vision on youth ministry and this is a great need. But we pray so that we could find finances for this faculty and to continue its ministry.

- CALTEC (Central Asian Leaders Training Educational Center) is interdenominational training center.
6. Contact and resource sites:
- Alexey Luboshnikov bmalmaty@yandex.ru
 - Dmitriy Larionov (Bible Institute, Almaty) bibleinstitut@mail.ru
 - Alexander Lux (Student at Outreach)

Recommendations and Future Possibilities:

7. Areas of potential need and work:
- There is a need for qualified teachers, materials and manuals for the average youth leaders (both for young leaders and elders)
 - Many youth leaders must work somewhere in order to earn a living. If it was possible that they could be paid for their work with youth – it would free them up to do more work.
 - It would be good to get an outside perspective to see how other places do youth work for new ideas and methods which can be applied to Central Asian culture
 - Areas of interest in training are: student movements, camps (non-believers, believers, English, sports and etc.), developing cell groups, practical training in Evangelism, spiritual growth and discipleship.
 - Finances are a need.

Researchers Comments: The work in Kazakhstan proves how much can be done with little in the way of financial resources which we may take for granted in western countries who have in some cases unlimited access to resources. Yet, despite this lack of resources the work in Kazakhstan proves that the greatest resources are in their people. Training for youth ministry at a deeper level and the continued development of structures seems to be the greatest desire. An exchange of ideas and of people would benefit the leadership of this union. Perhaps an exchange among other countries with similar constraints who have made some headway or with other unions that have been able to manage structures with limited resources is a possible positive step.



Latvia

Statistics ⁴⁵

Population of Latvia	- 2,306,306
Baptist Churches in Union	- 86
Number of church members	- 6,614
Number of church youth groups	- 20
Total number of youth attending	~ 500-600
Number of youth leaders	~24
Definition of ages in youth ministry	- 14-28
Average age of youth workers:	23 (21-26)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	,000
Christian	58.25	1,372,666	Protestant	5	19.43	458
non-Religious	40.32	950,144	Independent	12	3.01	71
Other	0.80	18,852	Catholic	1	19.94	470
Muslim	0.38	8,955	Orthodox	5	4.39	104
Jewish	0.25	5,891	Marginal	2	0.18	4

Youth Ministry Training Observations ⁴⁶

- The greatest strengths of youth ministry among Baptists in Latvia currently:
 - That the youth groups provide good Christian fellowship, good Bible studies, demonstrate Christian growth and worship through music.
- Current training efforts for leaders in youth work:
 - Currently there are not any formal training programs but rather some seminars offered from time to time with Bridge Builders and Josiah Venture.
- Desired changes for the future:
 - That there would be more youth groups in the medium and large size churches with leaders that are trained and leading youth to deal with contemporary society and making an impact through their faith.

⁴⁵ Information provided by Janus Smits, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁴⁶ Information provided by Janus Smits (Bishop of the Union of Baptist Churches in Latvia) December, 2004

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- That youth groups in the future will provide a healthy atmosphere for youth to grow and to meet other youth and to provide a climate for healthy relationships.

4. Partnerships with other organizations:

- Bridge Builders (Chuck Kelley)
- Josiah Venture

5. Seminary or Bible School Programs offering training:

- None

6. Contact and resource sites:

- Janis Smits (Bishop of Union of Baptist Churches in Latvia) union.LBDS@viva.lv
- Chuck Kelly (Director of Bridge Builders) www.bridgebuildersint.com
- Josiah Venture – www.josiahventure.com

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Currently there is a desire to start a Baptist Youth Association in Latvia. The union does not have a national youth director so it is not able to have someone focus on the specific tasks that need to happen within the union relating to gathering youth leaders together.
- There will be the establishment of a work group from the union board that will attempt to fill in the work that a national leader would provide.

Researchers Comments: There is a high value in the Union of Baptist Churches in Latvia for working with youth. The resources are somewhat limited financially which makes it difficult to be able to sustain a full time worker at the national level to coordinate the work. There is also a need to the churches to address issues of reaching out to contemporary youth society and making the youth groups such that they will provide a positive atmosphere to explore faith. I was very impressed with the organization “Bridge Builders” directed by Chuck Kelley a man with family roots in Latvia (currently from the United States). I was able to attend a weekend seminar for youth leaders in Latvia which drew over 200 participants from across the Baltic area and from several denominations. Solid teaching and excellent networking make Bridge Builders a particular asset for the Baptist Union and others that utilize its excellent programs. There also needs to be a stronger emphasis on networking within the union and to celebrate those ministries which are making progress and showing them as models to the rest of the union.



Lebanon

Statistics⁴⁷

Population of Lebanon	- 3,777,218
Baptist Churches in Union	- 27
Number of church members	- 2,000
Number of church youth groups	- 27
Total number of youth attending	~ 500 to 600
Number of youth leaders	~ 80 (100% volunteers, 60 males / 20 females)
Definition of ages in youth ministry	- 13 to 16 (teenagers) - 17 to 25 (youth)
Average age of youth workers	- 26

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil.%	Adherents
Muslim	59.76	1,961,196	Protestant	23	0.54	18,000
Christian	31.93	1,047,875	Independent	1	0.15	5,000
Druze	7.00	229,725	Anglican	1	0.01	>1000
non-Religious/other	1.30	42,663	Catholic	6	22.00	722,000
			Orthodox	6	8.96	294,000
			Marginal	5	0.23	7,000

Youth Ministry Training Observations⁴⁸

1.. The greatest strengths of the youth ministry among Baptists in Lebanon currently:

- Celebrate Jesus Conference (once a year for three days) sports, worship and teaching to which a majority of youth attend. Other denominations are invited as well. These celebrations involve:
 - *Sports activities* (sports team from abroad, tour among Baptist churches, training youth on sports, ...)
 - *Worship and Evangelism nights* – three consecutive evenings where choir groups (local or regional) sing hymns in preparation for the evening Evangelism message; Youth are amongst the audience! As well volunteer workers;

⁴⁷ Interview with Rabih Wazir – EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁴⁸ Interview with Rabih Wazir (Youth Leader/Theology Student ABTS), October 2004

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- *children's programs* – where the incoming volunteer teams hold well-organized children's programs in co-partnership with few local youth leaders – simultaneously with the Evangelism meetings.
 - Lebanon Youth conference (held for the first time in February 2004) in cooperation with other Evangelical churches (February) with a worship and Evangelism focus. This 3-day event is planned to become an annual one.
2. Current training efforts for leaders in youth work:
- Currently there is no specific training program for youth leaders for the Baptist Union.
 - EQUIP Training (John Maxwell Leadership Training) which conducts two training sessions a year. These are three-day intensive seminars that are attended by few Baptist youth leaders. EQUIP Training is for general leadership which is helpful for those who do youth work in the church. Example: *How to lead groups; how to support groups and to encourage them to work with you as a leader and stress equality between the leader and their group members; and how to build team.*
3. Desired changes for the future:
- Development of a training program at the Arab Baptist Theological Seminary (ABTS) with a youth focus, i.e. understanding youth, their challenges, and how to relate to them.
 - The recruitment and development of a youth minister for the Lebanese Baptist Union. The process is currently underway
 - Enable openness, mutual respect, and team-work amongst churches and youth from other backgrounds – i.e. encourage acceptance of others and celebration of diversity.
 - Be proactive in helping the youth see Jesus through contemporary approaches that fit with their day-to-day life instead of being tied down to old traditional boring approaches that are irrelevant in today's world.
4. Partnerships with other organizations:
- There are no formal “partnerships” per se. Merely a matching of supply and demand. Lebanese youth participate in whatever can be of benefit to them. With this in mind, some youth (very few) attend the EQUIP – Leadership Training, others volunteer their services with Grain de Ble' (a children-focused ministry that hold camps for children both locally and abroad). There is also Youth for Christ (a youth-focused ministry) that focuses its energies on youth from all backgrounds.
5. Seminary or Bible School Programs offering training:
- Currently no youth leadership training at the Arab Baptist Theological Seminary
6. Contact and resource sites:
- Nabil Costa - Executive Director Lebanese Society for Educational & Social Development (LSESD) - Lsesdnc@cs.com
 - Rabih Wazir – student at Arab Baptist Theological Seminary and Youth Leader - jrabiha@hotmail.com



Recommendations and Future Possibilities:

7. Areas of potential need and work:

- With respect to training leaders for youth it seems that there is a need to understand youth and their culture and their stages of development. The church sometimes seems to want them to act like mature adults and to act like the older adults. Finding connections and understanding the specific needs of youth is important.
- There is a desire to give youth what they need in the context of camps and opportunities to learn more about themselves and how faith in Jesus can impact their lives in contemporary society.
- There is a need to have clubs and gatherings that gather youth in larger events and gathering times. With this there would be a requirement for more leaders
- Lebanese Society for Educational & Social Development (LSESD) seems to be very committed to create a position of a new youth secretary for the Baptist Work in Lebanon. Consultations are taking place and proposals have been created to make this happen as soon as possible.
- The attitude of some of the youth leaders are depressed or pessimistic since the groups are losing youth to popular culture and shrinking. The church culture is not attracting the youth. Western culture is influencing Lebanese youth and this acts as a competition against what the church has to offer.

Researchers Comments: If there as ever a country that is in need of developing a youth leadership training program it is Lebanon. There is such a hunger for information and assistance from the Lebanese leadership. Specifically they are asking the basic “how to’s” of youth leadership but also they face enormous challenges culturally and socially. Western culture is influencing the youth and the church being conservative in its form, is not attractive to the youth who are leaving the churches. This discourages the leaders and there is an attitude of desperation now to do anything to turn the tide against that leaving. The union is equipped with caring and dedicated leaders who have a passion to see outreach to youth. I was impressed with the innovation which exists within such an ancient and traditional culture. Surely the introduction of creative means of outreach can be achieved while respecting the traditions of the established church. The Baptist Union is securing a new position for a national youth leadership secretary. They are also actively looking at how there can be training of youth leaders added into their current structures. This has shown me there is a sincere desire to actively make steps forward to tackle the important issues of equipping the 80 or so leaders who work with youth rather than just talk about it. Our prayers and encouragement for this union need to surround these new efforts in a strategic and important country in the Middle East.



Lithuania

Statistics⁴⁹

Population of Lithuania	- 3,607,899
Baptist Churches in Union	- 7
Number of church members	- 404
Number of church youth groups	- 2
Total number of youth attending	~ 25
Number of youth leaders	- information not available
Definition of ages in youth ministry	- 15 to 40
Average age of youth workers	- information not available

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	76.19	2,796,378	Protestant	9	1.29	47,000
non-Religious/other	23.55	864,000	Independent	8	1.77	65,000
Muslim	0.14	5,138	Catholic	1	68.14	2,501,000
Jewish	0.12	4,404	Orthodox	1	4.90	180,000

Youth Ministry Training Observations⁵⁰

- The greatest strengths of youth ministry among Baptists in Lithuania currently:
 - Camp ministry
 - At this time the Baptist Union if Lithuania has not had the resources available to equip their youth ministries which are under the guidance of local churches.
- Current training efforts for leaders in youth work:
 - Information not available
- Desired changes for the future:
 - Information not available

⁴⁹ Information provided by Linas Andronovas, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁵⁰ Information provided by Linas Andronovas (Executive Secretary of the Baptist of Lithuania) April 2003.

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4. Partnerships with other organizations:

- Information not available

5. Seminary or Bible School Programs offering training:

- Not at this time

6. Contact and resource sites:

- Linas Andronovas (General Secretary Baptist Union) - linai@takas.lt

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- No areas were identified as needing any particular assistance at this time.

Researchers Comments: It would appear the youth work in Lithuania is carried out by a few local churches and handful of leaders. At this particular time due to the current needs of the union the resources within the union are unable to provide anything specific in the area of youth ministry training for these few churches.



Moldova

Statistics⁵¹

Population of Moldova	- 3,544,808 (2004)
Baptist Churches in Union	- 390
Number of church members	- 21,186
Number of church youth groups	- 350
Total number of youth attending	- 3,359
Number of youth leaders	- 250 (100% volunteer, 93% male / 7% female)
Definition of ages in youth ministry	- 14 to 30
Average age of youth workers	- 26 (22 to 30)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	95.39	4,178,551	Protestant	10	3.22	141,000
Non-Religious	3.31	144,944	Independent	5	0.06	3,000
Jewish	1.10	48,185	Catholic	2	5.78	253,000
Muslim	0.20	8,761	Orthodox	7	70.26	3,078,000
			Marginal	1	0.89	39,000

Youth Ministry Training Observations⁵²

- The greatest strengths of youth ministry among Baptists in Moldova currently:
 - The union leadership is pleased with the partial support in organization of meetings & conferences
- Current training efforts for leaders in youth work:
 - Some take Bible School courses or seminary training
 - There are some who work at it while others are not doing anything at the moment.

⁵¹ Information provided by Anatol Andriutsa, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁵² Information provided by Anatol Andriutsa (National Youth Leader for the Union of Evangelical Baptist Churches of Moldova), November 2004.

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3. Desired changes for the future:
 - The leadership of the youth department would like to see every church in their country have youth leaders
 - The goal is to have a school for creating and training youth leaders.
 4. Partnerships with other organizations:
 - Youth for Christ (help in the organization of conferences for youth leaders)
 - Network (help in the organization of conferences for youth leaders)
 5. Seminary or Bible School Programs offering training:
 - Bible College teaches partial topics in youth ministry.
 - Pentecostal Union has a Bible College
 6. Contact and resource sites:
 - Anatol Andriutsa (National Youth Leader for the Union of Evangelical Baptist Churches of Moldova) - moldovayouth@mail.md

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - How to create a leader.
 - How to equip youth leaders.
 - Encouragement of the leaders.
 - How to instill vision in leadership.
 - Youth leaders expressed a need for studies in special topics related to youth: The importance of reaching and making a difference among youth.
 - The union leadership would like to see leaders immersed in evangelism.

Researchers Comments: Anatol, the national youth leader, has identified the greatest needs to be in the areas of recruiting, creating new leaders for the churches that do not have leaders and also in equipping their youth leadership which are completely voluntary. There is much growth in Moldova while I was attempting to contact Anatol who is very busy he was involved in the building of a new church for his congregation. There is a deep desire to reach out through evangelism and to make disciples. Indeed it seems like the harvest is white and the laborers need to be equipped. One should note that the 2001 adherents statistics from OW do not match the 2004 population of the country since there has been a great deal of decrease in the population and there are statistical variations that are a carry over from the post Soviet era.



Netherlands

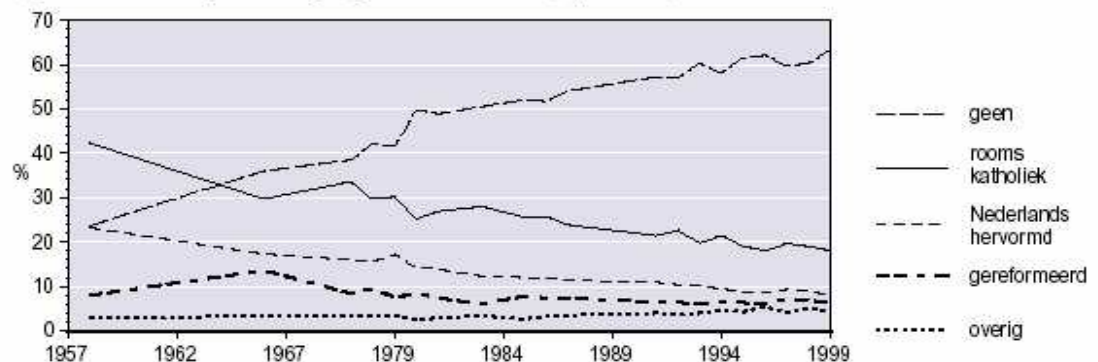
Statistics⁵³

Population of Netherlands	- 16,318,199
Baptist Churches in Union	- 84
Number of church members	- 11,516
Number of church youth groups	~ 300
Total number of youth attending	~ 4000
Number of youth leaders	~ 600 to 1000 volunteers (two full time professionals)
Definition of ages in youth ministry	- 12 to 18 - 18 to 25
Average age of youth workers	~ 35

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	55.93	8,828,941	Protestant	72	21.65	3,417,000
non-Religious/other	37.98	5,995,408	Independent	88	0.83	131,000
Muslim	5.40	852,428	Anglican	1	0.06	9,000
Hindu	0.30	47,357	Catholic	2	32.82	5,181,000
Buddhist	0.20	31,571	Orthodox	6	0.07	11,000
Jewish	0.19	29,993	Marginal	41	0.50	79,000

Figuur 2.1 De aanhang van kerkelijke gezindten, 1958-1999 (in procenten)



Bron: Riskante gewoonten 1958; God in Nederland 1966; Progressiviteit en conservatisme 1970; SCP (CV'75-'99).

⁵³ Data provided by Eduard Alyde (Baptist Youth Department of the Netherlands), EBF Directory 2005, Operation World 2001, World Fact Book 2004.

As you can see more than 60% is non-Christian⁵⁴

Tabel B2.1 Kerklidmaatschap, 1958-1999 (in procenten)

	1958	'66	'70	'75	'79	'80	'81	'83	'85	'86	'87	'91	'92	'93	'94	'95	'96	'97	'98	'99
geen	24	36	39	42	42	50	49	51	52	52	54	57	57	60	58	62	62	60	60	63
rooms-katholiek	42	30	34	30	30	25	27	28	26	26	24	22	23	20	21	19	18	20	19	18
Nederlands-hervormd	23	17	16	16	17	14	14	12	12	12	11	11	10	10	9	9	9	9	9	8
gereformeerd	8	14	8	10	8	8	7	6	8	7	7	7	6	6	7	6	6	7	7	7
overig	3	3	3	3	3	2	3	3	3	3	4	4	4	4	5	4	5	4	5	4

Bron: Riskante gewoonten 1958; God in Nederland 1966; Progressiviteit en conservatisme 1970; SCP (CV/75-'99)

Youth Ministry Training Observations⁵⁵

1. The greatest strengths of current youth ministry among Baptists in Netherlands currently:
 - The increase in youth churches and rise in interest
 - More services are being adjusted to accommodate young people
 - Camp work
 - More participation of youth
2. Current training efforts for leaders in youth work:
 - An annual weekend conference (20 participants)
 - coaching of youth leaders
3. Desired changes for the future:
 - To rise up inspirational leaders, skilled and committed to youth and building relationships.
 - That the youth department will become a youth movement
4. Partnerships with other organizations:
 - Evangelische Alliantie
 - Youth for Christ
 - Agape
 - Other denominations

⁵⁴ Aanhang van kerkelijke gezindten - followers of church denominations
 Geen - none (no religion)
 Rooms-Katholiek - Roman Catholic
 Hervormd - Dutch Reformed
 Gereformeerd - Dutch Reformed (both denominations became one church because they could not find differences)
 overig - others (baptist, mennonites, pentecostal etc.)
 Kerklidmaatschap - churchmembership
 The Summary is out of : SCP, Secularisatie in de jaren 90, Den Haag 1999. The figures are also from that report.

⁵⁵ Data provided by Eduard Alyde, October, 2003 and November, 2004



5. Seminary or Bible School Programs offering training:

- NBJB Bibleschool

6. Contact and resource sites:

- www.nbjb.nl
- Arjan Treuren a.treuren@chello.nl - Baptist Youth Work of the Netherlands
- Eduard Groen alyde.eduard@zonnet.nl - Baptist Youth Work of the Netherland

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Individual mentoring of young people
- coaching of youth leaders
- knowledge of youth culture
- parent child relationship

Researchers Comments: After withdrawal of state funding this year, the Baptist Union of the Netherlands is attempting to rebuild their youth department and do some serious examination and analysis of their past work with an eye to the future. To rebuild will take the development of a strategic plan under the new financial constraints and we want to encourage the new leaders of this youth department as they begin this journey of continuing to make an impact in their country. Building on the foundation of relationships and training of new leaders will be a long process but the best option for building a lasting and exciting movement to win youth to Jesus Christ in the Netherlands.



Norway

Statistics⁵⁶

Population of Norway	- 4,574,560
Baptist Churches in Union	- 71
Number of church members	- 4,850
Number of church youth groups	~ 35
Total number of youth attending	~ 650
Number of youth leaders – 50/50 male/female)	~ 60 (5-10 full/part time ~ 50 volunteers)
Definition of ages in youth ministry	- 12 to 16 (teenagers) - 17 to 25 (youth)
Average age of youth workers	~ 19 years of age

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	93.71	4,180,434	Protestant	23	89.50	3,992,000
non-Religious/other	5.01	223,498	Independent	38	1.19	53,000
Muslim	1.04	46,395	Anglican	1	0.03	1,000
Buddhist	0.16	7,138	Catholic	1	0.87	39,000
Baha'i	0.04	1,784	Orthodox	1	0.05	2,000
Jewish	0.04	1,784	Marginal	6	0.56	25,000
			Unaffiliated		5.81	259,000

Youth Ministry Training Observations⁵⁷

1. The greatest strengths of current youth ministry among Baptists in Norway currently:
 - Traditional youth ministry has had a long history in Norway
2. Current training efforts for leaders in youth work:
 - U.NET (Youth Leader Network – Ungdomsleder-network) a gathering of all youth leaders paid and volunteer two weekends per year. They have study trips abroad as well to learn about youth work in other contexts. They are in the process of building an email network of all the leaders in Norway.

⁵⁶ Interview with Magnar Maeland, Rino Pagels, Bente Sandtorp, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁵⁷ Interview with Magnar Maeland, Rino Pagels, Bente Sandtorp, October 2003.

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- LTT (Leader Training for Teenagers) meets 4 times a year (12-14 year olds) this involves a mentoring relationship with these leaders. Topics: what is expected of me as a youthworker, what is a youth worker , what is team work, discipleship,
- Teenage Work - focused attention 3-4 churches to develop youth work
 - Focused attention on a few churches to help start effective youth ministry
 - Contact is made every 2 months to help develop new youth work
 - These will serve as models to the rest of the union how to do youth work
 - It's a new program
- Leadership Weekend Conference (for children, teenagers and youth) that has been running for the past 10 years. Held in September.
- Good News Two year program for training youth leaders in preaching and speaking the Gospel. For ages 15 to 25 up to 20 participants have taken part. There is practice and follow up as well.
- Bible School - see below under # 7
- Seminary Program - see below under # 7

3. Desired changes for the future:

- Communications would develop between the local leadership across Norway
- To make models of successful Norwegian youth work in all situations (urban and rural) to show other churches so that they can use these models
- To develop within the leadership that they are working in a unique and special work
- To have the national leadership to encourage and value these leaders
- To encourage churches to consider employing trained youth pastors and workers using people that come from SALT and the Bible School programs
- National Youth Camp will develop starting summer 2004

4. Partnerships with other organizations:

- Good working relationship with other denominations and organizations

5. Seminary or Bible School Programs offering training:

- Bible School Began August 2003 10 students participate (in partnership with the Baptist Union, The Baptist Seminary and the Youth Department of the union:
 - Education is learning by doing 2 days a week in three areas 1) knowing God 2) knowing society and 3) knowing yourself
 - The concept is to build fellowship teens and youth (18+)
 - They learn how to pioneer or start youth groups in churches with no youth groups
 - Teachers and instructors give assistance and mentoring to help the new leaders learn how to deal with problems in these pioneer situations
 - Topics include how to build strategies, how to be church, how to be a spiritual leader, how to deal with sexual abuse and social issues
- Seminary Has changed to the SALT program (practical theological education)
 - Specialization in youth ministry available (pastoral or leadership)
 - Three year program (2 days in class and 10 -15 hours in church situations)

6. Contact and resource sites:

- Kjersti Westre Fremmegård (youth secretary of youth department)
kjersti.westre.fremmegard@baptist.no

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- Magnar Maeland (general secretary) magnar.maeland@baptist.no
- Rino Pagels LTT and Teenager Work rino@pagels.dk
- Bente Sandtorp (Director of Bible School) bente.sandtorp@baptist.no
- Billy Taranger (Principal of Seminary) billy.taranger@baptist.no
- Hilde Mikalsen (Director of U.NET) hilde.mikalsen@baptist.no
- Confirmation Materials (UNG I DAG)
- Produced a book about dance in ministry (<http://www.nbuf.no/eden/>)
- Web site for Baptist youth work in Norway www.nbuf.no

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Because of high turn over of leaders there is a lot of emphasis on training the basics of leadership at each training event
- The realities of large geographical distances which prevent ease of gathering, a union of several small churches as well as tradition have made it difficult in the past to build successful programs for youth leadership training. However, this new structure seems to be well placed and realistic if the churches will own these initiatives and the union leadership can walk with them in it.

Researchers Comments: It was extremely positive to see the new plans and structures for training and equipping of youth leaders which even extends to very young teenage leaders (which is positive in that it starts a whole new generation of leaders early for longer term service). They identified that the “hit and miss” approach of a weekend training events here and there was not significant enough. This development of a multi tiered approach to training will establish a long term and broader influence for the strength of leadership in the Baptist Union of Norway. They are fortunate that they have either full time or part time paid staff that can take care of each of these departments. They are starting many new programs simultaneously; the greatest need will be likely for the coordinator to be able to communicate this new package in its entirety to the churches of the union for its success and support. The years to come will be exciting to see what develops from all these new initiatives.



Poland

Statistics⁵⁸

Population of Poland	- 38,626,349
Baptist Churches in Union	- 73
Number of church members	- 4,500
Number of church youth groups	- 60
Total number of youth attending	~ 1,200
Number of youth leaders	- 45 (2 paid part time, 43 volunteers, 60% male, 40% female)
Definition of ages in youth ministry	- 15 to 24
Average age of youth workers	- 19 (17 to 21)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	90.29	35,000,995	Protestant	21	0.40	154,000
non-Religious	9.58	3,713,695	Independent	9	0.24	94,000
Other	0.13	50,396	Catholic	2	78.11	30,280,000
			Orthodox	4	1.43	553,000
			Marginal	13	0.56	218,000

Youth Ministry Training Observations⁵⁹

- The greatest strengths of the youth ministry among Baptists in Poland currently:
 - More and more mature leaders and youth groups, taking action and responsibility.
- Current training efforts for leaders in youth work:
 - One-year Youth Leaders Training based on SonLife Strategy and an intensive Leadership Program for graduates of YLT.
- Desired changes for the future:
 - Areas which need to be addressed or offered in training in the future are: How to engage (and maybe involve) more mature church members into the youth ministry of the church. Also, how to make the elders more aware of the needs of youth ministry. To be able to access and utilize evangelistic tools in order to reach the unsaved.

⁵⁸ Interview with – Leszek Wakula, EBF Directory 2005, Operation World (2001), World Fact Book

⁵⁹ Interview with – Leszek Wakula Youth Secretary for Baptist Union of Poland, November 2002 & 2004

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- One dream for the future would be for more full time youth workers, youth pastors, more youth groups engaged in reaching out projects.

4. Partnerships with other organizations:

- Josiah Venture (working with individual churches in the union)
- Purpose Driven Youth Ministry

5. Seminary or Bible School Programs offering training:

- Not at this time.

6. Contact and resource sites:

- Leszek Wakula (Youth Secretary for the Baptist Union of Poland) - wakleskm@wp.pl



Recommendations and Future Possibilities:

7. Areas of potential need and work:

- The leadership of the Polish Baptist Youth department feels that one of the basic needs for youth leaders is financial support and also official recognition of their efforts
- One of the great concerns of youth leaders is their experience of the lack of understanding from the church elders or leadership. There is a desperate lack of support toward their ministry.

Researchers Comments: For the past several years Leszek has implemented and grown the youth leadership training in Poland using various agencies and resources that were made available. He has mentored and encouraged the training of many youth leaders throughout Poland during this time. Much of what he has done through this training has involved taking young leaders from the local churches and involving them in weekend training opportunities several times a year and then incorporating them back into the churches into mentoring and accountability relationships. The youth leadership training program of the Polish Baptist Union can serve as an example of how to train young youth leaders with limited resources and still make an impact into a society which largely does not know Christ as personal Lord and Savior.



Portugal

Statistics⁶⁰

Population of Portugal	- 10,524,145
Baptist Churches in Union	- 68
Number of church members	- 4,400
Number of church youth groups	~ 25-30
Total number of youth attending	~ 300
Number of youth leaders	- 25-30 (100% volunteers – 50% male, 50% female)
Definition of ages in youth ministry	- 15 to 30
Average age of youth workers	- 23 (22 to 25)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	94.39	9,320,874	Protestant	44	1.26	124,000
non-Religious/other	5.00	493,743	Independent	28	2.20	217,000
Muslim	0.50	49,374	Anglican	1	0.03	3,000
Hindu	0.10	9,875	Catholic	1	74.94	7,400,000
Jewish	0.01	987	Orthodox	1	0.01	1,000
			Marginal	3	1.22	120,000

Youth Ministry Training Observations⁶¹

- The greatest strengths of youth ministry among Baptists in Portugal currently:
 - Summer camps
 - Regional youth work in Lisbon and Porto
- Current training efforts for leaders in youth work:
 - The leadership is teaching seminars in areas such as; what is leadership, the importance of prayer, who you are today, and pointing to resources on the net.
 - There has also been teaching in the area of spiritual, emotional and educational areas.
- Desired changes for the future:
 - There is an expressed desire that the way that youth ministry is viewed would change and that it would have a higher priority.

⁶⁰ Information provided by Daniel Lopes, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁶¹ Information provided by Daniel Lopes (Youth Department President), November 2004.

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4. Partnerships with other organizations:
 - Portuguese Evangelical Alliance
5. Seminary or Bible School Programs offering training:
 - None that are known
6. Contact and resource sites:
 - Daniel Lopes (President of youth department of the Convention of Baptists in Portugal). – Danni_lopes@hotmail.com

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - Apathy has been identified or lack of willingness to participate in training events when they are supplied by the union.
 - As in many other unions, there is a need in Portugal for resources and materials in youth work.
 - There is a need to teach the basics of youth ministry and philosophies.
 - The leadership has acknowledged that there is still much that can be done to implement training to the unions and that what they have is not enough.
 - One of the observations is that youth ministry is not held in as high a regard and several pastors are not giving the attention due to the needs of youth and the youth meetings.

Researchers Comments: The greatest need it seems at this time is to educate the churches of the importance of youth ministry and to build a network that would include some key pastors to build emphasis in their union on this vital ministry that is the future of the church.



Romania (Hungarian Speaking)

Statistics⁶²

Population of Romania	- 22,355,551 (of which 6.6% is Hungarian)
Churches in the Convention of Hungarian Baptists of Romania	- 228
Number of church members	- 8,532
Number of church youth groups	- 60
Total number of youth attending	~ 1,100
Number of youth leaders	~ 60 (60% male/40% female)
Definition of ages in youth ministry	- 14 to 35
Average age of youth workers	- 18

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	87.85	19,613,832	Protestant	20	6.38	1,425,000
non-Religious/other	11.08	2,473,776	Independent	17	0.65	144,000
Muslim	1.00	223,265	Anglican	1	0.00	0
Jewish	0.04	8,931	Catholic	3	7.30	1,630,000
Other	0.03	6,698	Orthodox	8	77.86	17,383,000
			Marginal	3	0.64	142,000

Youth Ministry Training Observations⁶³

- The greatest strengths of youth ministry among Hungarian Baptists in Romania currently:
 - Youth meetings
 - Conferences
 - Annual summer mission weeks (help small churches spread the good news)
 - Leader-training programs and leadership-training conferences.
 - Youth Camps.
 - National youth conference (over 1350 participants) every one and half years

⁶² Information from Jonathan Nagy Kasza, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁶³ Information from Jonathan Nagy Kasza (Secretary Youth Convention of the Hungarian Baptists of Romania), October 2004.

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2. Current training efforts for leaders in youth work:
 - Training leaders has been a high priority
 - Annual leadership weekend for youth leaders (90-110 in attendance)
 - Key Leader Training program over 4-5 weekends (20-25 in attendance) This training event is for those leaders whose have extra ability and to encourage these to be key leaders for the future work of the movement.
 - Topics in these training sessions include:
 - Ministry in a world of change
 - Characteristics of the leader
 - Creating Vision and its making it happen
 - Effective teaching
 - The church as Christ's bride
 - Counseling
 - Personality and working with different types of people
 - Leadership styles
 - Creating a leader's council
 3. Desired changes for the future:
 - There is a need for the development of a good communication system between youth, youth leaders and youth union the.
 - The placement of a competent youth worker would lead the youth work in Transylvania (perhaps paid full-time)
 - Development of a leader-training school
 4. Partnerships with other organizations:
 - Dunamisiz (organization based in Hungary) danielmozgalom@freemail.hu.
 - Xtreme Missions (Lee Wisdom)
3910 W. Beechwood Apt. 139, Fresno, CA 93711,
Phone: 559.431.2841, Cell: 559.304.5597,
Email: pastorfun@juno.com <http://www.xtremme-mission.org>.
 5. Seminary or Bible School Programs offering training:
 - there are none that they are aware of
 6. Contact and resource sites:
 - Nagy Kasza Jonathan (Youth Secretary)
Str. Rimurele 33/2 540463 Tirgu Mures Romania
Tel (Home): +40 265 240339
Tel (Mobile): +40 744 951689
Email: jona_nk@freemail.hu, or romabisz@freemail.hu

Recommendations and Future Possibilities:

7. Areas of Potential Need and Work:
 - The national youth leader of this work felt the following: That in most places the pastor's approach to youth work needs to change. Pastors are very busy and so they

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have very little time for the youth or they are not prepared to deal with them. Because they spend little time with youth, they are not aware of their world, their needs and their style. Pastors currently do not place enough emphasis on leadership training. Due to the lack of preparedness some young people are required to become leaders overnight and receive little assistance after the fact. This national youth leader mentions that thanks to God there are positive examples to be found. He feels that there should be a constant and ever present training program for leadership training in working with youth; perhaps through the founding of a special school specifically for this purpose. Some of the questions that need to be addressed are:

- How should the youth integrate into church life?
- How should leaders get youth involved in discussions at youth meetings?
- What does it mean to become a Christian and stay one?
- Mistakes that leaders can make or often make
- What makes a good fellowship/community?
- What makes a fellowship/community attractive for today's people?
- How should one have youth meetings so that the youth enjoys it but the message gets through to them at the same time?

Researchers Comments: The work among Hungarian speaking youth in Romanian Baptist churches is well on the way to supplying the needs of the larger volunteer network. It needs to develop its communications network and to create more opportunities for new leaders to become better trained rather than being recruited by pastors and left to their own devices and becoming frustrated. New models which are being developed showing positive leadership styles and healthy youth groups will help many new leaders to observe and adapt some of the ideas they see into their own groups.



Russia

Statistics⁶⁴

Population of Russia	- 143,782,338
Baptist Churches in Union	- 1,600
Number of church members	- 90,000
Number of church youth groups	- 996 (600 have youth groups)
Total number of youth attending	~ 25,000
Number of youth leaders	~ 800 appointed youth leaders (<20 paid, remaining are volunteer, 90% male 10% female)
Definition of ages in youth ministry	- Up to 16 - children's ministry (Sunday School) - 12 to 16 teenagers - 17 to 30 youth
Average age of youth workers	- 22 (20 to 25)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	54.07	79,447,131	Protestant	34	0.65	950,000
non-Religious	31.08	45,667,040	Independent	32	1.47	2,158,000
Muslim	10.20	14,987,252	Anglican	1	0.00	3,000
Other	2.50	3,673,346	Catholic	1	1.02	1,500,000
Traditional ethnic	1.10	1,616,272	Orthodox	8	41.26	60,624,000
Buddhist	0.70	1,028,537	Marginal	13	0.27	392,000
Jewish	0.32	470,188				
Baha'i	0.03	44,080				

Youth Ministry Training Observations⁶⁵

1. The greatest strengths of the youth ministry among Baptists in Russia currently:

⁶⁴ Interview with – Eugene Bakhmutsky , EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁶⁵ Interviews with - Eugene Bakhmutsky (Youth Secretary for Union of Evangelical Christians – Baptists of Russia), November 2003, John Gerig, (Instructor in Youth Ministry - Saint Petersburg Christian University), March 2002, Viktor Artemov (IBTS/CCI), various other leaders and youth leaders in Moscow and Saint Petersburg.

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- There are 89 regions in Russia with 7 districts with each region having a youth coordinator.
- Young men conferences (once or twice a year)
- Young women conferences (once a year)
- Youth Camps (Advanced Youth Leadership Program) one week program – vision and understanding
- Teenage worker training annually in each of the 8 districts.
- Student ministry conference (various times a year)
- The typical youth group consists of small groups for prayer fellowship, Bible study and groups worship meetings in many churches in Russia. There is a high priority placed on teaching Biblical truth.

2. Current training efforts for leaders in youth work:

- Two week program School for Youth Ministry (14 day seminar) developed by Eugene Bakhmutsky through the Baptist Youth Department of Russia. The main goal is helping youth leaders to understand what is the biblical philosophy of youth ministry and to teach them how to apply it in their local churches. This program consists of three areas: theology of youth ministry, strategy of youth ministry and methodology of youth ministry. Topics include: *How to work in teams, response to issues in society (TV, Music, dress, work, family issues). Addressing three questions: 1) Where is my place in the church? 2) Whom I should marry? 3) Where is my place in this world? It helps them to develop their character, their life and ministry. To have balance between growth in their faith and their ministry. Helps them to understand ministry in the context of their specific area.*
- Twice a year in each of the 89 regions there is a gathering for youth leaders for training and encouragement and other such activities.
- Once a year in each of the 8 districts youth leaders are encouraged to come together as well for training and equipping and dealing with issues.
- Once a year all 89 regional coordinators are to come together for training and planning as well.

3. Desired changes for the future:

- To build some model youth ministries that the country can see successful ministries to emulate and to spread the vision for ministry that has impact. The principles that work in the Russian context are what will be multiplied not the exact copies of the same ministries. Spreading ideas not just methods. This has to be done through the local churches.
- To provide good coaching and mentoring of future leadership.
- Youth Secretary has a three stage vision for the future:
 - To train youth pastors and leaders and to help Biblical philosophy of ministry in local church. Build the infrastructure for each region.
 - Develop a missionary movement among the youth to spread the Gospel.
 - Publish and print more materials in youth ministry that would influence Christian and non-Christian youth in society.

4. Partnerships with other organizations:

- Slavic Gospel Association sponsors the Antioch Project which is making model churches in each region.

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5. Seminary or Bible School Programs offering training:

- Moscow Baptist Theological Seminary – Moscow (new baccalaureate program started January 2004)
- Saint Petersburg Christian Seminary – Saint Petersburg (John Gerig professor)

6. Contacts and resource sites:

- Eugene Bakhmutsky – Youth Secretary Union of Evangelical Christians – Baptists in Russia. - bakhmutsky@rambler.ru
- John Gerig – Youth Ministry Educator – Saint Petersburg Christian University - Workforjulie@aol.com
- Alexander Mochalin – Director of Youth Ministry Program Moscow Baptist Theological Seminary. alexandermoch@hotmail.com
- Viktor Artemov - Christian Camping International Russia - artemov@oberberg-online.de
- www.baptistyouth.ru

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- Youth ministry is changing in Russia in somewhat to consider younger youth as a target youth ministry to pay more attention where traditionally the focus has been on the 17-25 age range.
- Infrastructure and building the network across the largest country in the world is a daunting task but the union structure already exists and there are churches in each of the 89 regions and 8 districts from which to draw from and build upon.
- Resources and material in Russian language
- Some think that the leaders need to be older and more seasoned and have more training before they take on the role of leadership of groups. If they are married they also should serve as good examples of a healthy family life as a model.

Researchers Comments: The vision of the new youth secretary of the Baptist Union of Russia will take time to implement. With the size of the country and the numbers of leaders who need to be equipped it would seem to be a lot to handle. However, the vision and passion of the youth secretary, Eugene convinced me it is possible. Russia is enormous and the needs are enormous. I also met with many others in two cities who were all very dedicated to equipping and providing materials and encouragement to youth in Russia. One thing which would be helpful would be a gathering of leadership in the field of youth ministry from the broader context in Russia and get them to the same table at least every two to three years and bring them into a network which would help them share their internal people resources and the materials which are being developed. I was surprised (maybe not now, since it is such a big country) that there was so many good things going on and yet people were not aware of what was going on in other cities. There is much to celebrate in the work in Russia and there is still much to be done!



Scotland

Statistics⁶⁶

Population of Scotland	- 5,570,000 ⁶⁷
Baptist Churches in Union	- 176
Number of church members	- 14,042
Number of church youth groups	- approximately 100
Total number of youth attending	~ (2500 between 11-17) (3,200 between 11-25)
Number of youth leaders	- 24 (paid staff) no stats on volunteers
Definition of ages in youth ministry	- 11 to 18 (younger youth) - 19 to 25 (older youth)
Average age of youth workers	- no statistics available (probably late 30's)

Religious groups⁶⁸

Religions	Population %	Adherents
Church of Scotland	42.4	2,146,000
Roman Catholic	15.9	804,000
Other Christian	6.8	344,000
Other	1.9	96,000

Youth Ministry Training Observations⁶⁹

- The greatest strengths of current youth ministry among Baptists in Scotland currently:
 - New forms of work and ministry being experimented with
- Current training efforts for leaders in youth work:
 - The Scottish Baptist Union does not offer specific training programs – though they do offer courses prepared by Oasis Youth Ministry, Purposed Driven material and from Frontier Youth Trust and well as one off specials.
 - When available opportunities present themselves they present them to the church leaders.
 - Deep Impact (Youth For Christ) in Aviemore a bi annual conference for training in rural areas.
 - Youth leadership training for volunteers in preparation for camps (crisis management, evangelism training, orientation) 2 days training program.

⁶⁶ Interview with Gary Smith, EBF Directory 2005

⁶⁷ <http://www.gro-scotland.gov.uk/grosweb/grosweb.nsf/pages/03population-projections>

⁶⁸ <http://www.gro-scotland.gov.uk/grosweb/grosweb.nsf/pages/occasional-paper-10>

⁶⁹ Interview with Gary Smith (Young People's Advisor for the Scottish Baptist Union), February 2004

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3. Desired changes for the future:
 - To develop local networks and offer specialized training to these local groupings
4. Partnerships with other organizations:
 - Youth For Christ (Deep Impact)
 - Oasis Youth Ministry
 - Scripture Union
 - Scottish Christian Youth Work Forum
5. Seminary or Bible School Programs offering training:
 - Scottish Baptist College (part of Paisley University) – though no specific youth ministry course at this time
 - International Christian College – youth ministry course; children’s ministry course
6. Contact and resource sites:
 - Gary Smith - gary@busy.org.uk
 - www.busy.org.uk

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - To be able to develop the local networks and bring those that are leading in the local church settings together for encouragement and training.

Researchers Comments: One of the many advantages of the Scottish Baptist Union is that there are a smaller number of churches which would enable easier networking to take place on a regular basis at the very least on an annual basis. The sense that I had was there is a deep desire to do so but for whatever reason, time or resources have not allowed it to happen to date. There is a wonderful mixture of experienced and new leadership in this union. I had a chance to meet with a young man who was formerly a police officer who has decided to be involved as a youth worker in a local church. He was struggling with convincing the church how to reach out contemporary youth that he had encountered before as a police officer. Tradition and the established church may not know how to handle evolving youth culture which is a universal problem. The Scottish Baptist Union may begin to see the need of moving out into newer models as some are experimenting with and try to reach youth on their terms.



Serbia

Union of Baptist Churches in Serbia

Statistics⁷⁰

Population of Serbia	- 10,825,900
Baptist Churches in Union	- 52
Number of church members	- 2,079
Number of church youth groups	~ 30
Total number of youth attending	~ 550
Number of youth leaders	~ 30 (all volunteer, 90% male)
Definition of ages in Youth Ministry	- 13 to 17 (high school) - 18 to 25 (youth)
Average age of youth workers	~ 20

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil.%	Adherents
Christian	67.87	7,221,470	Protestant	58	1.05	111,000
Muslim	16.20	1,723,704	Independent	10	1.10	117,000
non-Religious/other	15.90	1,691,784	Catholic	2	5.12	545,000
Jewish	0.03	3,192	Orthodox	1	54.36	5,784,000
			Marginal	1	0.06	6,000

Youth Ministry Training Observations⁷¹

- The greatest strengths of current youth ministry among Baptists in Serbia and Montenegro:
 - Camping ministry – great emphasis on learning about God and the Bible in community (Hungarian Baptists in Serbia run camps in Hungary)
 - September Youth Conference - attended by 500 youth annually
 - Interdenominational in scope (run by union)
 - Presently two conferences with goal to add two more conferences
 - Slovaks Baptists in Serbia run a youth conference separately as well
 - Youth Clubs – A new initiative that has started in one area to serve as a model for other churches. It is held outside the church with a drop in center concept.

⁷⁰ Interview with Dragan Mitrovcan, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁷¹ Interview with Dragan Mitrovcan (National Youth Leader – Serbia and Montenegro), May 2004

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2. Current training efforts for leaders in youth work:
 - School of Leadership Training *Mraža* (NET) (in partnership with Josiah Venture)
 - Once a year gathered in a conference for training
 - To point out the importance of youth work
 - Certificates are given
 - Theological training in conjunction with practical experiencing
3. Desired changes for the future:
 - K.O.V. is a youth leader's conference that is currently trying to be established as an annual event. This will fall under the *Mraža* organization which is a movement of interdenominational youth leaders. They have about 60 youth leaders including Methodists, Baptists, Church of God and Pentecostals. There is a hope that more traditional churches may also see the value and join the network.
 - Within the structure of the School of Youth Leaders the leaders need to be encouraged to be bolder, to be more connected to the union as a whole and to be more involved in evangelism and developing strategies for reaching out to young people
 - Churches need to develop an attitude of unconditional love toward young people and encourage an atmosphere of love
 - Less criticism of youth
 - Higher degree of communication with pastors in the churches about the importance of youth work and act as an advocate for youth work among them
 - The creation of a single book in Serbian that explains youth work in the context of the work and culture of Serbian youth
4. Partnerships with other organizations:
 - Josiah Venture
 - Norwegian Baptist union
5. Seminary or Bible School Programs offering training:
 - Seminary in Novi Sad currently offers a course in "Youth work, communication with youth, youth and post modernity"
6. Contact and resource sites:
 - Dragan Mitrovcan chaga@eunet.yu
 - Josiah Venture <http://www.josiahventure.com>

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - There are some areas that leaders have expressed a desire in learning more about setting goals, teaching, creativity in youth work, communication to youth, understanding youth culture, evangelism, how to address the important question

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in a counseling manner like issues of sexuality, or difficult topics that youth deal with each day.

Researchers Comments: It is apparent over the past few years that the development of training options for youth and for leaders is growing in Serbia. The leadership is enthusiastic for partnership and development and has made great strides in bringing things to the stage they are to date. However, they are not being complacent, as they are making plans for further training efforts to equip leaders. The strategic relationship with Josiah Venture has given a great starting point to help the leadership in Serbia develop a customized program of leadership development. It is evident though from my discussions that there is still plenty to do and as new leaders are brought on side, more mentoring, training opportunities and encouragement will keep the leaders for longer durations of service.



Slovakia

Statistics⁷²

Population of Slovakia	- 5,423,567
Baptist Churches in Union	- 20
Number of church members	- 1,973
Number of church youth groups	- 22
Total number of youth attending	~ 260
Number of youth leaders	- 19 (100% volunteers , 75% male/25% female)
Definition of ages in youth ministry	- 14 to 30
Average age of youth workers	- 21

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	82.94	4,468,136	Protestant	15	8.59	463,000
non-Religious/other	17.00	915,822	Independent	4	0.06	3,000
Other	0.03	1,616	Catholic	2	62.41	3,362,000
Muslim	0.02	1,077	Orthodox	1	0.41	22,000
Jewish	0.01	539	Marginal	2	0.45	24,000

Youth Ministry Training Observations⁷³

- The greatest strengths of current youth ministry among Baptists in Slovakia:
 - The union leadership is delighted over the enthusiasm of their leaders and their faithfulness to leading youth groups in their ministry.
- Current training efforts for leaders in youth work:
 - There is not any systematic training program or opportunity for youth leaders in the Baptist Union at this time.
 - There is once a year held a training weekend for youth leaders for encouragement and teaching covering such topics as Leadership, spiritual battle, what a contemporary model of a young person is like it today's world and how to minister to them.

⁷² Data provided Tomáš Valchar, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁷³ Data provided by Tomáš Valchar (Vice President of Slovakian Baptist Union), November 2004.

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3. Desired changes for the future:

- The union would like to have its leaders trained the areas of understand the role of the church and its function, the importance of the integrity of being a leader, and the study and preparation of homiletics and speaking.
- Some of the desired changes for the future for the Baptist union is to raise up youth leaders who are people of real character
- The development of their own educational program for youth leaders.
- Educational system from pre-school age up to age of 18.
- A systematic development of networking and teamwork among the youth in adjacent churches.

4. Partnerships with other organizations:

- Youth organization called SIE . Address www.siet.sk

5. Seminary or Bible School Programs offering training:

- Nothing at this time

6. Contact and resource sites:

- Tomáš Valchar (vice president of Baptist Union of Slovakia) bjbpp@stonline.sk

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- The union leadership are troubled because of a weak care for youth leaders from positions of pastors and church elders. It would seem that one of the most important tasks will be educating the congregations and pastors about the needs of young people and how vital it is to be flexible and adapt to the members of the future church.
- One of the greatest desires of the Baptist Union of Slovakia is to develop its own educational or training program for its leaders.
- There is a sense that the older more traditional generation does not want to adapt or entertain the new ideas or freshness that is needed to minister to young people today. While this may hinder work within the church, the union may have to look at ministry alongside the church, and even outside the church structure to meet youth where they are at. Of course the leadership of the church and those that are committed to the cause of youth would be a part of this outreach since it still needs to be a part of the church body and its blessing.
- Youth work is appraised at the same level as other church activities but high requirements are placed on them and very often they are not able to fulfill them and likely leading to discouragement and frustration. An attitude of judgment (even a perceived one) rather than encouragement will prevent the active and creative work by leaders if they are afraid of not meeting certain rigid standards.

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Researchers Comments: From my discussions with one of the union leaders I sensed there is a true desire to move things ahead with the whole area of youth leadership and outreach. While there is a desire and knowledge of contemporary youth culture there also seems to be a barrier over against the traditional values which the established church has expressed, perhaps even in disdain to these “new thinkers”. Some champion or advocate for youth who is well respected within the union, who could speak and educate the needs of churches, would be a great advocate for youth ministry in the union. Once this gathering of support has taken place, then the basic structure for creating a system of training for these volunteers could be implemented. The two greatest needs of volunteers are resources and encouragement. The attitude of the union leadership is enthusiastic and optimistic and this will be a great start to moving things ahead for the future of youth work in Slovakia.



Spain

Statistics⁷⁴

Population of Spain	- 40,280,780
Baptist Churches in Union	- 77
Number of church members	- 8,471
Number of church youth groups	- 80
Total number of youth attending	~ 1200 to1600
Number of youth leaders	~ 80 (20 part/full time paid/60 volunteers) ~ unknown % male or female
Definition of ages in youth ministry	- 14 to 30
Average age of youth workers:	-23 (20 to 25)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	67.77	26,945,200	Protestant	130	0.42	169,000
non-Religious/other	30.89	12,281,794	Independent	50	0.05	19,000
Muslim	1.20	477,117	Anglican	1	0.07	29,000
Jewish	0.13	51,688	Catholic	3	66.70	26,519,000
Buddhist	0.01	3,976	Orthodox	1	0.01	4,000
			Marginal	8	0.52	206,000
			Unaffiliated		0.63	250,000

Youth Ministry Training Observations⁷⁵

- The greatest strengths of youth ministry among Baptists in Spain currently:
 - The Baptist Youth union of Spain is recovering the basic concept of what it means to be a Baptist Youth Union and have been working at improving communication and connection on the national level
- Current training efforts for leaders in youth work?
 - There are national training periods every other year at the time of the Convention. In the seven regions there is an annual training event

⁷⁴ Interview with Donato Hernández González as conducted by Samuel Escobar, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁷⁵ Interview with Donato Hernández González (President of Baptist Youth Union), August 2004.

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3. Desired changes for the future:
 - The Baptist Youth Union would like to recover a formative plan for leaders and a recovery of fundamental aspects of youth work and Baptist identity
 4. Partnerships with other organizations:
 - Inter Varsity (GBU in Spain)
 - Campus Crusade
 - Youth for Christ
 5. Seminary or Bible School Programs offering training:
 - Pastoral work among youth is a subject taught at the Baptist Seminary in Madrid.
 - The president of the seminary Julio Diaz has expressed interest in expanding the material or courses in this area
 6. Contact and resource sites:
 - Donato Hernández González President of Baptist Youth Union of Spain
donlid@teleline.es

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - The addition of more seminary based training courses in youth ministry for pastors and leaders
 - They have identified that they need to develop strategies of youth work; to implement a “how to” program of approaching youth, also creating methods of working in the youth groups
 - There is a need identified to build relationships with pastors of churches and with churches in general since there seems to be less support than is desired by the youth union
 - Along with the need to build strategies and methods of youth work there also is a need to develop a training program that addresses doctrinal and biblical formation, evangelism, youth psychology

Researchers Comments: It would appear from the comments gathered in this interview that a restructuring of the Baptist Youth Union in Spain is in progress and they are trying to realign and gain a new identity. Along with this they have recognized there is a need for training for their leaders more than is currently being offered. It would seem also that as they reestablish communications and rebuild the structure that training will be an integral part of the new plan.



Sweden

Statistics⁷⁶

Population of Sweden	- 8,986,400
Baptist Churches in Union	- 240
Number of church members	- 17,877
Number of church youth groups	~ 130
Total number of youth attending	~ 2,600
Number of youth leaders	450 (40 full time paid ~ 400 volunteers, 50% male and 50% female)
Definition of ages in youth ministry	- 13 to 25 (young adults- with main focus on high school)
Average age of youth workers	- 23 (22-25)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	54.65	4,869,432	Protestant	34	59.41	5,293,000
non-Religious	41.82	3,726,251	Independent	10	0.49	44,000
Muslim	3.10	276,217	Anglican	1	0.03	3,000
Jewish	0.18	16,000	Catholic	1	1.77	158,000
Other	0.14	12,474	Orthodox	14	1.11	99,000
Hindu	0.06	5,000	Marginal	8	0.60	53,000
Buddhist	0.04	4,000				
Baha'i	0.01	900				

Youth Ministry Training Observations⁷⁷

- The greatest strengths of youth ministry among Baptists in Sweden currently:
 - The Swedish Baptist Youth Federation (SBUF) is a separate entity from the Baptist Union of Sweden for legal reasons for the Swedish government, yet works as the extension of the youth work in the Swedish Baptist Churches. It is primary ministry that is responsible for Baptist Youth work (it is also in partnership with the EFK

⁷⁶ Interview with Stefan Albinson , EBF Directory 2005, Operation World 2001, World Fact Book 2004..

⁷⁷ Interviews with Stefan Albinson and many other leaders within the SBUF and Swedish Baptist Union - (Secretary of Leadership Development Department for the Swedish Baptist Union), October 2003.

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(Evangelical Free Church) Youth partly through the Scandinavian Baptist Fellowship network, but foremost on regional level in some parts of Sweden).

- The greatest focus in youth work is among the high school age students. They also do a lot of work in Gospel Choirs.

2. Current training efforts for leaders in youth work:

- Youth Leaders Education School – “Folk High School” program – training program for employed youth leaders in the church, community youth workers in social work. Not all the participants in the program are Christians since they are people training for a variety of youth program leadership roles. This is connected to the SBUF.
- Youth Leadership Education for the SBUF is comprised of three organizations SBUF, SMU (Covenant Church Youth Federation) and YMCA. “*Folk High School*” is a general training program following high school for training in specific areas of career development. There is a two year youth leadership element that is run by the SBUF, SMU and YMCA together, while the rest of the programs are run by the SMU. In the program there are opportunities to learn about youth leadership in the church, for organizations, social programs, “free time” projects and community youth programs.
- There is training for pastors at the seminary and theological leadership training (it’s a union of the Swedish Baptist Union and the Covenant Church in an ecumenical cooperative partnership -1/3 of the students are Lutherans, 1/3 Baptist and Reformed from tradition, 1/3 other. This is connected to the Swedish Baptist Union.
- Betel Bible School (Bethel) – Music and Education program – there is an element of leadership training for youth in this school. Connected to the Swedish Baptist Union.
- There was an attempt to start a year long internship programs in churches but there were not enough people that were willing to commit to it over the last three years. However this has led to some brainstorming in a new way of training youth leaders.
- There is a Bible Camp held annually (100 teenagers) that provides confirmation training for teens from 13-14 to 18 years of age. There is a training element for leadership roles for future leaders. There is an influence that can feed future leaders for churches youth ministry in Sweden.

3. Desired changes for the future:

- The SBUF would like to deepen the cooperation with MKU and SMU in youth leader education and to become one youth organization. We also want to cooperate with other Christian youth organizations and with Bilda.
- SBUF would like to develop contacts with schools and education which they are involved in, and to do so in cooperation with the Swedish Baptist Federation and the Swedish Covenant Church.

4. Partnerships with other organizations:

- Covenant Church Youth (SMU) and Methodist Church Youth (MKU). These three organizations have a common “declaration of intention” which includes the vision to merge these three organizations into one in a near future
- Evangelical Free Church (EFK) and other members of the Swedish Ecumenical Youth Counsel
- SBUF runs a web site on Bible issues together with the Lutheran Church of Sweden’s Youth and the Swedish Bible Society

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- Bilda (former *Frikyrkliga Studieförbundet*, “Educational Association of Free Churches”)

5. Seminary or Bible School Programs offering training:

- See item under number 4 (there is training involved in these schools and the EFK Evangelical Free Seminary/Youth Leadership Education (Orebro) however is not a SBUF endeavor

6. Contact and resource sites:

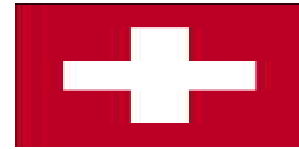
- Malin Ivarsson (General Secretary of the Swedish Baptist Youth Federation (SBUF) - malin@sbuf.baptist.se
- Simon Kjellander (Youth Secretary of the Swedish Baptist Youth Federation (SBUF) – simon@sbuf.baptist.se
- Annelie Ericsson (Youth Leader Education contact) - annelie@sbuf.baptist.se

Recommendations and Future Possibilities:

7. Areas of potential need and work:

- I think the leadership found that it was a helpful exercise to ask them to describe their work and what is done to train youth leaders specifically since it was somewhat confusing to figure out at first for myself. It helped them see perhaps some areas where they might want to work at in terms of training and encouragement of the 300+ volunteers that work in their youth ministries.
- Developing the communication and promotion among the various shareholders and drawing the network together into a common vision(s) may help move things ahead in terms of setting specific tangible goals in the area of training programs. Stefan Albinson is charged with the task of networking the different departments.
- Since youth pastor roles are not a high paying career there are few people that are called to sacrifice to take on the training to do this ministry. This has an impact on the future of leadership development and the need to enhance volunteer training and equipping since the volunteers will be the driving force in the future.

Researchers Comments: Swedish culture and infrastructure is an adventure in eclectic synthesis. I learned a valuable Swedish word called “*lagom*” meaning in English “something in between or in the middle”. Sweden is a blend of many ideals and methods and due to the nature of ecumenicity and cooperation, it was hard to find hard lines to demarcate the work of the SBUF or the Swedish Baptist Union. However, it was a joyful exercise to see what they are doing and to know there is a great passion for equipping leadership in whatever multi-varied capacities they may have. There would not be a single template to describe the training which is available but there is a little something for everyone! The leadership is extremely committed and willing and it was fun to capture their enthusiasm. The Swedes can teach us a lot in the area of ecumenical work and working hard to accommodate those that don’t “fit the box”. I think the biggest area of need might be the training efforts for the huge number of volunteers that work in the various youth clubs in the 130 churches within the union.



Switzerland

Statistics⁷⁸

Population of Switzerland	- 7,450,867
Baptist Churches in Union	- 10
Number of church members	- 1,250
Number of church youth groups	- 10 (6 high school groups - 4 youth groups)
Total number of youth attending	~ 200 to 250 (12 to 25 per group)
Number of youth leaders pastors	- 50 (3 full or part-time) rest are volunteers or
Definition of ages in Youth Ministry	- 12 to 16 (high school age) - 17 to 25 (youth)
Average age of youth workers	~ 25 (youngest to 16 to oldest 33)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	86.56	6,393,069	Protestant	94	40.84	3,016,000
non-Religious/other	8.20	605,628	Independent	67	1.21	89,000
Muslim	3.10	228,957	Anglican	1	0.18	13,000
Other	1.80	132,943	Catholic	2	44.16	3,261,000
Jewish	0.24	17,726	Orthodox	10	1.11	82,000
Baha'i	0.10	7,386	Marginal	31	1.28	95,000

Youth Ministry Training Observations⁷⁹

- The greatest strengths of current youth ministry among Baptists in Switzerland:
 - That each church has its own program and there are many volunteers trying to reach out to the youth in the communities
 - In three churches there are specific mission efforts to reach unbelievers in Switzerland and also in to other countries to embrace mission as a way of life

⁷⁸ Interview with Andi Dubah, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁷⁹ Interview with Andi Dubah (Youth Advisor in Switzerland) – May, 2004.

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2. Current training efforts for leaders in youth work:
 - There is no specific training done in Switzerland for Baptist youth leaders by the Union.
 - There is a multi-level youth leader training program called *Leadership Training (Special Tools)* conducted by four united denominations with similar theological beliefs. The Baptist youth leaders have been invited to be part of that training and have done so over the past couple of years. Some of the topics covered were; How to do Devotions, How to reach young people today, Discipleship.
 - Young Leaders is a pre-organized program that come to a specific city and organize a one day event for training in Switzerland.
 3. Desired changes for the future:
 - That there would be more young people reached out to by the church
 - To retain and keep the youth that are already present in the church
 - That the local church will train its youth leaders or make it a priority
 4. Partnerships with other organizations:
 - Leadership Training (called “Special Tools”)
 - Young Leaders (school for full time preachers and missionaries)
 5. Seminary or Bible School Programs offering training:
 - None
 6. Contact and resource sites:
 - Andi Dubah (Youth Advisor) www.teensculture.ch & info@teensculture.ch
 - Leadership Training (Special Tools) www.leadershiptraining.ch
 - Martin Strupler - Young Leaders www.youngleaders.ch

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - That unity and participation of the Baptist churches to encourage their youth leaders to participate in training as Andi attempts to build a network

Researchers Comments: Andi is an inspiration. He is not officially the secretary for the union. There is no official team. He is employed as a pastor in a church and so his time as youth advisor is extra and above his other work. He is ready to start building a network of the Baptist youth leaders for encouragement and possible training. The union and churches are very supportive of his initiatives. He is conducting survey with a questionnaire to determine what the needs are in the various churches. There is very little going on specifically in the area of training within the union, however, Andi has a vision to network and encourage youth leaders and has built the necessary contacts with other organizations to acquire the training needed. Being involved with the *Leadership Training* program and *Young Leaders* is a wonderful opportunity for leadership training for a union which can not provide its own programs at this time.



Tajikistan

Statistics⁸⁰

Population of Tajikistan	- 7,011,556
Baptist Churches in Union	- 12
Number of church members	- 430
Number of church youth groups	- 15
Total number of youth attending	~ 200
Number of youth leaders	- 15 (3 full time, 12 volunteers, 90% male/10% female)
Definition of ages in youth ministry	- 12 to 15 (teenagers) - 15 to 25 (youth)
Average age of youth workers	- 21

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Muslim	89.50	5,538,440	Protestant	5	0.06	4,000
non-Religious	9.09	562,507	Independent	3	0.00	
Christian	1.38	85,397	Catholic	1	0.11	6,000
Other	0.03	1,857	Orthodox	5	1.20	74,000
			Marginal	1	0.01	1,000

Youth Ministry Training Observations⁸¹

- The greatest strengths of current youth ministry among Baptists in Tajikistan currently:
 - Youth fellowships, conferences, youth participation in missionary work and the general life of the church.
- Current training efforts for leaders in youth work:
 - (workshops or Bible School youth courses, seminars, nothing at the moment, etc) Bible School, Seminary, Bible Institute in Kazakhstan

⁸⁰ Data from Dima Vervai, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁸¹ Data from Dima Vervai (Youth Secretary for the Union of Evangelical Christians – Baptists), August 2004.

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3. Desired changes for the future:
 - There is a desire to overcome the lack of teachers and lack of funds
 - To obtain study materials, education and prizes for youth competitions
 4. Partnerships with other organizations:
 - None identified
 5. Seminary or Bible School Programs offering training:
 - Psychology,
 - Spiritual Education,
 - Creativity
 - Leadership
 - Discipleship
 - Counseling
 6. Contact and resource sites:
 - Dima Vervai Youth secretary werwai@mail.ru

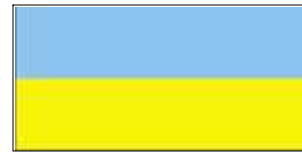
Recommendations and Future Possibilities:

7. Areas of potential need or work:

The following were suggested as areas for topics for training that would be considered a help to those who work with youth in the union:

- Studying more on Eastern Culture,
- Youth and the progress of popular and postmodern culture (for example: positive and negative influences of computer and internet on youth)
- Dangers of substances abuse (i.e.: narcotics)
- A series of regular seminars,
- Opening of the Youth Training faculty in our Bible school and the possibility for youth workers to do advanced studies.

Researchers Comments: Because of the size of the union of Baptist churches Tajikistan it would seem they might wish to work alongside of some of their neighboring countries to rally support for training events and support for their youth leaders. There is an expressed optimism by at least one leader from a neighboring country to do such a thing. This is a situation where resources are extremely limited in terms of people, finances and materials especially in a nation that is dominated by a world religion that is not as sympathetic to Christianity. Any assistance which would encourage and help to equip these leaders would be gratefully appreciated.



Ukraine

Statistics⁸²

Population of Ukraine	- 47,732,079
Baptist Churches in Union	- 2,715
Number of church members	- 156,000
Number of church youth groups	~ 1,200
Total number of youth attending	~ 72,800
Number of youth leaders	-1,675 (see breakdown below)
Definition of ages in youth ministry	- 14 to 25
Average age of youth workers	- 16 (camp leaders) - 20 (churches)

Religious groups (OW 2001)

Religions	Population %	Adherents	Christians	Denom.	Affil. %	Adherents
Christian	88.12	44,461,810	Protestant	41	3.00	1,511,000
non-Religious	10.56	5,328,151	Independent	16	1.21	611,000
Jewish	0.75	378,420	Catholic	2	11.79	5,950,000
Muslim	0.45	227,052	Orthodox	6	62.71	31,640,000
Other	0.12	60,547	Marginal	4	0.51	259,000

Youth Ministry Training Observations⁸³

- The greatest strengths of youth ministry among Baptists in Ukraine currently:
 - There are many new leaders taking roles in the unions 25 regions.
 - The infrastructure is somewhat in place as far as leadership who can offer training and mentoring in Ukraine. There are 1,200 church youth leaders, 25 regional youth leaders, 200 club leaders, 250 camp leaders. The idea is that each region should have a ministry team that holds conferences, evangelism programs. Some even work for missions, or some are part time or volunteer.
 - Some of the activities that youth ministry does in Ukraine are: teen clubs in churches or rented facilities where they sing, have games, hear testimonies and speakers. Camps are also an important part of the work. Some new ministries starting include: coffeehouses, rollerblading ministries, and contemporary worship bands. There are also special needs groups, drugs and rehab centers.

⁸² Interview with Gennady Lutensko, EBF Directory 2005, Operation World 2001, World Fact Book 2004.

⁸³ Interview with Gennady Lutensko (Youth Secretary Baptist Union of Ukraine), Mike Manna (Director for Center for Youth Ministry – Kiev Theological Seminary), May 2004.

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2. Current training efforts for leaders in youth work:
 - Of the 25 regions, there are 5-7 regional leaders that are carrying out youth leadership training within their regions.
 - They hold an advanced youth leadership training event for regional leaders in Kiev every year.
 - Kiev Theological Seminary offers a Bachelors in Theology in Youth Ministry through a partnership with the International Center for Youth Ministry at Southern Seminary (Louisville, KY).
3. Desired changes for the future:
 - That once a year there would be a training event within each region led by the 25 oblast (regional) leaders
4. Partnerships with other organizations:
 - Youth Ministry International – ymi@i.kiev.ua
5. Seminary or Bible School Programs offering training:
 - Kiev Theological Seminary (Bachelor of Theology in Youth Ministry)
6. Contact and resource sites:
 - Mike Manna Director, National Center for Youth Ministry – Kiev Theological Seminary) – ncym@kts.org.ua
 - The All-Ukrainian Union of Associations of Evangelical Christians – Baptists – union@baptist.kiev.ua

Recommendations and Future Possibilities:

7. Areas of potential need and work:
 - There is a high rotation of leadership as these are voluntary temporary roles.
 - There are sometimes misunderstandings with youth leaders and their senior pastors.
 - Many groups have to start from scratch over again.
 - There is a need to train in methods of youth evangelism which reach into the youth culture and are acceptable within the church culture.
 - There is also a need for discipleship training.
 - It would be helpful to develop a specific culturally relevant youth curriculum for churches to use.
 - There is a great need in leadership development to train pastors to mentor their youth leaders.
 - There is a great need to train Biblical leadership principles versus a centralized authoritarian leadership style.

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Researchers Comments: The development of a theologically based program for pastors, youth pastors and workers is strongly in place thanks to the work that is established at Kiev Theological Seminary under the direction of Mike Manna in partnership with Youth Ministry International. Their goal is to train Ukrainian youth ministry trainers for the network of 30 Bible colleges in the country. They would also like to send qualified Ukrainian trainers to other Russian-speaking countries.

My one concern was the incredible size of the union and the hundreds of volunteer leaders and their need for training and encouragement. Only a fraction of the union is currently providing organized leadership training in the 25 regions and so many of these leaders are left to their own devices to lead programs for youth each week. This would explain the high turn over when these leaders likely struggle to cope with the task of reaching out to contemporary youth in from fairly conservative or traditional churches.

The establishment of a common national strategy for training and communication would seem to be one of the most important things to establish and to bring each of the 25 *oblast* leaders on board with that common vision and strategy to equip their many youth leaders. Ukraine has the largest Baptist Union in the European Baptist Federation. It would seem necessary on many levels to build strong teams to continue to reach out to the youth of Ukraine in a country which still has many deep seated societal needs and struggles.



Statistics

Throughout the duration of this research project there was a conscious effort to get a “birds eyes” view of the landscape which makes up the youth work within the European Baptist Federation. A special focus was made in particular upon the needs and strengths of current leadership training programs for those who work at giving leadership to youth groups and ministries in Europe and the Middle East.

One of the realities in dealing with the data within this research project is that numbers can not be considered static, since they are constantly changing due to the sheer size of the vast area involved. The data for the most part represents the most current statistics for forty unions between June 2004 and December 2004. Even during this sample time leaders will have come and gone and new youth groups will have been added and events and training will have changed. This research merely attempts to give a “snapshot” for a specific period of time to help people to understand in the broadest of terms how great a task is before the youth leaders of the European Baptist Federation.

Forty unions and federations out of the 50 members of the EBF participated in the research survey. There were, at the time of the survey, approximately 10,478 churches within the EBF. Within that total were about 664,570 members of Baptist churches and this of course would not account for attendance which would be a much higher figure. This number represents the total for all 50 unions. The figures for the youth leadership training survey sampled 40 countries. Of these 40 there are approximately 186,897 youth between the ages of 14 and 28 attending 11,095 youth groups and ministries. These groups are led by approximately 29,125 youth leaders of which 80% would be male, being an average age of twenty five years of age. Of these leaders only 560 or about 1.9% are paid (full time or part time) numbering about leaving 28,565 who are volunteer leaders.

The actual number of volunteers is staggering when you consider that even in countries which are considered well off; there is not a sizable developed professional youth worker work force. There are several unions where even the youth secretary or the national director of the union is a volunteer position. These are highly dedicated people who see the value of youth work and are sacrificially giving of their time to advance the kingdom among youth.

Below is the table that compiles the numerical data from the survey. (See Table 1)

TABLE 1.	Number of	Number of	Number of	Number of	Youth	Youth	Number of	Leaders	Leaders	Youth leader	Leaders	Leaders
	Churches	Members	Youth	Groups	Age (low)	Age (high)	Leaders	Paid	volunteer	age	males	females
Albania	5	250	50	3	13	24	4	1	3	27	2	2
Armenia	107	3,010	850	57	18	28	45	35	10	28	NA	NA
Austria	22	1,322	272	22	13	30	40	0	40	26	20	20
Azerbaijan	22	3,000	60	5	16	26	6	0	6	23	5	1
Belarus	305	13,874	3,000	100	16	25	160	0	150	20	136	24
Belgium	31	1,100	150	10	13	25	15	0	15	30	12	3
Bosnia and Herzegovina	15	300	30	2	15	25	3	0	3	30	NA	NA
Bulgaria	75	4,876	300	22	13	27	20	0	20	25	15	5
Croatia	52	2,033	310	11	13	26	16	0	16	26	9	7
Czech Republic	33	2,334	500	20	14	24	35	1	34	21	32	2
Denmark	50	5,088	900	22	13	26	71	21	50	22	28	43
Estonia	82	5,940	1,000	43	14	26	43	1	42	30	39	4
Finland (Swedish speaking)	19	1,290	720	10	13	25	10	1	9	20	7	3
France	112	6,544	700	70	15	25	60	0	60	25	30	30
Georgia	75	5,085	1,000	62	12	30	80	0	80	23	NA	NA
Germany	854	85,043	16,492	1,576	9	27	3,601	165	3,436	28	NA	NA
Great Britain	2,022	137,883	34,849	5,120	13	19	20,196	180	20,016	32	16,156	4,039
Hungary	330	11,310	3,000	250	13	25	304	4	300	19	NA	NA
Israel	20	1,000	200	11	13	26	24	0	24	22	12	12
Italy	105	4,745	1,000	45	14	35	50	0	50	25	NA	NA
Jordan	17	1,000	200	17	12	18	40	0	40	22	28	12
Kazakhstan	289	11,401	3,000	150	14	30	110	0	110	21	88	22
Latvia	86	6,614	600	20	14	28	24	2	22	23	24	0
Lebanon	27	2,000	600	27	13	25	80	0	80	26	60	20
Lithuania	7	404	25	2	15	40	NA	NA	NA	NA	NA	NA
Moldova	390	21,186	3,359	350	14	30	250	0	250	26	232	18
Netherlands	84	11,516	4,000	300	12	25	1,000	2	998	35	NA	NA
Norway	71	4,850	650	35	12	25	60	10	50	19	30	30
Poland	73	4,500	1,200	60	13	24	45	2	43	19	27	18

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Portugal	68	4,400	300	30	15	30	30	0	30	23	15	15
Romania (Hungarian speaking)	228	8,532	1,100	60	14	35	60	0	60	18	36	24
Russia	1,600	90,000	25,000	996	13	30	300	20	280	23	270	30
Scotland	176	14,042	3,200	100	11	25	24	24	NA	NA	NA	NA
Serbia	52	2,097	550	30	13	25	30	0	30	20	27	3
Slovakia	20	1,973	260	22	14	30	19	0	19	21	14	5
Spain	77	8,471	1,600	80	14	30	80	20	60	23	NA	NA
Sweden	240	17,877	2,600	130	13	25	450	40	410	23	225	225
Switzerland	10	1,250	250	10	12	25	50	3	47	25	NA	NA
Tajikistan	12	430	200	15	12	25	15	3	12	21	13	2
Ukraine	2,715	156,000	72,800	1,200	14	25	1,675	25	1,650	20	NA	NA
TOTALS	10,578	664,570	186,897	11,095	14	28	29,125	560	28,565	25	17,592	4,619



Recommendations and Observations

There were five major “themes” which appeared as a common thread through many of the interviews that were conducted. Some of this is not backed up by empirical data, however was substantiated through interviews with the participants who were asked several open ended questions regarding the state of their youth work with respect to training and support. I have summarized each of these five themes in this section.

MAJOR THEMES

- 1. Volunteer Training and Support Ministries**
- 2. Generational Issues and Leader Support**
- 3. Resources and financial needs**
- 4. Specific training programs (seminars, workshops, Bible School, seminary based programs)**
- 5. Building Networks (within specific language or cultural or geographic groups)**



1. Volunteer Training and Support Ministries

The vast majority of the youth leaders in the EBF who give leadership to the 186,897 youth who are in some 11,095 youth groups are volunteers. Of the 29,125 youth leaders in the EBF who give leadership, only 1.9% (560) are paid staff (full or part time - including national leadership staff or teaching staff). The other 98% or 28,565 youth leaders are giving sacrificially each week to run camps, youth clubs, church out reach events, mission trips and any other myriad of activities for the churches of the EBF (see Table 1).

Anyone who has done youth work in any capacity for any length of time, knows it is important to have resources and some sense of what you are doing before facing a group of youth each week. While the scope of this study can not say exactly how many of these volunteers receive specialized training, the interviews indicated that well over half (if not more) have not had any formal training or a single seminar in youth ministry. On occasion, some are encouraged to attend a youth conference where a seminar might be available to them; however that might be the sole extent of the support they might receive. The impression being received from interviews was that being a volunteer can be a lonely experience.

Volunteers by nature are a highly dedicated lot since they are carrying jobs, family and other commitments and do not have the luxury of time to plan or work out a ministry strategy, let alone to prepare a Bible study or talk each week. Time and time again, from the largest to the smallest unions, the same theme rang out over and over again. "I wish we were doing more for our volunteers".

The results of poor or non-existent training and support for volunteers generally speaking are as follows:

- High turn over of leaders due to burnout or frustration.
- Constant need to re-train leaders at the basic level of leadership due to always having new leaders taking over from the previous ones who left either exhausted or frustrated or both.
- Fewer senior or experienced youth leaders who are available to give mentoring or advice to help encourage new leaders. This puts immense pressure on national leaders and youth secretaries to supply all the training or not have adequate time to mentor all the hundreds of leaders who are in their churches.
- Pastoral recruitment by default: "You are young and vital; therefore YOU can run the youth group this year." Task vs. Call. This kind of leading; "because the pastor told me to do it" really does not ensure loyalty or passion for the task.

Possible ideas for brainstorming:

- The EBF could possibly look into providing a simple yet comprehensive standardized training curriculum that national leaders along with perhaps two other people would be trained to offer this material to their unions at an annual conference or a "traveling conference" that visits certain regions within a country.
- Perhaps the Executive Committee of the Youth and Children's committee look at ways to promote universally the idea of support for volunteers. Would an international director of volunteer youth ministry training be worth looking at in the short term to get the movement going? Perhaps until enough people were trained to teach at the national level of each country who wanted to participate?



Possible Ideas for Brainstorming:

- Find examples in the union where there is harmony between generations and highlight it at conventions or gatherings. Have people share what it is like to work together as a whole church, not just generational fragments doing their own thing.
- Perhaps there is a need for education in the church to understand what youth have to face in the world. Have a young person share a testimony or tell what its like to live in their world before the rest of the church. Have people in the whole congregation pray for young people and to issue challenges in the congregations for people to help with the young people ministry either through offering food, encouragement or physical help, however little it may seem.
- Hold a church family event once a month that encourages all generations to be together and share with one another whether it's a church dinner or activity. Or have them serve together in some mission to the poor or to less fortunate so that they can learn from one another by working with each other.
- As a youth leader take some open minded influential elder with you and let them walk in the shoes of a young person's world so they can appreciate what is different and what is the same when they were a young person. Have them share with the other elders their experience and what they think they can do to reach out to youth. Then take youth into the world of the older person and have them see what they are dealing with.

3. Resources and Financial Needs

This is one of the hardest areas to address in the whole area of training. Many youth leaders are looking for financial resources to be able to carry out their ministries. I know leaders that would love to receive formal training in youth ministry but just do not have the financial resources to manage it. There are really two separate issues here that need to be looked at.

1. Financial resources
2. Material resources

Financial Resources: There are several unions which are doing a great deal in the area of training with little or no available resources at their disposal. Sometimes it takes creative thinking do try to do training without a great deal of financial support. Some unions seek sponsorship for their events, some have visiting missionaries and para church organizations offer training.

The para church organizations who train leaders in the church and for the church are the ones that have my respect. The organizations which promise to train leaders and siphon them away from the local church are in my opinion cheating the church of their most valuable resource – its potential leaders. This does not happen as the norm but it does happen.

For those who would like to do formal training at a seminary or Bible School there is a greater degree of need financially to do this kind of training. Some people achieve this through sponsorship or scholarships. Some schools offer incentives and allow those from less fortunate situations to come as their guests to audit courses. The wealthier unions in the EBF are very generous as I have observed in the area of financial assistance programs for others who are in need. This speaks well of the nature of the community of believers that we share what we have in common.



Material Resources: This is more difficult because there are several issues wrapped up in this one. Materials in terms of books, videos, or teaching resources are available at a cost usually and usually from the United States or Britain. The down side is that they are expensive and in some cases contextually not appropriate to the situation. For example, speaking about taking youth to a beach party might not serve as a helpful example in a conservative culture in the Middle East. Some unions are in the process of translating and contextualizing materials from Western sources for example material is being translated into Russian in several locations. This is labor intensive work and expensive. In some cases the unions are too small to warrant a language specific material when there are only 20 youth workers in the whole country that would buy the book in a specific small language group.

Possible Ideas for Brainstorming:

- When a youth leader from a wealthier country has chance to request in his or her budget for a training course perhaps their goal should be to ask for some extra support to help sponsor someone else from another country and donated anonymously as a scholarship.
- Materials can be produced in smaller sizes (small booklets) and translated with little effort and provided online. A simple download from a web resource site could provide a booklet on “How to Organize a Camp Retreat” for example.
- Plan on sending a youth leader who has been trained in a specific course to go and share the results with a country that has less opportunity to go to the conference or course. Creating brother and sister country partnerships can be mutually rewarding as long as the relationship is about both giving to it in their own way in a spirit of mutuality.
- Training events need to have a built in scholarship base to help those who need it.

4. Specific Youth Ministry Training Programs

It is important to recognize there is a great deal to celebrate with respect to training efforts that are being carried out by the various unions and federations within the EBF. One positive theme, which came through during the many discussions with leaders, was the sense of deep concern over the issue of training for youth leaders to do their task properly. Another optimistic point was that many of the unions offer at least one form of training program or another for their leaders. However, there are still some who do not have training opportunities on any level for various reasons. There are a few explanations as to why this might be found at the end of each country report. For some, it might be due to economic realities, political or social pressures, size of the union or the lack of a national youth director or secretary to take the lead.

Currently seven of the unions are using the training services of other organizations or denominations such as in the Great Britain and Switzerland to name a few examples. Others are using a blend of services from outside organizations along with their own programs such as in Poland, Hungary and Belarus. Some Bible schools and seminaries do offer some non-youth specific courses which are an aid to learning about youth work, such as counseling, speaking and mentoring. While these courses are helpful they not fully address the need for topics that would help with the specific needs of ministry to adolescence (or children). A very few offer a single course in children and youth ministry. Almost half or twenty unions of the EBF do not offer any training at the Bible School or Seminary level for youth ministry training.



To describe the training programs more adequately there needs to be a split between describing denominational schools for students and for those programs offered for volunteers. We will address the institutions first.

Institutions

- Seminaries – There are twenty unions of the EBF that do not offer any training at the Bible School or Seminary level for youth ministry training. There are a few Baptist seminaries which have baccalaureate minor or a focused program in youth ministry such as can be found at Kiev Theological Seminary under the direction of Mike Manna or a brand new department at Moscow Baptist Seminary under the direction of Alexander Mochalin. There are some which offer a few courses as part of their pastoral training program such as in the Baptist Seminary of Armenia, or in Serbia at the Theological Seminary in Novi Sad, and in Spain at the Theological Seminary in Madrid. Some unions utilize the services of interdenominational institutions which offer youth ministry training such as in Saint Petersburg Christian University under the direction of John Gerig. There were a few seminaries that have declared their interest in developing more in this area of youth leadership training but do not have the resources at this time.
- Bible Colleges - There are many Bible Colleges and Schools that have partnered with para church organizations to offer training to their leaders such as is found in Belarus with Campus Crusade and Janzteam. The programs offered at Bible schools tend to be very practical and mentor driven programs. One interesting program to take note of is the SALT leadership training program in Norway (see Norway report). They have redeveloped a highly practical application in their Bible College which takes courses in youth ministry from the ordinary model of classroom learning into a blend of theory and praxis in a church setting.

Non-institutional Training

- Conference based training – several unions host conferences for their youth leaders and youth. Sometimes when youth leaders bring their youth to these annual conferences they also get a chance to meet and to have seminars or workshops in areas which interest or affect them. This is fairly common for many unions.
- Mentoring programs or Series Training - there are unions like Poland which has a regular weekend training seminar and then sends the leaders back to their home churches to put into practice what they learn and then with mentors and reflection they learn by doing.
- Reading resource material – some leaders have learned material from internet web sites and books which they have bought in the area of youth ministry.

For the most part the seminary programs are for those who are pursuing youth ministry as a full time calling to ministry. This would be for the very few. The majority of leaders in the EBF (98%) are volunteers. Training in the non-institutional setting is more likely where volunteers would be offered training opportunities.

The greatest challenge though in almost every union, without too many exceptions, is that the training of volunteers is not what it could or should be.

Several unions have regional or district leadership who are responsible for the training of leaders in their region. Russia, Ukraine, Estonia and Germany are examples of this type of structure. The desire



is to take these regional leaders and make them regional trainers. Some unions are attempting this with some success but there are some that are still trying to make the model work.

Possible Ideas for Brainstorming

- If there are students from countries which do not offer a baccalaureate degree in their seminaries or Bible Colleges in youth ministry is possible to consider developing a central non residential Bachelors degree offered at the International Baptist Theological Seminary for example? This could serve the purpose of training those who would become national trainers in their own countries.
- Could the International Bible School in Elstal offer a more comprehensive seminar/training opportunity for youth leaders who are volunteers who might not receive training in their country or union, or who would like additional training on top of what they also receive at home? This could be set up as an institute of youth ministry training.

5. Building Networks

In discussions with various leaders I found there are some situations which would lend themselves to networking or the sharing of training due to similarities of location, language or special interest in certain topics. Not only does this save on costs sometimes when teaching resources are shared but there is also a mutual exchange of ideas from different perspectives. And as anyone in youth work knows; borrowing other people's ideas is half the fun on youth work!

For example there are some educators and national youth leaders compiling resources in the Russian language but each does not know what resources the other has or is developing. It would be beneficial for example to hold a consultation where these people could come together to share these resources and network for the betterment of each of their programs.

Some unions for example such as Germany and Austria share a mutual language and the Austrian Baptist union has encouraged their leaders to take part in training opportunities offered by the German union.

Serbian Baptist leaders have expressed interest in networking with leaders in neighboring countries to share resources and training opportunities.

One of the most positive opportunities for national leaders to share and network is the annual EBF Youth and Children's conference held each January. This is a great forum to offer training, fellowship and a chance to share what each other is doing in our respective countries.

There are some positive examples of networking between unions such as Norway with Serbia and Bulgaria.

There is a natural affinity within the European Baptist Federation towards working together as a unified body. There is a natural bridge or foundation from which to build these networks and opportunities for resource sharing.

One of the challenges following this report will be to see what creative ways



Possible Ideas for Brainstorming

- When there are natural networks or relationships that are observed at events such as the annual Youth and Children's conference perhaps the executive committee of the Youth and Children's Committee could suggest venues for meetings or encourage the relationships in some tangible way.
- The EBF Youth and Children's Web site could list all possible training opportunities so that others could get involved if there was interest.

Concluding Statement

This study opens several large issues which are not easily answered. However, with informed strategic thinking, regular dialogue and intentional planning these areas can be improved upon with the goal to equipping more youth leaders to do their tasks. Each union which chose to participate in this study gave sacrificial time and energy to make it happen. One of the byproducts of this report hopefully will be to help youth leaders see the larger picture and encourage union leaders to see they are not alone. This will also show them how they fit into a larger vision perhaps for equipping young leaders and to work with others in a new collaboration.

Utilizing the spirit of cooperatively and sharing which already exists within the EBF family, there is a real hope this research will serve as a first step for some positive initiatives. This is not meant to provide definitive solutions to all the needs but rather open chapters which can help new initiatives occur. It would be great if more questions would be raised. This study is certainly not the end but yet a new stage to see what we can do together to equip and to enlarge the influence of youth leaders within the EBF.

For more information regarding this study the researcher can be contacted at:

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