



# Keychain Leadership

2024 LENTEN SERIES



## *Six Essentials to a Keychain Leader*

Created by: Kristen Kelly, Deacon Kat Tigerman, Stacey Burke

*Material pulled from Fuller Youth Institute's book, 'Growing Young: Six Essential Strategies to Help Young People Discover and Love Your Church'*



# WELCOME

We are excited you are here! The intention of this series is to help guide congregations and individuals on how to take the next steps towards becoming Keychain Leaders. Keychain Leaders are sharing power with the right people at the right time. They are removing the “keys” of responsibilities, tasks, and occasionally physical building keys off their keychains to empower youth, young adults, and families to take on leadership roles.

Keychain Leaders are made up of six essential characteristics. These characteristics effectively convey trust, compassion, and empathy to individuals, helping leaders identify whom to confront and uplift for new challenges.



# LENT

Our hope is for congregations and individuals to utilize this resource throughout Lent and beyond. Spending intentional time focusing on one of the six core commitments of the Growing Young Wheel allows for growth—growth within a congregation, growth within relationships, and growth within ourselves.

By embracing Lent's reflective journey, people can grow personally and spiritually.

It's a time to reflect on who we are, set meaningful goals, and develop qualities that make our lives more meaningful and fulfilling. Let us expand our knowledge and be mindful of helping youth, young adults, and families feel a sense of connection and belonging to their community of faith.



ASH WEDNESDAY

# REAL/AUTHENTIC

Feb 14 - 21



## Keychain Leaders are Real/Authentic

BY KRISTEN KELLY

In this day and age where everything is done for the gram, our members, regardless of age, are looking for real and authentic relationships with one another. They don't want leadership to be perfect, they want us to be human. Placing leaders on a pedestal just creates distance and unattainable ideas, causing hesitation for relationships and desire to take on leadership roles. As leaders fostering leaders, we need to work hard to be confident and honest in who we are. Showing our own authentic self creates confidence in the relationships we are building and leaders we are fostering. Our young people aren't looking for perfect-they are looking for authentic.



## Ideas for Action

- Approach questions with honesty and transparency.
- If your church or community is going through a transition, hold safe space for all to come and discuss how they feel.
- Support and validate whenever someone is vulnerable and honest.
- Practice what you preach-if you are encouraging or providing ways to connect with God (scripture study, devotions, etc.) practice them alongside your congregation.



Fuller Youth Institute

## Models matter: Key insights on character-forming discipleship with teenagers

BY GIOVANNY PANGINDA  
FYI Social Media Lead

As leaders, we might find ourselves investing so much time on our sermons that we forget we are often our students' primary models of learning. Don't get me wrong—preaching and teaching are very important! But to our students, the way we live out our lives is the greatest sermon we will ever preach because our students are paying close attention to how we talk, what we share, how we react, and especially how we treat others.

In other words, what we do as leaders is often more important than what we say. Our Gen Z'ers can spot photo-shopped, filtered leadership; they want genuine models. In matters where trust is involved, what we model and what we say have to align and match up. Students want models who are honest about their own faith journeys—journeys that are often messy and tousled around. They want models who are open about struggles and doubts because they suspect these are the most human things to do in front of a perfect God.

What does this mean for how we think about discipleship? Since we know that young people will be influenced by models, our task is not to change that reality, but to help them identify and evaluate whose actions are influencing theirs. We must also recognize ourselves as models, which means prioritizing our own spiritual formation impacts students more than we may realize.

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### Why are models important for developing character and virtue in students?

FYI is conducting research on character development (the internal process of forming virtue) and cultivating virtues (the qualities required to follow Jesus well) such as compassion, hope, forgiveness, perseverance, humility, love, and gratitude. We've discovered that when it comes to developing character marked by these virtues, young people are frequently influenced by models that help them understand and uncover their inner desires.



To read the full article visit:  
[fulleryouthinstitute.org/blog/models-matter](https://fulleryouthinstitute.org/blog/models-matter)

Panginda, G. (2022, July 5). Models matter: Key insights on character-forming discipleship with... Fuller Youth Institute.  
<https://fulleryouthinstitute.org/blog/models-matter>

WEEKLY SCRIPTURE

Matthew 6:1-6,16-21

Psalms 51:1-17

2 Corinthians 5:20-6:10



Sat April 6, 2024

10:00am to 1:00pm

Allegheny Lutheran Church

1327 Alleghenyville Rd  
Mohnton, PA 19540

*In person gathering to share experiences and learn more about Keychain Leadership. Open to all who did and did not participate in Lenten series*

LUNCH PROVIDED

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REAL/AUTHENTIC



LENT 1

# TAKES THE LONG VIEW

Feb 21 - 28



## Keychain Leaders Takes the Long View

BY DEACON KAT TIGERMAN

Relationships take time. Things that take time are often contrary to the busyness and fast-paced world we live in. We want to see results yesterday! Yet, trust is not built overnight. Relationships take continued nurturing and are their own type of investment. The results are seen down the road - over the long haul. Young people need a 'constant' in this ever-changing world, and the church and its members can be those wonderful 'constant' (and reliable) relationships. Keychain leaders understand and practice taking the long view and invest in building relationships one day at a time.



## Ideas for Action

- Commit to learning the names of 2 young people in your congregation; make it a priority to use their name and say "Hi" to them each time you see them during Lent.
- Think of a young person you have known/seen grow up in your congregation. Offer to take them to coffee or write them a note/card saying how you've seen them grow - including ways they have grown in their faith and spiritual gifts.





Fuller Youth Institute

## Cultivating teenagers' trust one small act at a time

BY KARA POWELL

Executive Director, Fuller Youth Institute  
Chief of Leadership Formation, Fuller Seminary

### Cultivating the new generation's trust in churches

As you may have noticed, Gen Z and Gen Alpha don't trust institutions in general. And that includes the church. In a national Springtide survey of diverse thirteen- to twenty-five-year-olds, only 14 percent reported that they trusted organized religion completely, while 39 percent indicated that they've been harmed by religion.

Why is this generation's trust in churches so low? In the midst of their quest for identity, belonging, and purpose, half of teenagers don't think religious institutions care about what—or who—matters most to them.

### Earning teenagers' trust one small act at a time

Most of us learn to trust Jesus by first trusting someone who trusts Jesus. A faith that lasts beyond youth group will never flourish if young people don't trust someone who trusts Jesus. For this generation, that "someone" is likely to be the adults close up—the ones they get to know personally. It's teenagers in your community trusting leaders like you. One of today's top youth ministry superpowers is building trust. According to our faith beyond youth group research, trust is built one small act at a time.

If we could read the minds of this generation as they think about adults at church, we'd likely hear thoughts like this...

- "You build trust as an adult when you show up at my band concert. You break it when you say you'll be there but don't show..."
- "You build trust when you volunteer at church; you break it when you miss your week or ghost our small group..."
- "You build trust when I learn what makes you feel afraid, anxious, or insecure—because then I know you're more like me..."
- "You build trust when you trust me—enough to lead or discover something about my purpose—because then you show me I'm someone who matters."



To read the full article visit:  
[fulleryouthinstitute.org/blog/cultivating-teenagers-trust](https://fulleryouthinstitute.org/blog/cultivating-teenagers-trust)

WEEKLY SCRIPTURE

Mark 1:9-15  
Psalm 25:1-10  
1 Peter 3:18-22



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LENT 2

# KNOW WHAT MATTERS TO PEOPLE

Feb 28 - Mar 6



## Keychain Leaders Know What Matters to People

BY STACEY BURKE

Focus on the issues that matter most in the everyday lives of their congregants. Keychain leaders regularly listen to their congregants to know and understand what they believe are important. This will help leadership to then lead, preach, and structure ministries to reflect those areas of importance. Keychain leaders prioritize listening to all generations to then be able to include it within their church lifestyle and community.



## Ideas for Action

- Take a congregational survey
- Have an Intergenerational coffee/hot chocolate hour
- Have families, children, Sunday School submit prayers for the prayer of intercession
- Speed Interactions: Give 5 minutes for a youth to answer a specific question. Once the 5 minutes is up, rotate to the next youth and ask the same or different question. Don't forget to take notes!





Fuller Youth Institute

## How can your church listen across generations?

BY ANDY JUNG

Senior Director of Church Engagement and Business Administration

If we're going to bridge the divide between the generations in the church, adults need to start building empathy. Empathy is feeling with young people. In Growing Young, we describe empathy as "sitting on a curb of a young person's life, celebrating their dreams and grieving over their despair." This journey toward empathy is often filled with ups and downs because the issues that today's young people have to navigate are intense, but it is necessary if we want to build better relationships. At FYI, our research has shown that churches engaging and retaining young people make empathy a priority.

So what does it take to begin building empathy? Listening is a good place to start. We listen for what makes the hearts of our young people sing. We listen for the pain and suffering they experience. We listen without judgment. We listen with care.

1. Listening well starts with showing more interest in the young person's interest.
2. Listening well requires asking curious questions.
3. Listening well requires withholding judgment.

Listening well builds trust and starts a dialogue. It expresses respect and care. I think we all need that, especially our young people. So let's rethink how we interact with the young people entrusted to our care and how we can listen well to their joys and their pains. As we do, we know Jesus will be in our midst.



To read the full article visit: [fulleryouthinstitute.org/blog/how-can-your-church-listen-across-generations](https://fulleryouthinstitute.org/blog/how-can-your-church-listen-across-generations)



Jung, A. (2021, August 11). How can your church listen across generations?. Fuller Youth Institute. <https://fulleryouthinstitute.org/blog/how-can-your-church-listen-across-generations>

WEEKLY SCRIPTURE

Mark 8:31-38  
Psalm 22:23-31  
Romans 4:13-25



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KNOW WHAT MATTERS  
TO PEOPLE



LENT 3

# MATURE

Mar 6 - 13



## Keychain Leaders are Mature

BY DEACON KAT TIGERMAN

What does it mean to be “mature”? When we think of someone who is mature, we think of someone who is more than just a “grown-up” - someone who has experience and who has reflected on that experience. When connecting with young people, you do not have to be “young” or “hip” yourself. They already have young friends and know where to find the hip people. Rather, they are seeking out relationships built on trust, listening, and mentorship. These mature characteristics are far more important than your age.



## Ideas for Action

- Reflect on someone who made a difference to you when you were young: What “Mature” qualities did they have? How did that help you? How can you do the same with young people in your congregation?
- What life experiences/skills do you have that could help you connect and empower and support young people?



Fuller Youth Institute

## Five keys for effective mentoring

BY CURTIS MILLER

Graduate of Fuller & Associate pastor at Hillside Community Church in Rancho Cucamonga, CA

### “Mentor.”

That word likely stirs up all kinds of images for you. Depending on your experiences, some of those images are incredible while others evoke disappointment or painful memories. In your own life as well as your work as a ministry leader, you intuitively know mentoring is important. What’s less clear is what kinds of mentoring relationships or program models best help to support young people. What can we do to assure volunteers actually serve as reliable guides on the path toward maturity?

Some swear by long-term one-on-one mentoring. Others center ministry around peer-led small groups. Still others maintain that adult mentors are key. Each of these strategies has shown results in certain settings, so which should we choose?

A recent meta-analysis of mentoring research offers some help with these question. Drawing on a decade’s worth of research on mentoring programs, the research team from the University of Illinois at Chicago outlines best practices that can help us determine which strategy makes the most sense for our ministries.

#### Key #1: More Than One “Right Way”

First, the good news: there’s no one right way to set up mentoring relationships.

#### Key #2: In It For the Long Haul

Mentoring is better the longer and more consistently it goes on.

#### Key #3: Matchmaker, Matchmaker

One of the most important aspects of an effective mentoring program is matching mentors and mentees well. This happens best when there are shared interests.

#### Key #4: Recruit, Train, and Support

The secret to any effective mentoring program is the process by which you find great mentors, train them so they can do a great job, and then support them so they continue to do a great job.

#### Key #5: Start Small

The last key is simple: don’t build a program bigger than you can sustain.



To read the full article visit:

[fulleryouthinstitute.org/blog/five-keys-for-effective-mentoring](https://fulleryouthinstitute.org/blog/five-keys-for-effective-mentoring)

WEEKLY SCRIPTURE

John 2:13-22

Psalms 19

1 Corinthians 1:18-25



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Miller, C. (2013). Five keys for effective mentoring. Fuller Youth Institute. <https://fulleryouthinstitute.org/blog/five-keys-for-effective-mentoring>

MATURE



LENT 4

## WARM

Mar 13 - 20



### Keychain Leaders are Warm

BY STACEY BURKE

Youth, young adults, and families want keychain leaders who understand them, mentor them, and personally hand them keys. They want these leaders to be truly authentic, creating genuine warm relationships. These leaders do not try to be their best friends, but instead, fully listen and make them feel noticed and accepted. This will build trust, opening opportunities and ideas for youth, young adults, and families to find the keys that fit their passion, interests, and lifestyle.



### Ideas for Action

- Learn someone's name
- When it comes to vulnerability - Go first.
- Create a team collage or vision board with pictures from magazines, newspapers or internet
- New To Us: Split participants into pairs or small groups. The groups talk amongst themselves and determine one activity that none of the members has ever tried. Then, the group completes the activity together. Activities can be preplanned and prepared to be completed during time together. *Example: Eat specific food, knit, play chess, make a birdhouse, learn a dance move, etc.*



Fuller Youth Institute

## 5 Ways to kill warmth in your family (and how to rebuild it)

BY KARA POWELL

Executive Director, Fuller Youth Institute  
Chief of Leadership Formation, Fuller Seminary

**Research says warmth is crucial when it comes to young people.**

Of the almost 1,300 interviews we conducted during our four years of Growing Young research, those five words remain some of the most vivid to me. When it comes to churches and young people, it's not about having a cool leader. Or a cool facility. Or cool programs. All of those can be good, but they aren't essential. What is essential is that your church be warm.

*Based on my own experience, here are five bad habits that can steal from your family's warmth:*

1. Words.
2. Tone of voice.
3. Body language: sighs, eye rolls, you name it.
4. Technology.
5. Fatigue.

**Want to turn up the warmth for your family? Here are 4 ways to start.**

1. Identify which of the five warmth-killers is your biggest challenge.
2. If developmentally appropriate, talk with your kids about your struggle.
3. Choose one thing you're going to do differently this week.  
*Turn off your phone at dinner. Get an extra 30 minutes of sleep. Ask your spouse or a good friend to let you know when your words, tone of voice, or eye rolls have become a problem.*
4. Stay mindful to the bigger lessons God's trying to teach you.  
*Richard Rohr calls this the "task within the task." As you try to increase your own family's warmth, what is God trying to show you about his warm love for you? What keeps you from resting in that love? What hinders you from being a tunnel that shares that love with others?*



To read the full article visit:  
[fulleryouthinstitute.org/blog/warmth-in-your-family](https://fulleryouthinstitute.org/blog/warmth-in-your-family)



Powell, K. (2016, September 30). 5 ways to kill warmth in your family (and how to rebuild it). Fuller Youth Institute. <https://fulleryouthinstitute.org/blog/warmth-in-your-family>

WEEKLY SCRIPTURE

# John 3:14-21 Ephesians 2:1-10



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WARM



LENT 5

## ENTRUSTS/EMPOWERS OTHERS

Mar 20 - 27



### Keychain Leaders Entrusts/Empowers Others

BY KRISTEN KELLY

Most, if not all, congregations have their 'go-to' leaders—you know, the ones who step up right away, the ones who just take care of it. In order to grow young, our leadership can't be confined to just a handful of pastors and leaders. We need to create a space that empowers all our members to feel confident stepping up to the plate. Thirty percent of the leaders who had success in working with the Fuller Institute to grow young did so by entrusting and empowering younger members to have a voice and responsibilities in the community.



### Ideas for Action

- Explore Lee Bolman and Terrence Deal's work on leadership frames. Identify the three frames and help your members identify with which frame they work best under. As leadership groups-create space as to how your leadership frame works with one another
- When asking for feedback from your congregation-listen to their responses. Engage and ensure your congregation feels like their answers are heard, not just collected.



Fuller Youth Institute

## Empowering students as leaders

BY BRAD GRIFFIN

Senior Director of Content and Research

The FYI on Youth Ministry is a podcast for youth workers where we bring together groundbreaking research, practical advice from ministry experts, and heartfelt stories from diverse church leaders and young people to give you ideas and inspiration for your youth ministry.



Season 1: Episode 2 (August 20, 2020)

Hosts Ahren Samuel and Giovanni Panginda talk with Brad Griffin about engaging students in meaningful ways through keychain leadership. Brad talks about the art of mentoring, the way Jesus modeled discipleship, and an inspiring story about if we're asking the right questions when we think about teens being involved in decisions at our churches.



To listen to visit:

[fulleryouthinstitute.org/podcast/the-fyi-on-youth-ministry/brad-griffin-empowering-students-as-leaders](http://fulleryouthinstitute.org/podcast/the-fyi-on-youth-ministry/brad-griffin-empowering-students-as-leaders)



SOWSESSION: KEYCHAIN LEADERSHIP

WEEKLY SCRIPTURE

**John 12:20-33**  
**Hebrews 5:5-10**



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ENTRUSTS/EMPOWERS  
OTHERS