



Peake Youth Leadership Transition

F A Q

And God is able to bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work.

2 Corinthians 9:8

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What is the current status of the Peake Youth leadership and ministry?

Our desire as a Church for this ministry is the right leader. Not the *wrong* leader, right now.

A gifted, passionate, pastoral leader for Peake Youth has not yet emerged from within the Chesapeake Body. As we continue to seek God as a community and wait for Him reveal that pastoral leader to us, we are already planning and preparing to sustain the Peake Youth ministry with the leaders that God has already entrusted to us.

We have our amazing Peake Youth small group leaders and dedicated volunteers – many of whom have already stepped up to help lead portions of this ministry in new and exciting ways.

We have hired an amazing Peake Youth Staff Assistant, Alisa Laska, who will help centralize communications, planning, and volunteer care throughout this transition.

All of this is being led by a dedicated, passionate team of pastors and leaders from both our adult and children's services. And overseeing all of our Youth Ministry, both during and after we find a full-time pastoral leader, is our Arts Pastor, Nathan LaBorie.

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1. What are the must-have qualities of a Peake Youth leader?

Must-have qualities of the candidates for a Peake Youth Staff Leader position include:

- A clear and passionate calling to ministry.
- A desire and calling to lead leaders and raise up new leaders.
- A heart for reaching lost youth.
- A heart for equipping teen believers to grow and develop unshakable faith that they can carry into adulthood.
- Shared ownership in the vision for youth ministry.
- Pastor/Shepherd or Administration spiritual gifts.
- Training in and understanding of Scripture.
- A fully participating member of Chesapeake Church.
- Meet the qualifications of a leader as outlined in 1 Timothy 3:13-16.
- Meet the requirements outlined in our Raising Up Leaders Guidelines.

2. What is the hiring process for the Peake Youth leadership position?

The first step is to look within the Body following the principle that, in most cases, the Body will bring forth its own next generation of leaders.

From there, the hiring process at Chesapeake for a high-level leadership position such as a Peake Youth leader is as follows:

1. Informal conversation with potential candidates to discern calling, interest and availability.
2. Hiring Pastor(s) gives candidates a job application and a copy of our Staff Guidelines.
3. **First Interview** – Hiring Pastor(s)
 - a. Confirm candidate meets the requirements of our Raising Up Leaders Guidelines.
 - b. Discuss and ascertain “must-have” qualities of a Peake Youth Leader.
 - c. Assesses candidate’s strengths, weaknesses and gaps in terms of meeting position expectations.
 - d. Gets a sense of the candidate’s financial needs.
4. Based on outcome of Step 3, Hiring Pastor(s) makes recommendation to Executive and Senior Pastors whether or not to move forward with the candidate.
5. **Second Interview** – Executive Pastor
 - a. Evaluates and reviews findings and notes from the First Interview.
 - b. Discusses compensation.
 - c. Makes recommendation to Senior Pastor whether or not to move forward.

6. **Third Interview** – Senior Pastor
 - a. Evaluates and reviews findings and notes from First and Second Interviews.
 - b. Approves and forwards to Session to ratify/approve.
7. **Session Ratifies/Approves (May interview)**

3. Are we also looking internally or outside of Chesapeake for new Peake Youth leaders?

Candidates for the position are being sought from within the Chesapeake Body. Our preference as a Church has always been to elevate a leader from within. We want the right leader for our teens. Not the *wrong* leader, right now.

We have done an initial survey for outside candidates and prospects are weak.

4. Is the intention to bring on two called Peake Youth leaders?

The goal is to bring on the right leader or leaders who have a calling and a passion for reaching the youth in our community. This may look like one leader, one leader and a person in a supportive role, or two co-leaders.

As is true with the current two-leader model, the gifts, passions and calling of the God-given Peake Youth leaders will help shape the ministry's leadership structure. The important thing is to continue that which has succeeded without being tied to a specific leadership model.

5. What is the best way for parents and volunteers to be involved with this leadership transition?

The most important need right now is prayer. Pray for our future leaders, our Peake Youth small group leaders, our teens – and for God's discernment throughout the transition.

If you are already serving, your continued dedication to serving and caring for our youth is especially important! You are the front-line for our teens – staying involved and informed is crucial. You are the anchor for our teens.

Specific serving opportunities include support for 2019 Summer Chills, leadership on the 2019 Honduras Trips, volunteer care and so much more.

6. Will there be a formal role for parents and volunteers in the hiring process?

No. Hiring at Chesapeake Church follows the process described in our Raising Up Leaders Guidelines (which is an addendum to our Book Of Church Order), as well as our Staff Guidelines.

7. Is there a need for additional Peake Youth Small Group leaders?

There is always a need for additional Peake Youth Small Group Leaders.

Peake Youth Small Group Leaders are at the core of our Peake Youth Ministry. If you're not yet serving in Peake Youth and you are called and gifted to minister to the youth in our community, sign up to serve with a Peake Youth small group. This is a fantastic, tangible way to serve through this transition. As mentioned above, solid small group leaders will be the anchor for our teens throughout this transition.

8. What if we head into June 2019 or September 2019 with no new Peake Youth leadership?

If we do not have a new leader or leaders by June 2019, we will rely on other Chesapeake staff and key volunteers to help fill the gap until the right person or people are in place.

We have hired Alisa Laska as a full-time Youth Staff Assistant. Alisa comes to us with 14 years of dedicated Youth Ministry experience. She will provide daily communications, coordination, and scheduling for all Peake Youth activities. We're excited to have her on board!

In addition, staff and volunteer leaders for Summer Chills and our Honduras Youth Mission trips are already in place and planning for these events is happening now.

In the same way, planning for September–December, 2019 is well under way. Planning and developing our teaching series, scheduling teachers, Journey worship leaders, equipping small group leaders, and volunteer care – it's all happening now. We will be relying on Chesapeake staff and key volunteers to keep Journey services running smoothly. We're excited about the challenge and celebrate that we have a tremendous, existing library of curriculum, activities, and games for Peake Youth from which to draw.

In our 35-year history as a church, this is not the first time a key leadership position has been vacant. There were many years when we had *no* staff youth leader. We are a community blessed with significant experience in navigating transitions such as this one.

9. Who will lead the Peake Youth Honduras Teams this summer?

We are working with solid, gifted, mature, staff and current volunteer leaders to lead Peake Youth Honduras Teams this summer. In addition, we have tremendous staff support for Honduras trips both here in the U.S. and on the ground in Honduras.

Please know that the safety of our teens and all those who travel to Honduras remains our highest priority.

10. Is the vision for Peake Youth changing?

Our expectation is that the Mission, Vision and Core Values of Peake Youth will continue to remain aligned with the Church's mission "*To reach unchurched people and help them grow into fully devoted followers of Jesus Christ.*" As with any ministry, exactly that looks like will depend on the God-inspired vision of the pastors, the leadership team and the new Peake Youth leader or leaders.

11. Do the teens know about this transition yet?

Yes. All of the teens, the Peake Youth volunteers and Small Group Leaders have been informed at this point. Many of the volunteer leaders are already an active part of navigating this transition.

12. Will Journey still be on Tuesdays for Middle School and Wednesdays for High School?

Yes.

13. Will there still be Summer Chills and camping trips?

Yes.

14. How will parents and leaders be kept informed during this transition?

We will do everything possible to ensure that parents and leaders remain informed and updated throughout this transition. At the same time we are counting on parents and leaders to take the initiative to stay informed as well. Our intention is to make all information as available and accessible as we can.

If you have any additional questions or concerns regarding this process, please do not hesitate to contact Nathan LaBorie or Dana Robinson through the church office (410-257-0700) or email pastornathan@chesapeakechurch.org.