The Big Idea
Every YL area will write and implement a plan for recruiting, training, and retaining volunteer leaders. These plans will provide spiritual leadership, goals, action steps, and accountability. Regional directors shall assign, inspect, and evaluate an area’s faithfulness in forming and following these plans.

Leadership Development Plans...
- Are exercises in discernment (seeking what the Lord has a YL area to do), obedience (doing what the Lord reveals), and spiritual leadership (staff calling everyone in the area to the Lord and his plans.)
- Involve multiple people like staff, current leaders, kids, Committee, parents, etc.
- Are regularly reviewed, tweaked, and USED by staff to pray, to craft the area vision, to plan their schedule, to build their team through vision & delegation, to plan Committee and leadership meetings, and to evaluate progress.

Essential ingredients of a Leadership Development plan include... *

I. Some type of spiritual leadership that communicates the “heart” of the plan.
   a. Scripture
   b. Principles /Values/Big Ideas
   c. Background/analysis of area’s history, demographics, etc. Localize it.

II. A prayer component- who will pray for what when.
   a. How will staff set the pace in modeling prayer?
   b. Matthew 9:38 lists.
   c. How will prayer updates/requests be communicated?

III. An outline of processes for recruitment, training, and retention of leaders

IV. Clear integration of focus on colleges, alumni, teachers, and churches

*These “ingredients” are strong recommendations but are certainly not an exhaustive list. This outline is not meant to be a specific template of how these plans should look; rather, these ingredients can be arranged in multiple ways/formats. Sample plans can be found by searching “Leadership Development Plan” on staff site. Regional directors can clarify expectations of format, length, deadline, etc. of area plans.
Leadership Development Plans

V. Clear and measurable “end product” goals
   a. How many people will be invited into the leadership process? How many will be trained? How many will be placed? By when?
   b. How many teachers, college students, etc.?

VI. Clear and measurable action steps or “method goals”
   a. WHO will do WHAT by WHEN (attach deadlines!)
   b. Involve/delegate to Committee, leaders, kids, parents, in action steps

VII. Clear outline of how venues/meetings will be used to recruit, train, and retain
   a. How will Leadership Weekend and Leader Summit be maximized?
   b. How will Teachers in Mission Week (March 12-16) be used?
   c. What Alumni venues will be offered?
   d. What other venues will be offered? Leadership Meetings? Team meetings? New Leader Training?
   e. What are the purposes and primary audiences of each venue?
   f. How will each venue be prepared, executed, follow-up on?
      i. With other staff, areas, etc.?
      ii. What curriculum will be used?
      iii. How will excellent YL be modeled through this venue?
      iv. Begin with follow-up in mind

VIII. A calendar/timeline component.
   a. How will the year unfold? Key dates and deadlines

IX. Communication
   a. What materials will be created, posted online, handed out?
   b. Flyers, websites, blogs, social media, videos, brochures, etc.
   a. How will the need and ways to get involved be regularly communicated?
   b. How will you equip others to communicate this?

X. Some system of reviewing progress
   a. How will you know the plan is being followed? That it is “working?”
   b. How will who be held accountable to action steps?

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