

BUILDING UP YOUR YOUTH MINISTRY STAFF

A crash course for new
Youth Directors

220 mini-assignments

for your
first 3 years of mentoring
your CO-workers

Phil Myers

a lover of kids

*The ideas in this manual
are important for your staff to learn.*

Excerpts from Manual
**Building Up Your Youth Ministry
Staff**, by Phil Myers
\$15 free shipping

220 “mini-assignments”
from my heart to yours

Many of us are in youth ministry because someone touched our lives when we were this age. Others signed up because we wish we had had someone impact our lives at this age. *[I'm one of the latter.]*

Tackle one or two “assignments” in this manual for a month. It may take a couple years to finish this manual. On each page there are 2 mentoring suggestions. There is no priority or order. The way you undertake these tasks is solely up to you.

Some can be accomplished easily and even quickly. Others are habits which I'm encouraging you to develop over months—even years.

If you've been nurturing volunteer staff who work with you in the past, you will find that you have already employed many of these ideas.

I have been one of you and have invested time in kids lives for many years. It's a great life. Perhaps you will launch some of your staff members to go into ministries in other parts of the country—or even the world!

If you are the paid Youth Director, you have to master most of these principles and teach your whole staff the importance of touching the lives of the kids the same way.

Try meeting with your staff, passing out 5-10 of these mini-assignments, break up in triads, discuss for 6 minutes, & regroup. Field Comments.

Phil Myers, father of 9, youth ministry for many years.



These entries are excerpts from my manual
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EXERPTS
1. Get to know each of your staff members better this year by asking three questions:

- A. "What do you enjoy most about working with high school kids?"
- B. "If the kids could change one thing about you - what would they change?"
- C. "What is the most difficult thing about youth work?"

Make notes in a little black book. I'll suggest dozens of things to log in this little book or your phone.

3. Pray for each staff member by name. Maybe you'll choose one each day.
Perhaps you'll pray for all of them once a week.

This week - pray for diligence in preparation
Next week - pray that they are prompt
Week 3 - pray for the salvation of any they are individually responsible for
[You get the idea.]

2. Look each staff member in the eye every single week - and smile!

4. Every couple weeks ask a staff member for the name of one student to pray for.

[Keep a record of these prayer requests in that little black book or your phone.]

5. Ask them, "What's the best thing that has happened in the last month?"

6. While you're sitting in the sanctuary waiting for the service to start, make a list of people you see whom you feel might make good youth workers - **PRAY FOR THEM!**

Another notation for the little book or phone.

7. If you have small groups, sit in on each leader at least once a year [or 6 months].

Tell new leaders a week ahead of time that you'll drop in.

8. Casually compliment each staff member once a month on such things as: thoroughness, promptness, cheerfulness, participation, spending time with kids individually, or....

[If you write it down you won't forget. A short pencil is better than a long memory.]

9. Invite each staff member and his/her family to your home for dessert once a year.

Not a bad idea to make a schedule on a calendar.

EXERPTS

10. ☐ Write a thank you note *[if it's on an electronic device, make it fancy]* to each staff member's own children to let them know how important the job is that their parents do.

.19. ☐ You want your staff to know every one of their students by name. Be a role model for your them and you learn the names of their students yourself. It will be a true encouragement especially if they know you have a difficult time learning names.

20. ☐ Buy donuts out of your own pocket and leave them in a small group room anonymously once in a while.

.49. ☐ Catch each staff member in a photo listening to a kid. Afterwards gather the staff together. Ask them to tell what the conversation was about.

50. ☐ Provide coffee & donuts "FOR STAFF ONLY." Tell them ahead of time so they can plan to arrive early.

[Schedule it into your calendar]

.147. ☐ Encourage staff to talk to each other about their ministries. Develop a camaraderie, fraternity, and team spirit.

151. ☐ Spend the next month praying with just one worker before each meeting.

.27. ☐ Encourage staff who are leading discussions to have every student say something every time their small group meets. It may be just a comment to the person sitting next to him, but every kid will use his mouth each week.

28. ☐ Good leaders not only love to talk, but as a rule they love to listen. Assume that they want to become better communicators. Drop hints about effective methods continually.

EXERPTS

.82. □ One of your greatest resources is "prayerful thinking" about each staff worker on a regular basis. Make a list and a plan.

.81. □ Always, **always**, ALWAYS carry a paper and pen with you to the youth meetings !

Remember, a short quill is better than a long rememberer.

- My electronic device is half as fast as my pen.
- If you pull out your electronic device during a teaching time, it may encourage kids to do the same. Not good.

215. □ Salvage something from every bad decision or mistake you make. See if there is a precept you missed or an alternative to use the next time.

216. □ Work to your personality strength. Capitalize on what you do best. But work on your weaknesses.

Admit your faults. List them. Make a plan to overcome them. 215. □ Salvage something from every bad decision or mistake you make. See if there is a precept you missed or an alternative to use the next time.

217. □ If you have the "right" person in the "wrong" responsibility, work to find a better fit—but don't let him/her stay in the wrong place.

218. □ Most ministries improve from good decisions at the top rather than finding superior workers to bring on board.

Abe Lincoln was right when he said, "God must love the common man since He made so many of them."

Common church members who are wonderfully godly can become fine teachers if they are praised and trained.

219. □ Learn to laugh at your mistakes.

...one parting thought...

220. Go through this little booklet **S*L*O*W*L*Y**.

A page each month is probably fast enough if you are trying to inculcate each of these precepts into your life. If you must read hastily, read it once a year, or take a whole afternoon in a hammock and ruminate.

*Make it required reading for your assistants
and
your successor.*