

Rewrite this to
suit your
church

THE YOUTH DIRECTOR

Youth Leader
Youth Pastor
Ranch Director

A letter from the volunteers who have already been working with our youth ministry and are ready to stand by you when you come.

What we as a volunteer youth staff look for in a Youth Pastor

- * Objectives
- * Qualifications
- * Responsibilities
- * What you can expect from us

- * a job description *

What we as a volunteer youth ministry staff look for in a Youth Pastor

from
the volunteer staff
[the board will hire you, we will love you]

Welcome. We're glad you are considering joining hands with us in this wonderful church. We're the ones you will probably get to know the quickest. We hope you will love working with our youth. The board of the church will hire you, but we will rub shoulders with you most.

Objectives

- A. We want you to give away every job our kids can do themselves. We want them to have full ownership of the youth group. We don't want them to invite their friends to your youth meetings. We want them to invite their friends to "their" youth meetings. They can phone, use social media, decorate, plan, paint, invite friends, get rides for, and learn to do peer-counseling, but of course they need your help, guidance, and training. We expect you to learn how to delegate.
- B. We count on you to become their shepherd, director, drill sergeant, confidant, and friend.
- C. We realize our goals are absurdly unrealistic. We are expecting you to walk on water; however, we are committed to providing all the support we know how to give. We'll keep you afloat. We are singles and couples, moms and dads, veterans and beginners, but have hearts of gold. We're likable, thoughtful, sometimes crabby, and probably more opinionated than you need. Many of us grew up in youth groups and so have a bunch of different ideas about what works. You listen to your volunteer crew, and we'll listen to you.
- D. We want you to invest yourself in their lives by allowing them to walk in your shadow and imitate Jesus Christ in the same way you want to imitate Him.
- E. We want you to spend time with our teens—after school, at church, at school & church activities, use up their free time, get into everyone's living room, have them over to your house for ice cream, go to the mall, invite yourself to their birthday parties, and keep in touch through social media.
- F. We want you to go to school events: sports, musicals, drama, competitions, and awards events.
- G. You may even enjoy speaking in local public high school classes.
- H. Develop our youth into a caring, spiritually growing group with esprit de corps
- I. Encourage fellowship with God, love for each other, a desire to see their high school friends saved and find a spiritual home here at our church.
- J. We want the kids to know that you feel comfortable opening conversations with their unbelieving friends and that you love to witness one-on-one, that it's your lifestyle, not just an activity you take part in.
- K. Give our kids opportunities to serve members of our community, our church, and each other.
- L. Help our teens develop spiritual habits of regular Bible reading and personal prayer.
- M. Train our kids to explain the Gospel so that they feel comfortable opening conversations with peers about salvation to friends, relatives, and school mates.

- N. Employ their spiritual gifts especially in the youth activities: greeting, encouraging, leading,
- O. We are looking for a mentor, not just a leader of programs and meetings for our kids to attend.
- P. We place our precious bundles in your care.
- Q. We want to meet with you regularly to share your vision and hear your heart. We promise we will listen and follow if you lead, and we will pray for you like crazy.
- R. If you are married, we'd love to have your wife be involved in the youth ministry; but that's not a deal-breaker.

If it sounds as though we're trying to crush you during you first three months, we apologize. But we'll let you develop your own rhythm and your own style. We've got a spiritually healthy group of kids, and we want them to have the opportunity to grow.

Qualifications

- A. Comfortable at opening conversations about salvation with experience in bringing others to faith in Christ.
- B. Three years experience working with youth
- C. Enjoy being around teens
- D. Being available to the kids. *They will probably be the ones who establish your daily schedule and routine. We know that many successful youth workers may start their work day at noon, ending in mid-evening. Lots of pastors and Youth pastors get to sleep in.*
- E. Maturity to relate to parents of the young people
- F. Teachability
- G. You are not a peer to the youth. You are a peer to the adult youth volunteers.
- H. Optimistic
- I. Self-starter, full of initiative
- J. Pretty full knowledge of the Bible:
 - move comfortably through the Word
 - able to explain what you believe the Bible teaches on many subjects
 - answer kids' questions simply sometimes, as well as fully at other times
 - memorized lots of Scripture
 - have a long history of regular personal Quiet Time in the Word
 - formal Bible training is always an asset

Responsibilities

- A. **BE WITH OUR TEENS.** We expect you'll spend more one-on-one time with our established church kids, but we expect you will also help our kids to reach out to the unsaved kids in our community.
- B. We fully expect you will be diligent in opening a lot of conversations with our kids while listening as well as talking *[sometimes in the group but also one-on-one or one-on-three]*.
- C. We want you to attempt to speak with many of our kids personally, within a reasonable amount of time after you come, to find out where they are spiritually. In what areas of life do they shine? and struggle? How certain are they of their own salvation?
By the end of the first year we expect you will have made a concerted effort to know every kid a little bit and learn as much as you can about how they have grown.
- D. Our kids' spiritual growth is far more important than programs or youth activities.
By the way, we know it takes time to earn respect and trust. We are all working on it ourselves.
- E. **TEACH THEM TO LEAD.**
- F. Coordinate the youth calendar. We are used to a predictable schedule of youth events which dovetail with church activities, but we'll work with you to establish an annual routine you like.
As funds are available, we'd like to see:
 - *weekly meetings
 - *monthly special activities to draw non-churched kids

*quarterly peaks which are good enough for a kid to attend even if he misses his own birthday party.

*a fairly heavy summer schedule since the kids have more discretionary time

[Work to your own strengths: maybe a camp? a couple mini-retreats? all-day trips? Seminars? work projects? mission projects? inner-city VBS or children's clubs? all-nighters? camp-outs? celebrations? your choice?]

- G. This is not an office job.
- H. Even atheists who grew up in church youth groups often report that they had a great time in their churches and thought their youth pastors were great guys. This isn't just about being a great guy. It is about building relationships.
- I. In your own timing, we'd like to see a knot of kids who form a L-I-T team *[Leaders-In-Training ?]*. It can take any form you prefer, and you may start it at your discretion.
- J. We very much want you to enjoy your time here *and stay for more than a couple of years*. You will be a direct answer to a specific prayer.
- K. Each church establishes to whom you will be responsible. *[a pastor, an elder, a staff member, the Youth Committee, or other]*. *In our church it will be _____.*
This person will also let you know what kinds of reports you are expected to submit.
There will certainly some hoops you will be expected to jump through. We will try to make them as pleasant as possible and as profitable as possible. Administrative procedures are often not the youth leader's favorite. We already know that.
- L. Training us takes effort, too. We don't want to just "show up." We want to become better at this than we are today. We have a bit of experience already, but there is always room for improvement. We are including a resource from Phil Myers as a help in training us to do our jobs. He has worked with youth workers for many years and offers many helpful and time-saving hints for Youth Pastors to use in training volunteer workers.
Building Up Your Youth Ministry Staff: *a crash course for new Youth Directors* [220 mini-assignments for your first 3 years of mentoring your volunteer youth co-workers] We are asking you to devour his explosive little catalog of ideas before you arrive.
- M. We know you are being employed for ? hours per week but we have estimated that our own "volunteer hours" at the church entail 6-8 hours a week for many of us. We trust you are willing to put in "volunteer" work just like the rest of us.
We are also committed to help you and you can count on many of us to help at activities you plan, aside from the weekly youth meetings.
- | | |
|--|---------------|
| * weekly Youth activities: <i>leadership training & planning meetings, phoning, shopping, prayer sessions and mentoring kids</i> | ?? hrs |
| * monthly specials | 4-6 hrs/month |
| * summer specials | many hours |

You are not an hourly worker. This isn't a 40-hour a week job. Many of us put in a full work week with travel and then immerse ourselves in the youth ministry as well as the life of the church. We hope you will also find this a joy.

What you can expect from us.

We want to spend an evening occasionally having dinner with you and your family together with several of us. Maybe just fun & dessert. Maybe vision casting. Maybe watching a DVD with one of our families.

We will do our best to recruit volunteers. You'll have to let us know how we and others in the church can help you. What responsibilities can we take off your shoulders? What tasks have we laid on you that weigh too heavily? We don't expect you to burn-out from dissatisfaction with your work.

The task of recruiting and choosing volunteers ultimately falls on you, but we will do all we can to help. In a way, you're stuck with those who volunteer to help, but we as your staff want to take on your personality as well as complement your strengths and help facilitate in your weaknesses. Please be transparent with us.

We promise we will be praying for you and so we do expect you will remind us often how to pray for you and the kids. We hereto sign our names and promise to take you before the throne of God often.

We will certainly assist you in training the kids. Just ask. Please let somebody know early on *[privately]* which of the areas of this ministry you might have difficulty fulfilling. Thanks.

Sincerely,

The volunteer youth ministry staff
On behalf of the church leaders,

[names, responsibilities, e-mail, and phone numbers below]

_____	_____
_____	_____
_____	_____
_____	_____

Phil Myers, PhD
 Professor, Florida Bible College of Tampa
 Former Chairman, Department of Church Ministries, Miami Christian College
Former part-time interim youth leader in 4 churches, mostly non-salaried
Grew a junior high ministry from 4 students to 15 [2^{1/2} years]
Grew a jr hi/sr hi ministry from 7 students to 35 in 3 summer months while we were waiting for a full-time youth director to arrive in November
 Youth Ministry Professor & Writer: *Doc's Discovery Books.com* a series of booklets teaching inductive Bible study methods and covering every chapter in the Bible. I ask about 5-10 questions in each chapter so that teens can learn to look for many things as they read their Bibles during their daily Quiet Time. In the hands of about 2,000 kids [and adult users] at this time.

1991, rev 2017