
YOUTH MINISTRY MANUAL 2008

Word International
Ministries

Draft Version

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THE YOUTH MINISTRY OF WORD INTERNATIONAL MINISTRIES

By Reverend Emerito Paulate

A MINISTRY THAT I CAN STAY WITH THE REST OF MY LIFE

“A ministry that I can stay with the rest of my life.” This is how important and valuable the young people were when I started in the ministry.

The young people are normally underestimated maybe because of their underdeveloped experience, their level of maturity and the tendencies of adolescence. So they have been looked upon as not so important ministry for a career... if career is looked upon in the ministry. We normally want the ministries among the adults, the big crowd, the successful people and the established ones.

My time with the youth and the leaders they have produced and my reaping until the present day has proven one of the most important decisions I made in life that was to be a youth pastor.

The strong leaders that are manning our global outposts presently have come from the young people. We have been built by the contributions of the young people and our future is bright with them with us.

If we want to have a ministry for the present and the future, we can stay with the youth ministry the rest our lives and it will reap a lasting harvest.

Introduction to the Manual

The Youth Ministry has always played an important role in my life both as a person and as a minister. It was in this ministry that I got born-again, became a worker, confirmed my calling as a pastor, and most notably, this is also the ministry where I met my wife, yahoo! As a young youth pastor, I've always struggled to find materials that would guide me and help me fulfill this wonderful calling. I've always found myself going to Christian bookstores (the internet was not yet available back then) searching for manuals and guides only to find materials that would only be applicable in the North American context. While this has taught me to glean only the principles that may be applicable to me and my ministry, I've long longed for a material that would be specifically written to guide me as a youth pastor of Word International Ministries and also written by people who know and understand my ministry context. The bad news was that no such manual came out when I was a novice youth pastor. The good news is that the present youth pastors and leaders of Word International Ministries have a resource that they can turn to help them in their ministry with youth.

If you have the desire to be used by God in this ministry, this manual is for you. It does not contain everything that you may want to know but hopefully it contains all the essential principles that you may need to help you understand what the ministry is about and get you on your way to an adventure of seeing God's hand at work in the lives of young people. Youth Ministry is definitely not easy but it's worth it.

Like all of us, this manual is a work in progress. We, the advisory board of the WIN Youth Department, have simply written the articles and compiled some of the materials we have found helpful over the years to start the process. But this work is definitely not yet complete. We hope that other WIN youth pastors and leaders will later on add to this work.

We give special thanks to Bro Babes Paulate, WIN International Director, for renewing the vision of reaching and discipling the youth of the world for Christ.

To God be the Glory!

Bro Jong Duterte
International Youth Department
Word International Ministries

The Organizational Structure of the International Youth

I. Function

1. A Coordinating Center

The International Youth Department shall be the coordinating body for the global and regional actions of Youth Ministries in the different countries where WIN is located. As a coordinating center, the IYD recognizes the authority of the Regional Directors within their respective regions and also the authority of the local church pastor in their church. Therefore, the discipleship and mentoring of the youth leaders and the establishment of the youth ministry within the local church is the responsibility of the local church pastor. The IYM and the other bodies within the structure of the IY works only in partnership with the Regions, districts and local churches of WIN.

2. A Training Center

The International youth Department shall enable and empower local and national leaderships to develop and nurture young leaders thru conventions and conferences. The International Youth would like to provide a venue where experienced youth leaders can share their knowledge and expertise, where youth ministry leaders and workers can network, interact and learn from each other thereby enhancing their ministry skills.

3. A Resource Center

The International Youth aims to organize a “library” of Youth Ministry resources and make them available to the different units of WIN. The common dilemma of pastors and upcoming youth leaders is trying to “reinvent the wheel” when they start a new youth ministry.

II. Structure

The International Youth Ministry structure will be patterned after the current structure and set-up of WIN global leadership. This will make it easier to coordinate the priorities and activities of all the levels of position within the structure and also will see to it that the international youth is properly aligned with the objectives and priorities of the region in where belongs.

1. The International Youth Director

The International Youth shall be headed by an International Youth Director. This Youth Director is appointed by the International Director upon the recommendation of the International Board. The IYD shall be accountable directly to the International Board.

- a. The IYD shall represent the needs and concerns of the International Youth to the International Board.

- b. Oversee the implementation of the Youth Program as directed and approved by the International Board.
- c. Develop and implement a comprehensive youth program to achieve the mission and objectives of the international youth ministry
- d. The IYD shall coordinate with the different regions and their respective regional youth directors regarding the development, implementation and evaluation of the various youth programs.

2. The International Youth Board

The International Youth Board shall be the main coordinating body of the International Youth Department, headed by the International Youth Director, the Youth Board shall see to it that the mandate of the International Youth Ministry is being accomplished. It shall be composed of the different regional youth coordinators

3. The Regional Youth Coordinators

Each Regional Director shall appoint a Regional Youth Coordinator upon the recommendation of the Regional Board. The Regional Youth Coordinator shall oversee All the Youth Regional Directors, together with the International Youth Director shall form the International Youth Board.

- 1. The RYC shall represent the needs and concerns of the International Youth to the Regional Board
- 2. Oversee the implementation of the Youth Program as directed and approved by the Regional Board.
- 3. Coordinate with the different countries/districts and their respective country/district/youth directors regarding the development, implementation and evaluation of the various youth programs.

Note: In its full development, the International youth Department shall have youth ministers/leaders on all levels of leadership as expressed in the WIN Organizational Structure.

4. YOUTH MINISTRY HEAD

Every local church should have a Youth Ministry Head who is appointed by the Pastor and recognized by the Local Church Council. The Ministry Head answers directly to the Pastor and to the Local Church Council while coordinating actions with the National / Regional Youth Director for activities involving other Youth Ministries in WIN.

5. THE YOUTH CORE GROUP

Every local church will be encouraged to form a Youth Core Group to assist the Pastor and the Youth Ministry Head in discipleship programs for the church and evangelistic efforts for the community

BIBLICAL FOUNDATIONS OF YOUTH MINISTRY

I. Biblical foundations

WIN's desire is to give glory to God by obeying His Word, living up to His principles and following His example. In reaching out to the Youth, WIN wants to fulfill its part in the Great Commission by bringing the message of salvation to as many young people as God would put under our care. We will move with urgency to win every young soul that seeks to find its eternal destiny in Jesus Christ and to change the world with His love.

The Great Commission

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." (Matthew 28:19-20)

Making disciples of Jesus is at the very heart of WIN's vision and mission. Taking this commission seriously means going to every nation and every generation that we have influence in. The only way that this becomes a lasting legacy is when the present generation makes disciples of the next generation. That is why making disciples of the Youth to become future Christian leaders, in whatever field they are in, should be an urgent imperative for WIN.

Our Ministry of Reconciliation

"Therefore, if anyone is in Christ, he is a new creation; the old has gone, the new has come! All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: that God was reconciling the world to himself in Christ, not counting men's sins against them. And he has committed to us the message of reconciliation. We are therefore Christ's ambassadors, as though God were making his appeal through us. We implore you on Christ's behalf: Be reconciled to God." (2 Cor. 5:17-20 NIV)

We preach the gospel to everyone who needs the saving grace of God. The evidence of this salvation is a changed life – where the old life is “put to death” and the new life in Christ shines. WIN desires to see young people, with all their energy and enthusiasm, lead lives that impact their surroundings because of the change in their lives and the message of hope that they carry. The best messengers to the Youth of the world are the Youth that have been changed by God. They will go as “missionaries” into their world and bring God's message of reconciliation.

To Seek and Save the Lost

“For the Son of Man came to seek and to save what was lost.” (Luke 19:10 NIV)

Young people have various pressing needs. WIN believes that at the top of that list is a need to come into a saving relationship with Jesus Christ as their personal Lord and Savior. The priority and urgency of bringing young souls into heaven is at the heart of what WIN is all about. The evangelism and discipleship of young people is critical to what WIN desires to fulfill.

THE OBJECTIVES OF YOUTH MINISTRY

The Youth Ministry of Word International aims to raise up a generation of Youth Leaders who have made lifelong commitments to the Lordship of Jesus Christ - who lead by their lives of holiness, devotion to God's Word and a passion to reach the lost. The goal is to raise a generation of leaders whose dream is to change the world with the love of Jesus Christ and courage from the Holy Spirit.

Core Objectives:

W (Worship)

To establish a Youth Ministry in each local church where young people can passionately praise God and experience the empowerment of the Holy Spirit; a ministry where fervent prayer is the backbone of ministry and worship is a lifestyle.

O (Outreach)

To create opportunities to share the gospel to young people in their own schools, subdivisions and homes through a variety of media that appeals to their generation; to reach out to young people that are hurting and bring them to a healing and growing relationship with Jesus Christ, the Great Physician; to reach out to the future leaders of our society and let the love of Jesus have a life-changing impact on their values and behavior that will bear fruit in the lives they will lead.

R (Relationship)

To establish a Youth Ministry that consists of care groups where young people can experience love, acceptance and a sense of belonging; to encourage all WIN churches to create small groups for young members that will foster genuine accountability and mutual responsibility among its members.

D (Discipleship)

With the goal of nurturing Christlike attitude and character in every Youth Ministry member, WIN must train future workers of the church and leaders of the community by encouraging the discovery and use of spiritual gifts; to develop leaders that follow the example of Jesus Christ who embodies the principles of servant-leadership in both knowledge and behavior.

When Moses was gone, the work of God did not stop. God raised up Joshua – and His work of salvation continued. Preaching the Gospel, Leadership Development and Church-planting are core principles that guide Word International Ministries. The establishment and growth of a dynamic Youth Ministry is critical to the fulfillment of these core principles. Young people are the future of WIN and our present gains will only be sustained if we have a generation of leaders and workers to carry them on. Furthermore, the ideas, dynamism and innovation of the youth are powerful tools for missions and WIN only stands to benefit from them once they are harnessed toward fulfilling our goals and objectives.

Meeting the needs of the Youth by sharing the love of Jesus is crucial to the continued growth and success of Word International Ministries. A development of a vibrant Youth Ministry, where evangelism and discipleship of young people are priorities, is a must if WIN is to fulfill its God-given mission here on earth in obedience to God's Word and for God's glory.

PRINCIPLES OF YOUTH MINISTRY

Statistics show that up to 90% of those who come to Christ do so before they turn 20. This is the reason why reaching out to the youth is imperative. Our ministry to them today will have a great impact on the future of the church, our organization and society in general. There is indeed an urgency to capture the hearts of our youth.

The youth of today face far more pressures, temptations and degrading family values than ever before. They need to be guided, cared for, have fellowship with other young Christians and be disciplined to be the young men and women God wanted them to be

The Principles of Youth Ministry refer to the timeless values that are essential to starting a youth ministry.

I. Prayer

Fervently seek the Lord to guide the entire process, provide the necessary ideas and thoughts to make it all happen for His glory.

II. Vision and Purpose

“Begin with the end in mind” is good advice from a book called “The 7 Habits of Highly Effective People”. As you start the ministry, ask yourself a few essential questions: What is the purpose and focus for starting the group? Who do we intend to reach? What are your short term and long term goals?

III. Team Ministry

Remember that you cannot accomplish the mission by yourself. You need to have the support of your church leaders, parents, other youth leaders and your young people. Find students, and leaders who have a heart and passion in reaching the youth for Christ. Gather together and pray for wisdom, guidance and direction for this new ministry.

IV. Delegation

As a youth leader, you need to realize that young people get more excited about the ministry when they are involved in the planning and execution of plans and programs. Try to delegate responsibilities. Clarify your expectations. This enables each team member to be involved for fulfilling the strategy. Make certain they own and take responsibility for their part of the ministry.

V. Communication

Communicate your strategy with the church leadership. Make sure that it is clear, written down and understood by all those on the core team. Seek counsel and guidance from them. Communicate as well the needs that the ministry will have and the kind of support that you think you will require in order to succeed in the youth ministry.

VI. Discipleship

The concept of Discipleship should be central to everything that you will do in the youth ministry. It is guiding believers to maturity in their Christian walk. The youth ministry is not primarily about programs or activities but guiding these young people to mature in their walk with God. Start with your key workers or core team and then, as the group gets larger, they in turn would disciple the new believers. This should be an ongoing process as we all need nurturing in our spiritual lives.

VII. Growth

Any healthy living thing grows, if the youth ministry is healthy, the natural by-product of health is growth, other young people will be attracted to your group and new workers will be developed. As you venture in the youth ministry, expect to grow, believe that God wants you to grow and plan for growth.

VIII. Creative Programming

While we know that the youth ministry is serious ministry involved with the eternal destinies of young people, it is not an excuse to be boring and dull. Secular media has been very effective in captivating the hearts and minds of our young people because they have used creative ways to communicate. As a youth minister try to find creative and innovative ways to communicate with the youth. The methods of communication are not an end in themselves, but they help a lot in getting your message across. Use media available to you like the internet, email, video projection etc.

UNDERSTANDING THE MINISTRY PROCESS¹

An effective youth ministry, one that is able to reach out and disciple young people, does not happen by accident. Growth is the natural by-product of an organism that is healthy. In the same way, a youth ministry that is healthy will naturally grow. As leaders, it is our responsibility to nurture our ministries to health and growth. Understanding the ministry process will help us determine the ingredients of a healthy youth ministry and also aid us in evaluating the areas we need to focus on and strengthen.

Preliminary Considerations

Think Local Church

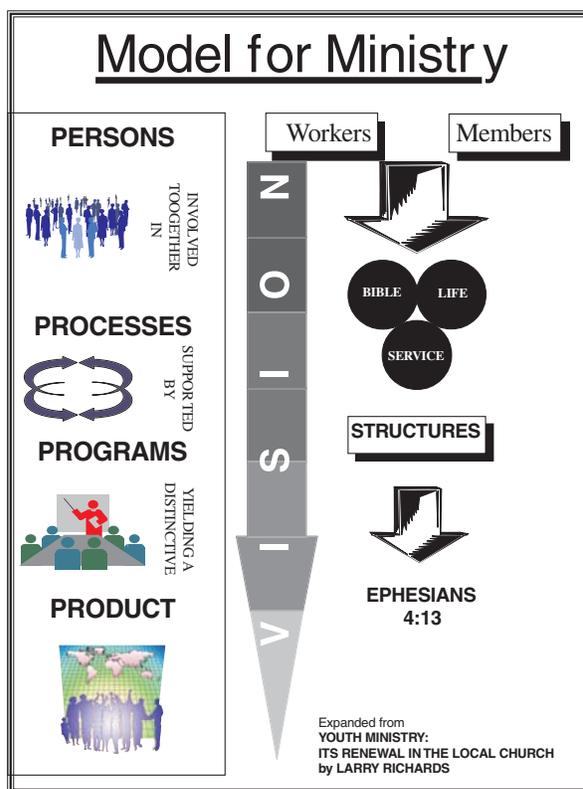
- **What is the direction of your local church?** Because your ministry is part of a local church, you need to know first the vision and direction of your local church. The direction of your ministry should be consistent with that of your local church.
- **What is the vision of your Senior Pastor for the ministry?** As the leader in the church, you need to work with your Senior Pastor in accomplishing the objectives of your ministry.

Think Meeting Needs

- What are the needs that you want to meet?
- Is there some other way that these needs can be met?
- Are there any ministries in the church with the same objectives?

THE MINISTRY PROCESS

What makes a ministry? A youth ministry is more than setting up or organizing activities for the Youth. Based on this illustration, a ministry is a group of people who are involved together in processes, supported by programs to yield a distinctive product.



I. IDENTIFY YOUR PEOPLE

A Ministry is composed of people. They are the ones that God loved and Jesus died for. A youth ministry is about young people, usually between the ages 13 and 21. If the ministry is about people, then the success of your ministry depends on your what people become by being a part of your ministry. Do they get to know Jesus as their Savior? Do they grow closer to God? Do they

become more equipped to handle the challenges and pressures of being a teenager? Do they become better students, more obedient children?

- Who are the people that you want to reach?
- What are their common challenges and concerns?
- How can the Bible speak to their concerns and situations?
- How can you effectively communicate with them?

II. DEFINE YOUR PURPOSE

It is very important from the beginning to determine and clarify the reason why you are starting a youth ministry. What do you want to accomplish? Is it just to entertain the youth and keep them busy during summer? Or are you aspiring to achieve something greater than that. Any Biblical ministry should have discipleship and evangelism as one of its main purposes. Try to put your purpose statement in a creative way.

II. ANALYZE YOUR PROCESS

Process refers to the interaction that needs to happen between members and leaders in the ministry in order to achieve the purpose of the ministry. Acts 2:42-47 enumerates for us what the early church did that made them effective in their witnessing and making disciples. They devoted themselves to “the apostles’ teaching, breaking of bread and prayer”. Notice that the passage did just specify a set of activities but lists a priority by which they adhered to. Examples of processes include sharing, bible teaching, worship, bible application etc. The activities that may be effective for one youth ministry may not be effective in another, depending on the particular situation. One style of teaching may be effective in one and may be totally ineffective in another setting. As a youth leader, know the processes or interaction that need to happen and design your programs and activities in a way that is effective to you. Do not just copy another’s program because it worked for them.

IV. PLAN YOUR PROGRAMS AND ACTIVITIES

The programs and activities are a means to an end - facilitate the process and meet the people's needs. Planning should be a mechanism for sensing needs and making adjustments continuously. Planning must be an immensely spiritual experience, just like other things we do for God. Our attitudes must demonstrate two-way sharing, bearing one another's burdens, and encouraging one another. This is foundational to the "whats" and "hows" of planning which, in its simplest forms, asks the questions:

- a) How well are we doing?
- b) What should we be doing?
- c) Who's going to do it?

What is a Vision Statement?

It is a clear and challenging picture of the future of a ministry as its leadership believes it can and must be.

IMPORTANT FACETS:

1. It is clear
2. It is challenging
3. It is a mental picture
4. It is the future of the ministry
5. It can be
6. It must be

A. HOW WELL ARE WE DOING?

This means taking a close look at the present situation based on past experiences. It involves evaluating Key Result Areas (KRAs). A KRA is defined as an activity essential to achieving the group's purposes and goals. The first step is to identify the Key Result Areas for the group. In our case, we can identify our KRAs as:

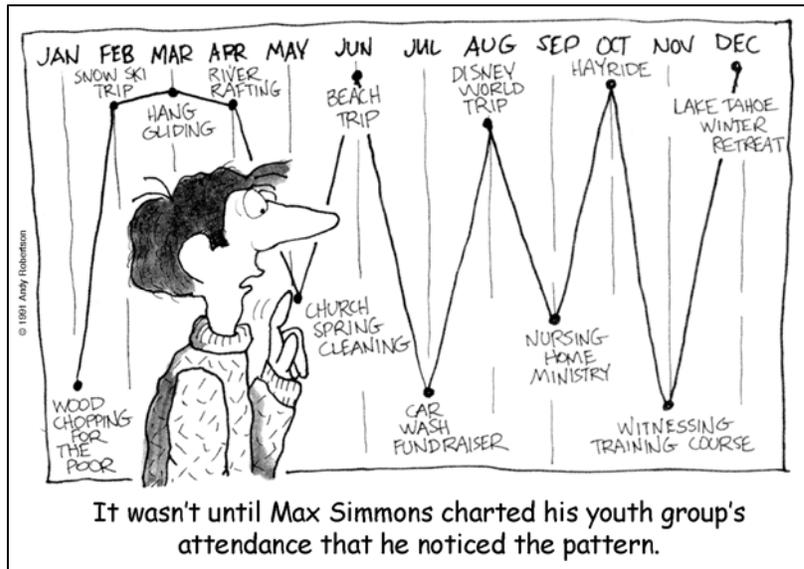
Cells
Camp
Retreat
Vigil and other activities

You'll note that these are all events and can be measured with a fair amount of objectivity. The KRAs that could apply to a ministry, but which are more difficult to analyze are:

Relationships
Communication
Personal spiritual growth
Attitudes

The next step is evaluating from one to three Key Result Areas. This evaluation should be done by those who are participating in the program. The planners and doers should generally be the same. And whenever practical, those who carry out plans should be involved in the planning process. The important thing here is the level of participation.

Young people don't expect to make all the decisions, but they usually want to feel that their opinions are valued and acted upon in one way or another. Involving others in evaluations and decisions usually facilitates cooperation.



Remember, if you have to sell a solution or a program, you've got the wrong solution.

The following questions might prove useful in evaluation KRAs:

1. What is going well? (strengths)
2. What is not going well? Why? (weaknesses/problems)
3. What are two priority problems? Why?
4. What are the opportunities?
 - a) something we are not doing enough

- b) something we are not doing at all but should
 - c) something we've tried before, perhaps briefly, but stopped
 - d) things we've never done before, or any other new ideas
5. What are the trends, if any?
 6. What changes ought to be anticipated?

Once we have determined the strengths, weaknesses and opportunities within our present program, it's time to decide what it is we want to do in the future.

B. WHAT SHOULD WE BE DOING?

This is the heart of the planning process. Before you can develop goals, you must decide what your mission or purpose will be. A mission statement should be written that is specific enough to give direction yet broad enough to allow flexibility. It dare not be something that is committed to paper and then forgotten. The participants in the group must feel a sense of commitment and ownership to it.

Example:

To participate in the body of Christ in responsible evangelism of unbelievers, presenting them with the person, work and teachings of Christ and discipling them into the church.

A ministry group should have a mission statement that describes its reason for existence. In addition, there can be secondary statements related to specific parts of the program such as a cell, bible study, camp, retreat, etc.

The form that the mission or purpose statement takes is far less important than the fact that you do have one.

Once you know what it is you want to accomplish in your group and can state it clearly, you must then translate your mission into goals. You should plan for both long- and short-term goals with the short term ones being most specific. Remember that the goals can change with the dynamics of your group. The group must not only feel a sense of ownership of the goals but the priorities placed on the goals as well.

B. WHO IS GOING TO DO IT?

Any plan is only as good as the person who carries it out. At this point, you should identify the people who will carry out the program you have set. Things to consider:

- 1) Identify the tasks to be accomplished.
- 2) Identify skills and knowledge to accomplish each task.
- 3) Prioritize task according to overall impact.
- 4) Match people with tasks.
- 5) Identify training needs of the workers based on the tasks that they will be performing.

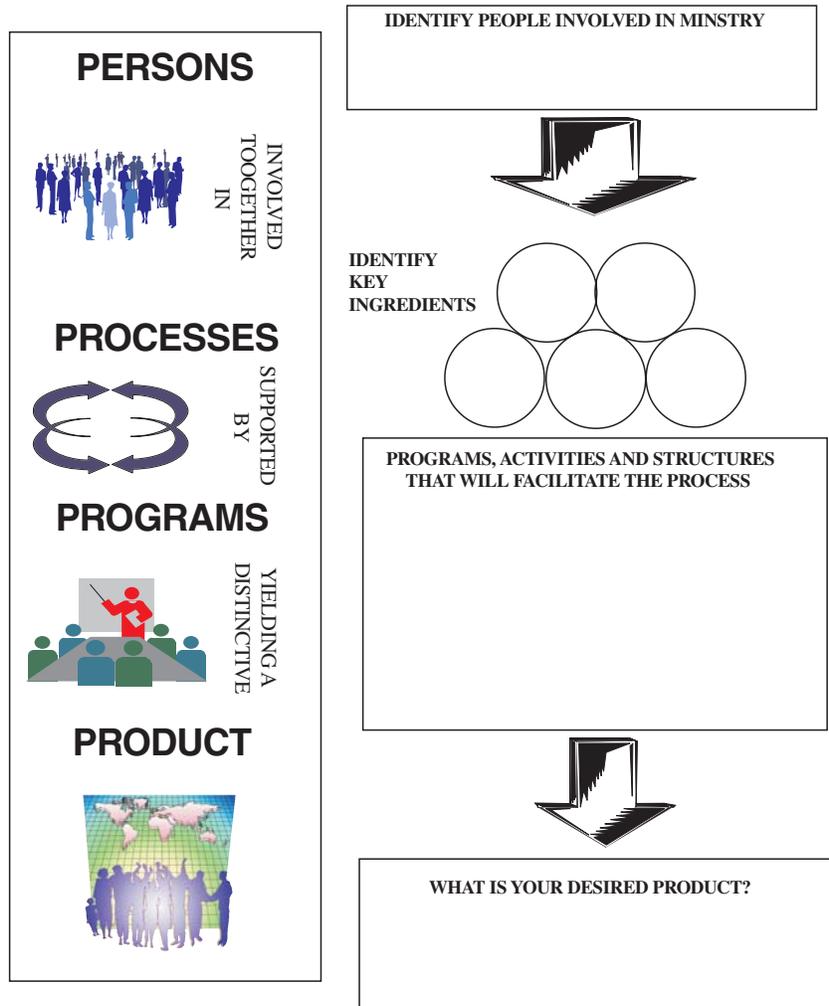
- 6) Develop a training curriculum that imparts the right kind of knowledge, teaches the needed skills, and builds a positive attitude.
- 7) Initiate concentrated training sessions.
- 8) Monitor and adjust your training objectives.

Final Words on Planning

Planning is just words put on paper. Relationships are fundamental; without relationship a person has no right or authority to hold another person accountable. When relationships are positive, then whatever method you use, you and others will be more apt to be sensitive to the Spirit of God. Then you will be depending on Him, willing to trust Him with the results --"the final outcome is in God's hands".

NOW YOU TRY IT:

Model for Ministry



STAGES OF YOUTH MINISTRY

The Product

Before we can begin to assess the stages in the development of a youth ministry, it is important that we define our desired product. The product we are seeking to develop will affect the process.

In any given community five or six different types of youth can be found at various levels of commitment and personal development.

- a. Secular Student is the student outside of the church who has not established a personal relationship with God through Jesus Christ.
- b. Non-interested Student is someone who does not want to be there but is forced to come by his parents. His interests are not in spiritual matters. Often this student is the hardest to work with in a church setting.
- c. Fun Seeker is, as the title suggests, someone who comes to have fun. Though not interested in spiritual matters, he does enjoy a good time and his friends at the youth group.
- d. Curious Student is beginning to ask serious questions, perhaps because of a crisis in his life or through his friends becoming a Christian. He is curious about God and aspects of Christianity.
- e. Convinced Student has Christ in his life and is growing in his relationship with God.
- f. Committed Student is cause oriented. He wants more. He does not just want to be ministered to; he wants to minister to others. This student wants to share in the work of the ministry.

What then is the desired product of our ministry? Our goal should be to build a discipling ministry adapted to students at various levels of personal growth and development. Youth ministry should emphasize winning building, and equipping students -- winning the secular student to Christ, building the convinced student in his faith, equipping the committed student to do the work of the ministry. This is the desired product: a discipling ministry.

THE PATTERN

Christ's own ministry developed through stages. In building his ministry, Christ did not immediately begin outreaches to the masses. Neither did Christ immediately choose a group of leaders and immediately appoint them over areas of ministry. With wisdom, Christ recognized that there was a progression in the development of a solid ministry. There were three stages in His approach.

During the first stage, Christ sought to lay a foundation for His work. From His baptism through His rejection in His hometown of Nazareth, Christ ministered in the rural areas in a relatively low profile manner. He performed only two miracles that were recorded during the first year and a half of his ministry.

In the second stage, Christ began to spend more time with a small band of disciples. He challenged five disciples - James, John, Simon, Andrew, and Matthew—to follow him to become

fishers of men (Matthew 4:18-22; Luke 5:27-28). He intensified His ministry with a few. We immediately see Him twice in Peter's home and once in Matthew's (Matthew 8:14-17; 9:10-13; Mark 2:1-12). Also during this stage Christ took his small band of followers to Capernaum and began an expanded outreach to the masses through His Galilean ministry. Christ's outreach was designed not only to reach the multitudes, but also to train His ministry team.

In the third stage, we find Christ appointing twelve apostles. Because His ministry had grown, He restructured the movement to continue its multiplication, sharing the ministry with the leaders who were in training. They would carry on when He left.

From this simple development of Christ's ministry, it is obvious that there was a definite progression. Christ did not immediately appoint a group of leaders to do the ministry, nor did He immediately begin outreach to the masses. He laid a foundation and developed His ministry through stages.

THE PROCESS

Stage One: Laying a foundation

During the first stage the emphasis will be on initiating and establishing solid relationships within the youth group. The emphasis needs to be placed on creating a kind of environment that will be conducive to the development of disciples. There are six key areas that we need to concentrate on at this stage.

- a. Creating an atmosphere of love.
- b. Building relationships. Youth ministry relationships. You can impress people at a distance but you can impact them up close. The closer the personal relationship, the greater the potential for impact.
- a. Establishing a base of prayer. Prayer is one of the most important aspects of building disciples. If one is to be effective in making disciples he must pray. Indeed, if we do everything right in terms of making disciples and yet fail to pray, nothing significant will happen.
- b. Emphasizing personal involvement with the Word of God. Although many youth leaders emphasize the centrality of God's Word, those who model the truth of Scriptures are few. In today's fast paced, quick-fix society, the Word often gets sidetracked for a more immediate solution.
- c. Building a proper concept of grace and works. During this stage, our teaching and modeling need to reflect a threefold emphasis: who God is, what he has done and is still doing for us, and who we are in Christ Jesus.
- d. Creating a healthy group image. Every group has an identity. The key to building a healthy biblical group image rests directly with the leaders. He or she must be excited about the potential of the youth group. He or she must be able to see beyond the problems and focus on the potential. That involves vision, clarity of thinking and a strong grasp of God's sovereign control in all situations.

This is critical because it directly affects the degree to which students learn and it directly affects the degree to which the students feel free to bring their friends.

Stage Two: Expanding the Foundation

The natural by-product of the first stage will be a few students who begin to express in a variety of ways that they want more. They do not want merely to be taught they want to share in the teaching. They do not want just to be ministered to, they want to share in ministry to others. It is critical at this time for the leaders to begin to organize, mobilize, and train emerging leaders.



Emphasis must be on building a team. It is at this stage that equipping can begin. Several key principles will aid this process.

- a. Selection of those for the ministry team should be based on character qualities and not on external standards.
- b. Investment of more time and energy into a few emerging leaders does not mean we love them more than the rest.
- c. This ministry team begins to share the responsibility of the youth group. Although somebody should still be in charge, the team begins to share the responsibilities. All the marks of the team become evident:
 - Working well together
 - Having a common, clearly defined goal
 - No individual glorification but team effort * Each player has a unique role
 - The team does not get down on a player if he fails
 - The team is usually as strong as its weakest member
 - Does not talk about the game but plays it
 - Runs planned plays
 - Practice, practice, practice
 - Sticks with the basics - keeps reviewing and mastering them

Note: As this ministry team becomes operative, an evangelistic thrust is the natural by-product. A good environment has been developed; needs are being met, and now an increased desire to bring new friends and expand the ministry begins to surface.

As students increasingly begin to express a desire to reach out to their friends, it is essential that the leadership help them to see that become a reality. It is only as a person is active in sharing his faith that he can come to a full understanding of Jesus Christ (read Philemon 6). Outreach is not an option. As students begin to verbalize their faith and seek to present Christ to their peers, they will experience Christ living in and through them.

How can we as leaders bring this about?

- a. Remember that our job as leaders is not to do evangelism as much as it is to equip our youth to do the work of evangelism.
- b. Keep in mind that evangelism is a process and not an event. The Scriptures use three figures to define the evangelism process: cultivating, sowing and reaping. Cultivating is the tilling of the soil to prepare it to receive the seed. It is the initiating of a friendship, the building of a relationship with nonChristians. Sowing is the planting of the seed in the soil. It is the sharing of a word about what God means to me to what God is doing in my life. Done in the process of an established friendship, it diminishes tension and becomes a positive experience for both. Reaping is the harvesting of the seed that has been sown and grown to maturity. It results from relating the gospel to a person who is ready to respond.
- c. An organized regular effort is needed to reach teens in today's culture. Teens are attracted to events that are well done, organized properly and relevant to their age group.

Stage Three: Multiplying by Dividing

As the ministry begins to grow, it is critical that leadership restructure the ministry to allow it to keep multiplying. Ministries that fail to reorganize soon reach a maximum attendance point and then either level out or begin to decline. Others, aware of increasing numbers, come to the faulty conclusion that they must work harder to meet all the needs. The issue is not to work harder but smarter, restructuring to allow multiplication to continue.

As the ministry grows, all the ingredients that caused it to grow, such as prayer, the Word of God, enthusiasm, good relationships, investment in a few, and outreach to the masses, need to be maintained. They are what combined to produce the growth. But how can leaders continue to maintain all these things in an expanding ministry? The answer is simple. They cannot. The best thing to do now is to delegate segments of the ministry to the care of other leaders.

To summarize, a diagram of the three stages in the development of a ministry would look like the following:

- a. **Stage 1:** Emphasis is on building relationships, developing a positive group image, creating a loving, caring atmosphere, establishing a prayer base, and helping students get to know God as he really is through the Word of God.
- b. **Stage 2a:** During stage two, the thrust is two-fold. First, emphasis is placed on selecting and working with a few to build a team approach to meet the needs of the rest. More time is spent with the few, but all of the criteria of stage ONE remain. By the very nature of time limitations, the youth leader has less direct contact with students, and more with the ministry team.
- c. **Stage 2b:** Second, outreach becomes a priority because of the the desire to reach the masses while training the ministry team. Outreach should be the norm because of the nature and atmosphere of the group. Other students tend to be drawn to it.
- d. **Stage 3:** The ministry is now broken down into four smaller segments in the large group, each with leader who cares for the needs of his section. The youth leader still is responsible for the entire ministry and serves as pastor-teacher, but now the daily concerns and care of the flock are primarily carried out by others.

THE YOUTH LEADERSHIP TEAM

DESCRIPTION OF A YOUTH LEADER/MINISTER

1. A person committed to Jesus Christ and His Church; devoted to spreading the Gospel; manifesting maturity, prayerfulness, optimism, prudence and is modeling the life of a genuine Christian.
2. A person with genuine affection for youth, and who works well with people of various ages and backgrounds
3. A person who communicates well both in one-to-one and in group settings
4. Accountable to the Senior Pastor and Leadership of the local church.
5. On the academic level, it is recommended that the Youth Leader has undergone WORD Leadership Institute (WLI) Ministerial Level
6. It would be helpful if the youth leader possesses or later pursues a Bachelor's degree which reflects courses in religious education, theology, or pastoral ministry.

WHAT IS A YOUTH LEADERSHIP TEAM?

The Youth Leadership Team is a group of adults, young adults, or mature youth who have a passion for our Lord, Jesus Christ, and His Compassion for all people. The Youth Leadership Team assists the Youth Leader/Minister decision-making and overall operation of the youth ministry.

QUALIFICATIONS FOR THE YOUTH LEADERSHIP TEAM

1. A POSITIVE ROLE MODEL

The member of the Leadership Team need not be a great speaker or organizer. Instead, he/she should be a person who by the power of his/her own Christian example motivates others to a relationship of dedications to Jesus Christ. He/She should be a model of Christian living that awakens a responsive desire in others to follow. (A leader moves people by example, not by position.) The leader should be someone who has a faith that is living and growing.

2. A PERSON OF INTEGRITY

Having a good reputation around the church community as well as outside the church setting is a must--the reputation of being an honest and caring person who is above reproach.

3. ABILITY TO IDENTIFY WITH THE PROBLEMS, NEEDS AND FEELINGS OF YOUTH

Without this understanding, communication becomes almost impossible. We have to be able to accept youth where they are and for who they are.

4. **GENUINE LOVE FOR THE YOUTH**

Probably one of the most predominant thoughts in the minds of youth is simply, "Do you like me? Am I OK?" We must ask ourselves if we really love those whom God has called us to shepherd.

5. **PATIENT**

Young people don't always respond the way we think that they should. Our authority at times is not respected as much as we feel it should be. To work with them, one must have patience. We must accept them where they are and help to bring them to where they ought to be (A disciplined student).

6. **GOOD LISTENER**

Teenagers want to be taken seriously. They want to be heard. Listening is "the language of love."

7. **POSITIVE ATTITUDE AND GOOD SENSE OF HUMOR**

We have a specific philosophy of youth ministry at Word International Ministries. The leaders must read it and be in full agreement with what it says. There are two ways to view a half-empty cookie jar: "half-empty" or "half-full." We would prefer to have adults and young adults on the youth ministry team who look beyond the faults and inconsistencies of adolescents (half-empty) to see the big picture of who they are and what they can become (half-full). Youth need leaders who will laugh with them at their mistakes and who will let them know they are loved even when they mess up.

8. **WILLINGNESS TO GIVE NECESSARY TIME**

We don't want leaders who are too busy or too involved with other ministries to devote the amount of time that is needed to impact youth. Remember: 90% of effective discipleship is relationship. The actual amount of time required will vary a great deal from person to person. Wayne Rice, in his book, Junior High Ministry, states:

"Time plays such an important role because it is tied up with the fact that junior highs view things pretty much in black and white categories. That is, you are either a friend to them or you are not. When you say one thing and fail (or are unable) to back it up with your actions, you run the risk of being categorized as a hypocrite. That, of course, is not always accurate, but proving otherwise can sometimes be difficult. Junior Highers characteristically fail to understand adult obligations, and they often take this to mean that some task is more important than they are."

The bottom line is that ministry to youth must be more than good intentions. It requires time.

THE ROLES OF THE YOUTH WORKER

1. **YOUTH EXPERT** - The Youth Worker faces a great challenge, being asked to address the gospel to the world of the teenager. To do that successfully, we must become skilled in understanding and discerning what motivates teenagers, and we must respond accordingly.
2. **FRIEND** - Teenagers need faithful friends who will hear them and love them. That is our job the time Jesus spent with his disciples were much greater compared to that which he spent with the crowds. It can only be regarded as a deliberate attempt to establish a relationship of trust.
3. **DISCIPLINARIAN** - Becoming the friend of the teenager, however, does not mean that we lose our posture as leaders. Teenagers need to be led as well as loved, and that means we must be willing to discipline them and correct them. “Wounds from a friend can be trusted” (Prov.27:6), and we must be willing to “Wound” teenagers through disciplining them for their good. Of any expectations of ourselves, this may be the hardest because it puts our reputation and our popularity with students on the line. Until we are faced with the decision to discipline, we may not realize just how important it is to have the youth group like us. Yet leadership means making the courageous decision to do what is right, even if it is unpopular. In the long run, it yields fruit.
4. **TEAM LEADER** - We cannot lead our ministries without others’ help, but we can’t expect others to join alongside us in the youth leadership without an effort on our part. The Youth Leader must be the team leader who recruits others, trains them in adolescent work and encourages them in their ministry. In the role of the team leader, the youth worker fulfills the pastor/teacher function of Ephesians 4:11-12. The youth team leader equips the saints to do the work of the ministry so that the Body of Christ may be built up. As team leaders, we find ourselves in the role of the discipler of our youth.
5. **FATHER FIGURE (BIG BROTHER)** - However we might shy away from it, young people look to the youth leader as a “father” or “big brother”. We must respond with a desire to give good advice, faithful love, and a consistent example.
6. **PROGRAMMER** - “Around here, we care about people, not programs.” This may be an easy statement to make but it reflects a very simplistic view of the ministry. People indeed must be our target, but programs can be arrows that help us hit the target. As a result, the effective youth worker must always be on the lookout for useful and well-thought-out program ideas. Research must be done to design programs that meet needs, stimulate relationships, and promote a deeper understanding of what it means to be a Christian.
7. **ADVOCATE: PARENTS TO TEENS/TEENS TO PARENTS** - we must teach young people to obey, respect and enjoy their relationships with their parents. On the other hand we must make a way for parents to appreciate and understand their teens.

8. SERVANT - In John 13:1-3 Jesus washed His disciples' feet and gave us an example to follow. Being a leader in the youth ministry means being called to perform different roles and tasks (from being driver to errand person) that would require a servant's heart.

SAMPLE JOB DESCRIPTION²

Personal Ministry

Objective—To maintain a strong personal walk with the Lord by continuing in the spiritual disciplines that are necessary for spiritual fitness and growth in the grace and knowledge of God

Goals

- A. Spend time in the Bible each day, pursuing personal growth and maturity.
- B. Have a consistent prayer life that focuses on praise, thanksgiving, personal needs, the needs of believers, and the needs of the lost.
- C. Spend time in spiritual fellowship with others for the purposes of mutual love, encouragement, and growth.
- D. Be involved in fulfilling the Great Commission by reaching out to the lost, both in word and deed.

Youth Ministry

Objective—To lead and disciple young toward maturity in Christ

Goals

- A. Develop a comprehensive plan and program for the discipleship of young people in the church and in the community
- B. Be accountable to the Senior Pastor or the delegated supervisor in the church regarding the progress and development of the youth ministry program.
- C. Develop a format for the Youth Ministry Meeting that embraces the three vital experiences necessary for spiritual growth:
 - a. Dynamic learning experiences with the Word of God (Bible study)
 - b. Vital relational experiences with one another and with God (worship, sharing, prayer, meals, “one another” concepts, and so on)
 - c. Vital witnessing experiences with non-Christians (evangelistic gatherings, personal evangelism, community outreach, mission emphasis, and so on)
- D. Be available to teach, caution, and counsel one-on-one with group members when the need arises.
- E. Maintain personal communication and contact with the youth leaders or core members.
- F. Pray regularly for the needs of the youth ministry both personally and corporately with other leaders.
- G. Be committed to attend ministry leadership meetings.
- H. Be accountable to your Pastor for your personal integrity and spiritual maturity

- I. Develop and disciple potential leaders within the group to help fulfill the future growth needs of the church.
- J. Delegate responsibilities to an apprentice leader and other committed people in the ministry

STANDARDS OF PERFORMANCE

Relational Status

Relationship with God

- a. Spends regular time in prayer
- b. Spends regular time in the Word
- c. Is a mature believer (Reflect on Galatians 5, 1 Timothy 3, and Titus 1)

Relationship to the Church

- a. Is committed to the church
- b. Shows commitment financially
- c. Is willing to be held accountable

Relationships with Others

- a. Has a strong and loving relationship with family
- b. Has a good reputation in the community and in the workplace (if applicable)
- c. Has genuine love for the youth and their welfare
- d. Is financially responsible
- e. Shares faith



Ministry And Leadership Skills

Administrative

- a. Manages self and others
- b. Leads confidently
- c. Plans effectively

Public Speaking and Small Group Skills

- a. Is able to translate Bible passages into an
- b. Is able to communicate Biblical truth effectively
- c. Is able to translate Biblical truth to everyday life situations
- d. Leads a good discussion about a Bible passage or other curriculum
- e. Can facilitate relationships in a group

Personal Relational Skills

- a. Is a good listener
- b. Shares faith skillfully
- c. Patient with people

Knowledge

Of the Word

- a. Has a full understanding of the gospel message
- b. Knows his or her way around the Bible
- c. Understands and supports our church's doctrinal statement

Of the Church

- a. Understands the ministry philosophy and strategies of our church
- b. Understands the nature of youth ministry and its goals

Of the Youth

- a. Has a grasp of current youth culture and trends
- b. Has growing awareness of the needs of the youth both on the personal, relational, and spiritual levels
- c. Has a feel for the issues facing the youth and the community as a whole

DISCIPLESHIP IN THE YOUTH MINISTRY

THE DEFINITION OF DISCIPLESHIP

Discipleship is the process of guiding other believers to maturity in their Christian walk. In the bible, a disciple is a follower. Christian discipleship is about making followers of Jesus Christ (Matthew 28:18-20).

THE IMPORTANCE OF DISCIPLESHIP

Nothing is more important than sharing the Good News of Jesus' love with others by motivating them and helping them grow in their relationship with Him. We all have the great opportunity to show our love for others by discipling new converts / babes in Christ. We must start the young people on a path which leads to becoming mature disciples of Jesus Christ. This guides them in the right direction. We need to be there for them on their first spiritual steps. Are you holding their hands?

John 13:35 “By this shall all men know that you are my disciples, if you have love one for another”.

From salvation through a lifetime of serving Jesus, discipleship touches every step of a person's spiritual journey. As converts grow, they too can be taught how to equip and train other believers who in turn will reach others through the process of spiritual multiplication. Lets look at **Ephesians 4: 12-13**, “To prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.”

Saving souls and building disciples are inseparably linked in scripture.

Mathew 28 : 19-20 “ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

Discipling is one of the most strategic ways to have an unlimited personal ministry. It can be done at any time, by anyone, anywhere and among any age group. The Lord wants us to be rooted and built up in Him and established in the faith. This takes time and care. Caring for young people is the essential component. Follow-up is done by **someone** rather than something. Discipling will provide the youth group mature leaders who are Christ centered and biblically nourished.

Methods of Discipleship

DISCIPLESHIP CAN BE DONE EITHER ONE ON ONE OR IN A GROUP (This should be done with the same gender)

ONE ON ONE

- Individual discipleship has the closeness of friendship and the precision of a teacher – apprentice relationship.
- It is flexible in schedule and intensity; the assignments can be paced according to individual needs. Spiritual growth is thus more rapid and effective.
- Encouragement, correction and admonition can be quickly and easily given in individual relationships. There is the privacy of individual ministry.
- Discipling on a one on one level is the most rapid way to develop spiritual leaders who can multiply disciples.
- It can also entail just listening to the person’s cares, concerns and having a prayer time with him or her. Although no lesson was taught, we have to be sensitive to the leading of the Holy Spirit and see what the present need is. It can be having a cup of coffee or BoBa and listening to him. Young people mostly do not openly share everything unless they trust you. The important thing here is building relationships and friendships.

GROUP DISCIPLESHIP

- It allows people to participate without feeling put on the spot. Some people are not ready for one-on-one discipleship.
- A variety of teaching methods can be used in group settings.
- Momentum can grow in group and a spirit of adventure and unity can motivate those who are less eager at first.
- The Holy Spirit can use the background and experiences of a number of people to teach each member of the group.
- The spiritual gifts of all members can collectively provide strength and ministry to the group.
- Hanging out with the group should and can be fun. Think of interesting sports or activities that can be done. More importantly after the fun filled day, speak into their lives.

Let us revive our young people. It is time to disciple, encourage, restore and admonish them. They are our future generation and the future of the church!!!

“Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity”. 1 Timothy 4:12

(By Mark Briones)

Youth Ministry in Partnership with Parents

As a youth pastor one thing I learned with the youth is that they will always remember you not with how much you prepared your lesson or how good your games and activities were but how much you love them. This goes the same with the parents they will always remember how much you love their kids.

Communication is the key to all relationships. Parents love it that you constantly communicate with them. Technology is your best partner here cell phone, texting, email , voice mail and news letter are the best tools to your success. I don't know how many times I would have avoided problems with parents if only I communicated properly.

The following are just a few tips and recommendations to develop that strong partnership with parents. Remember your best support in ministry aside from your Sr. Pastor is the parents of your kids.

- a. **Give parents lots of grace.** Parenting is a difficult task and there is no one way to parent a teenager.
- b. **Honor your kids' parents,** even when their conduct confuses or irritates you. Obviously, I'm not suggesting that you condone sin or abuse. But the Bible is very clear on this: "Children, honor your parents." Your young people need you to listen deeply to their struggles at home, but be careful not to take sides against the parents. You're not doing anyone any favors when you do. It will be more difficult to do your task or accomplish your goal.
- c. **Empathize with your parents.** In our teaching time, I role played with them a few common family conflict situations. First we explored the situation through a typical teenager's mind-set. Then after each role-play, I asked them to act out their parents and "see it through their parents' eyes." I talked them through what was likely going on inside their parents. It made a big difference. Then I tell them to ask God to help them see the situation as their parent sees it. Know that empathizing with their parents' will help create a strong connection with them.
- d. **Once a year, host a Parents' Night** in your youth group meeting or a "PDA" evening ("Parents Declared Amazing"). You'll be blown away at your new hero status among parents when you plan occasional evenings targeted at showing appreciation for them. Have some fun and use clips from humorous family TV programs from their era to honor them. Ask a few kids to share about progress in their relationships with their parents. Make sure the program is friendly to both Christian and non-Christian parents (I've had non-Christian parents give their lives to Christ at the conclusion of these evenings). If food is involved, have your teenagers prepare the meal, serve their parents, and clean up afterward (spaghetti is cheap and relatively easy to pull off).
- e. Commit a mere five minutes each week to calling one of your kids' parents to **tell them what a great young man or woman they're raising.** Keep your affirmations sincere and specific. Leave voice-mails or messages when they don't answer. You'll enhance your relationship with parents immeasurably, and their teenager will probably be pretty impressed by the call as well.
- f. Always remind your kids to call their parents every time a ministry activity is done. This makes the parent aware of the time table you have for the activity. Almost all kids now have a cell phone if not let them use yours.
- g. There is one question parents always ask what could they do to help the first thing you should suggest is food. This will help a lot with the ministry budget.

These simple suggestions won't safeguard you from all parent relationship meltdowns but they'll go a long way toward making your kids' parents from critics to supporters.

PARENT-TEENAGER FAITH CONNECTIONS

- a. Ask parents to volunteer and teach with you during bible study. This is not a new concept every youth ministry should have parents get involve in the spiritual aspects of the ministry. In short all major activities parents should get involved.
- b. Hold a family movie night at church. Make sure families sit together, and start the film early enough to have them talk about faith insights and applications using questions you provide. Offer free or low-cost popcorn, snacks, and beverages.
- c. Have the parents write "honor letters" to their teenagers-Tell them to write specific reasons why they're proud of their kids, then share the letters at a special banquet, camping trip, or retreat.
- d. Plan quarterly parent support groups-Send out a survey to your kids' parents with 20 or so parent information or training options and ask them to pick their top four choices. Then bring in speakers and trainers to address those topics in an interactive way. That means, make sure it's not straight lecture-parents need to interact with one another.
- e. Put up a bulletin board just for parents-Put together a ministry team of kids who'll be responsible for a bulletin board that chronicles your youth ministry activities with photos, handouts, testimonials, encouraging quotes, and relevant statistics. Place a resource stand nearby with books and videos they can check out that can build confidence in their role as a parent.(This is good if you have a permanent place with a bulletin board if not make use of the Sunday word.)
- f. Show parents and teenagers how to keep a family journal-Ask families to make it a regular practice to spend time together journaling about family activities, decisions, struggles, and joys.
- g. Bring parents in to talk with juniors and seniors about their vocation. Select parents who represent many different career choices, including homemakers. Coach parents to honestly assess the positives and negatives for their career, and ask them to talk about God's influence in their everyday responsibilities.
- h. Show families how to write personal and family creeds-First coach kids and parents to write a personal creed of their own, then have them get together to write a family creed.
- i. Have fathers and sons go shopping for Valentines Day gifts for moms. Coach fathers to include their sons in the decision. And give fathers discussion questions they can use on the ride home to explore issues of romance and honor with their sins. You could also have sons and daughters help the father or mother plan a surprise anniversary celebration.
- j. Plan a monthly scrap booking activity for mothers and daughters. Organize a themed field trip for mothers and daughters on the first Saturday of the month. Give each mother/daughter a digital camera and tell them to take pictures on the trip. On the last Saturday of the month, have them come back with their developed pictures and scrapbook together, making pages of their memories. After nine months they'll have a full scrapbook of the year's activities together.
- k. Have parents teach kids important (and not-so-important) life skills. For example, plan a barbecue lesson for fathers and sons. Or have mothers teach both sons and daughters domestic life skills such as how to cook, clean, file, and organize.

- l. Set up panel discussions with fathers/mothers and sons/daughters. Prepare discussions on faith/life issues such as curfews, whether churchgoing is necessary for living your faith, vocational choices, and so on. The panels need not have matching pairs of parents and kids- in fact, it's probably better to not have matching pairs. Make sure that you are in control of the whole event be a spiritual moderator as events like this may turn out to be a "bull session" kids take their own side and parents do the same. A controlled topic of what you feel the youth needs should be emphasized.
- m. Give parents discussion questions for upcoming youth group topics. Suggest parents use the questions on the ride home from youth group, or any time they're transporting their teenager somewhere. You could also email each family a devotional based on the weekly youth ministry topic.
- n. Let's not forget the Grandparents. Our kids today are thirsty for connection to their generation. Especially for kids who never experienced their culture back home Grand parents are the best resource for this. Invite them during bible studies and let them share their life stories.

As with all ministries the youth ministry exists primarily to glorify God. The youth ministry should have a focus. As what God's word says., "So whether you eat or drink or whatever you do, do it all for the glory of God." (I Corinthians 10:31). The goal of the ministry is to shape maturing teens into young adults who love and worship Jesus Christ, by providing context for them to experience, apply, and proclaim the glorious gospel.

By Bro. Maxie Acosta

Balancing School, Ministry and Family

“Seek ye first the Kingdom of God and His righteousness and all these things will be added unto you.” Matthew 6:4

Time management is such a challenge for young people today. With all kinds of curricular, extra-curricular, church-related and recreational programs and activities available, young people are bombarded with countless choices for what to do with their time. A typical youth leader not only has his or her studies to think about, but also has to consider how to effectively allot time for ministry and family as he or she chooses to follow God and glorify the Father with time, talent and effort.

We are told that we should seek God first, that our family is our first ministry, and that our academic performance will shape our future. How do we strike a balance when it seems that all three are equally important priorities?

The primary thing here is the heart. If the first thing we want to do is to seek and glorify the Lord, we don't restrict ministry to just the activities we have within our church and youth group. Ministry becomes everything we do, be it at school, work or home, which we do with the intention of glorifying God. Because we do things for a greater reason, we pursue excellence in all that we do and become a blessing to our classmates, coworkers, friends, and family. However, we as youth leaders also need to do our part and ensure that we are continually doing things the right way so that we can inspire not only our family and classmates, but more importantly, the young people we are serving as well.

1. Seek God first.

The book of Matthew that tells us to seek God first and everything else will follow holds true even for our ability to balance time and create priorities. And as we give the effort, God gives the grace to get things done. It becomes less challenging to divide time between our everyday activities and our service to God because the two become one. As God sees our desire to please Him, He gives us the wisdom, guidance and strength so that we know how to make effective use of our time and be able to do things well. And really, all that requires is time spent in prayer and in the Word, seeking God's strength, before we begin the day or the week, letting Him know that we can't do things without Him.

And then the joy and guidance follow. When we are busy or tired, we often think of how we are using our God-given talents and abilities for His glory or to bless others, or when we do what needs to be done and therefore show people that as Christians, we are accountable, responsible and reliable in our work, we gain a sense of joy and satisfaction. . When you just really put God's work first, He'll take care of everything else.

2. Family is the first ministry.

At times we hear of disgruntled parents in church complain that their children aren't helping out with chores at home and are making youth group activities an excuse for constantly being out late or neglecting school activities. Young people tend to think that just because they can tell their parents, "I'm doing this for God," they can get away with shirking their household chores or choose youth group activities over family affairs. Although the book of Timothy tells us to "not let anyone look down on you because you are young," it also compels us to "set an

example [for the believers] in speech, in life, in love, in faith and in purity.” And this starts at home, with our parents and siblings.

If we want our parents to respect and understand our responsibilities in the ministry, we need to show them that our responsibilities at home hold just as much importance to us. Doing our chores at home, obeying house rules and spending quality time with our parents should simply come as an overflow of love and obedience to God, who commands us to “honor our parents” and to “obey our parents in the Lord,” and out of our desire to please Him in all that we do and be an example and a blessing to our families. In turn, our parents will trust us more and believe that our ministry work is truly motivated by servant hearts because we choose to serve them first, and by doing so we can also inspire our siblings to do the same.

3. Prayer is vital.

Sometimes juggling ministry, work and school can get extremely busy and stressful. We need to turn to God in prayer. As we read how the Lord would go to a quiet place to pray how by Himself, how much more should we be doing the same thing! We need to be revitalized by the Holy Spirit. Call Christian brethren to pray and uplift you and that will encourage you.

4. Learn to say NO.

A lot of the youth leaders tend to be overachievers. On top of school, many of them pursue a sport, are part of a band, choir, theatre or dance group, write for the paper or yearbook, and then of course lead Bible studies and worship on weekends. Many of them end up exhausted and stressed out, and this of course affects the quality of their work or the joy they find in doing the work. We need to remember that **prioritizing** is very important. Deciding what needs to be done first and what can be pushed out of the way is a skill every Christian youth leader should learn, and this comes with discernment and sensitivity to what God is leading us to do. Whenever we are tempted to sign up for all sorts of activities or accept different responsibilities, and we should first ask God whether this is something He wants us to or not, then ask ourselves if this is something that will take time away from school, God or family.

Tools for Time Management

- Discern between what is important and what is urgent.
- Plan your day by keeping an appointment book and making a to-do list.
- Recognize your rhythm. Do your more crucial tasks during your peak effectiveness time.
- Take time to rest. Doing more does not necessarily mean doing your best. Rest gives you extra energy to do your best every time.
- Do one thing at a time and finish what you have started before moving on to a new task.

Music, Media and the Youth Ministry

“For the weapons of our warfare are not carnal but mighty in God for pulling down strongholds, casting down arguments and every high thing that exalts itself against the knowledge of God, bringing every thought into captivity to the obedience of Christ” (2 Corinthians 10:4-5)

The irony of doing Youth Ministry in the 21st century is the reality that young people listen to the preacher on Sunday talk about “loving your enemies” but then spend more time during the week watching the TV that say exactly the opposite – it preaches hate, violence and a wrong kind of justice... The youth read a bible verse during their quiet times that says, “be content with what you have” while much of the entertainment they are exposed to intentionally stir up discontentment and exalt materialism... We want our youth groups to emphasize sexual purity and holiness in relationships while that same audience is exposed to websites and music that glorify sexual immorality and impurity.

There are digital TVs, virtual classrooms, iPods, MP3s, laptops, IMs, podcasts, smart phones, blogs, chatrooms, satellite radios and text messages ... all new forms of media that are radically different from the older, more traditional forms of media (TV, radio and print). These are forms of media that are on the fingertips of our young people. They communicate, learn and submit homework using these media... Young people are exposed to them almost 24 hours of the day, seven days of the week! These forms of technology are not to be feared but rather utilized to accomplish the godly and noble goals we have for WIN’s Youth Ministry. As effective as the enemy has been in using these media to spread its gospel of hate and ungodliness, Word International Ministries will have to use the same to communicate the hope and love of Jesus Christ to a generation of young people that desperately need it.

Young people have always been drawn to music. Playing, writing, listening and sharing music is part of being a young person. A successful youth ministry is one that recognizes the role that music plays in the life of a young person and uses it to encourage the youth to live like Christ and to live by His principles.

This is the reason why many WIN churches have Youth Ministries that are closely tied in with their Music Ministry and their Multimedia Ministry. Not only because young people are naturally drawn to them but because they pump in fresh ideas and vitality to them. This, in turn, benefits the church as a whole.

Ministry Implications of Music and Today’s Youth³

- a. Use their culture to reach their culture.
- b. Set boundaries on the music in your ministry
- c. Research current trends.
- d. Understand the needs of your youth
- e. Critique the music culture from a biblical perspective
- f. Provide Music sources within your ministry.

ENDNOTES:

- ¹ This chapter has been adapted and expanded from a chapter from the Complete Book of Youth Ministry by Warren S Benson (Author), Mark H Senter (Editor), diagram was adapted and expanded from Youth Ministry: Its Renewal in the Local Church by Lawrence Richards
- ² Adapted from Filling the Holes in Our Souls by Paul Meier, Gene A. Getz, Richard A. Meier, and Allen R. Doran (Moody)
- ³ Timeless Youth Ministry by Lee Vukich and Steve Vandegriff, page 381-385