

YOUTH LEADER GENERAL MINISTRY PERFORMANCE OBJECTIVES

A youth leader at the Lancaster Baptist Church must first be a person with a vision for impacting the lives of our teens. Youth leaders will work with the youth pastor in developing and leading an organized, effective youth ministry. Youth leadership must be committed to understanding God's Word in their daily lives, and to understanding the vision of the pastor for our teens. Youth leadership encompasses areas of personal growth and holiness, marital and family priorities, departmental oversight, weekly visitation and evangelism, faithful personal discipleship, administrative tasks in activities and special functions, and communication with the youth pastor. The following is a description of areas of growth and responsibility for an effective youth leader.

1. Administration - This would include maintaining and regularly reviewing class enrollment and growth information. Administration would also require occasional help with correspondence and weekly help with maintaining contact with the many teens with whom God has entrusted us. Administration would also encompass planning monthly activities and helping to creatively carry out assigned tasks with a standard of excellence. The key to this area is the monthly leadership meeting held on Saturday mornings. Youth leaders must see this meeting as imperative for personal growth, which must precede any teen growth.

2. Personal Growth - A youth leader must be committed to becoming what God wants him to become. Growth does not happen by accident. Growth must be carefully planned and deliberately attained. Our teens will grow only if we grow. Our teens will grow no more or further than we grow. The first step to impacting the life of another is to grow, personally, so there is somewhere to lead them. We must grow, as Christians, in our personal walks with the Lord and understanding of God's Word. We must also grow in our leadership ability. We must regularly strive for a greater understanding of teens and effective teen ministry.

3. Family Priority - Ministry with teens demands an "above-the-normal" commitment to marriage and family. God cannot bless our efforts in the youth ministry if we are failing in our efforts at home. We cannot teach teens and prepare them for happy and fruitful family lives unless we commit ourselves to learning and developing strong marriages and families. A strong marriage and family is not a streak of luck or chance. It is a choice. Youth leaders must choose to be constantly committed to maintaining strength in family relationships. A strong family is not a destination you reach, but a journey you take. Though effective youth ministry will require a sacrifice of time and energy, and a strong commitment of personal involvement, this should never be to the neglect of family. God has given you a family and a ministry... He has also given you the time, resources, and necessary ability to successfully lead in each of these areas. To maintain proper priorities, wise time-management, careful planning and personal sacrifice will be

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required. Failure to plan and work in this area will result in a frustrated family, a frustrated youth worker, and a failing youth ministry.

4. Departmental Oversight - As our youth ministry grows, so does our need to develop as leaders who can manage and lead segments of our youth group. In time, we will break down grades into departments that are small enough to personally minister and lead. This may or may not mean that each department will be a different Sunday school class. Departmental oversight will enable us to concentrate our efforts on a certain age-group. It will allow us to know our teens, pray for them, and better serve them. Departmental leaders will ultimately need to grow and become leaders of leaders. The departmental leader will organize and lead the visitation, phone calls, correspondence, and outreach of each of the youth leaders in his department. This leader will need to meet, weekly, with the youth director and communicate progress, needs, and vision.

5. Weekly Visitation and Evangelism - Every teen leader must understand that the purpose of the church is to evangelize the lost and edify the saved. If we are not fulfilling this mission, personally, on a weekly basis, then regardless of whatever else is accomplished, we have failed in youth work. A youth leader must have a personal commitment to be faithfully involved in these two areas of ministry. Being a youth leader requires that you commit yourself to weekly visitation for our attendees and weekly evangelism for the lost. Evangelism is the act of deliberately trying to reach lost people with the Gospel. This requires a prospect list that can be prayed over and followed up on. Evangelism is the act of developing a heart that seeks to be sure of the salvation of every visitor. Visitation is the personal act of edifying the Christian. It is a part of the process of discipleship. Every week, youth workers should read and pray over the teen roster and consider what teen needs personal attention. A visit to the home should be light-hearted, loving, and express concern and interest in the teen. Follow-up visits should be used to discuss baptism, Bible truths, and even reach out to the parents. Visitation should be regular for newer, soft-hearted teens and as-needed for regular attenders.

6. Personal Discipleship - Every Christian is called to be a disciple and a disciple-maker. As youth leaders, our very purpose is to edify the lives of our teens. The greatest edification happens one-on-one or in a small group, and it happens most effectively outside of the classroom. This can most easily take place during weekly visitation. It may also mean taking a teen to lunch, having them to your home, taking them some place special, or just being with them at church or an activity. A youth leader who does not consciously have two to five teens, with whom they are regularly and purposely spending one-on-one time, is no youth leader at all. Our teens need personal attention; they need to be exposed to our lives in normal day-to-day situations. Teens need to see leaders at home, with family, out calling, in a restaurant, with friends, with the lost, etc. They need to see you live the Christian life. They need to hear you tell them how you are living the Christian life. They need to see you transparently discuss challenges that you have face and how God helped you deal with them. They need to hear you talk of your commitment to Christ and to your home, in contrast with the world's system by which

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they are constantly surrounded. This is discipleship. Discipleship happens on purpose in the mind of the discipler, but it is rarely detected as deliberate or planned in the mind of the disciple-ee. A teen naturally expects you to live right and talk right - fulfill these expectations. Deliberately be REAL! Choose two-five teens and work with them for several months, a year, or more... be a disciple maker. We have the unique opportunity of training soft and young lives that are not yet ruined or hardened by sin. Without discipleship, we become a glorified Kinder-care!

7. Vision – Today’s youth leaders must have vision. Understand what the vision is for the youth ministry in our church. Develop your own vision to grow, personally, to help develop a creative and powerful ministry to teens. Have a vision for not only how big the group can become, but for how significant the impact of our ministry can be. See these young lives ten to twenty-five years down the road. Help them become, now, what you see they could be then. Have a vision to powerfully impact the next generation with your life and youth ministry team through our church!

8. Communication - Communication is the pathway to joyful success in any situation involving a team of people. Families, churches, youth ministries, businesses, corporations, marriages and other relationships, succeed or fail, many times, simply because of the system of communication. If we are to work together to make a difference in young lives, it is imperative that we communicate honestly, freely, creatively and regularly. We live in a society that has made communication incredibly easy, yet we fail to use it. Please communicate with the youth pastor and each other, regularly. This cannot always be done verbally and around church, but it can easily be done in written form, fax, by phone, etc. Please communicate needs you have, challenges you are facing, burdens you are bearing, schedules you are juggling, blessings you are experiencing, and tools you need. Written communication is very effective because it is usually thorough and well thought out and can be read and responded to in a convenient manner. On the spot meetings at church or in a hectic situation are the least effective ways of communication. These meetings are usually rushed, not written down, and ultimately forgotten. Many items can be written down and kept for the monthly leadership meeting. Our monthly meeting will be a key to this entire process.
