

CHAPTER 1  
A Theology for Youth Ministry  
(*Wesley Black*)

If a church is to fulfill its mission, it should do more than keep youth too busy to sin. A church's mission must consider seriously about its ministry with youth today.

Youth ministry should build upon a more substantial foundation than the fancy of contemporary culture.

The Bible plays a central role in all that grows out of authentic ministry with youth. Therefore, youth ministry must be built upon a solid foundation of biblical faith.

Good work, education, philosophy, or psychology cannot save us. Only God can redeem us, since He is the Creator, Redeemer, and Sustainer of all humankind. Youth ministry is built upon a solid foundation, grounded in God as the Creator, Redeemer, and Sustainer.

Adolescence is a time of searching as youth pledge fidelity in identity-shaping ways. Youth who have grown up in Christian homes may be familiar with the terms of faith and the language of grace. Youth who are not church oriented may be either fascinated or bored with Christianity. These attitudes offer challenges to youth leaders. We must help youth struggle with the question of faith and fidelity in sincere, authentic way. Youth ministry seeks to carry the message of salvation in appropriate ways to all youth.

God has chosen to work through churches to carry His message to the world (Matt. 16:18) Fellow members should seek to encourage youth and accept them into full membership in all area of church life. Youth ministry is part of the total ministry of a church.

Youth can be taught, equipped, and involved in the work of ministry. Those who guide

youth should remember they will not be mature, spiritually or otherwise, beyond their adolescent development. Youth ministry recognized the developmental uniqueness of adolescents.

Parents and family are important in ministry with youth. Youth ministry must consider the role of parents in the spiritual nurture of their teens. Youth ministry seeks ways for church and homes to be Mutually supportive.

Adults volunteer to guide youth for a variety of reasons. Only those who have sensed a call to serve God through youth ministry, who love and care for youth, and who are willing to prepare themselves for the task will taste the joy of service in youth ministry. Youth ministry depends on the readership of those called to ministry.

God called people for specific tasks or for certain areas of ministry. God has used people of every generation to do His will, and people of every age can serve as youth ministers. Youth ministry is an authentic calling not a stepping-stone to another ministry.

Both the Old and New Testaments provide examples of youthful servants of God. David led the army of Saul and the Israelites to victory against Goliath and the Philistines. John Mark was eager to accompany his cousin Barnabas and the fiery evangelist Paul on their first missionary journey. Youth can be involved in meaningful ways in ministry.

Youth ministry can help teenagers reach, teach, obey, and witness for Christ in their world and beyond. The purpose of youth ministry is to point youth toward God and help them become involved in the Great Commission.

CHAPTER 2  
Ministry as Servant Leadership  
(*Wesley Black*)

The climax of Jesus' earthly ministry was at hand and the disciples were gathered for the Passover meal. Though they had been with Him for three years, the disciples still missed the point Jesus had taught them so often. Even as He told them of His impending suffering and death (Luke 22:14ff), they were more concerned about who was the greatest among them (v. 24)

Questions of power, authority, and greatness had perplexed the group on several occasions ( see Matt. 18:1-5; 20:20-28; Mark 9:33-37; 10:32-45; Luke 9:46-48).

The group had entered the room from the dirt streets that were usually collections of filth cast off by travelers, raw sewage, manure, and mud. Since the men were barefoot or wearing only simple leather thongs, it was common courtesy for a slave to wash the feet of guests before they ate supper.

As Jesus looked around the group, no one was willing to do the task usually done by servants. John 13 recounts the great lesson in love and leadership as Jesus wrapped a towel around Himself, filled a basin with water, and got down on hands and knees to wash the feet of the disciples. He acted out the words about greatness and servanthood He had uttered so often before. Those who want to be greatest must first want to be servants.

It was more than a lesson in simple humility. It was a lesson that summarized His earthly ministry. It was a lesson that previewed the love He was about to demonstrate by dying on the cross. It was a lesson in love and leadership that disciples down through the ages must understand if they are to follow the model of leadership given by Jesus.

Those who are greatest in the kingdom of God achieve that greatness by being servants. To minister is to serve, and those who would be first in God's kingdom must picture themselves as servants of God and the family of God.

This may lead to some misconceptions of servanthood. First, it does not imply that a Christian leader must be a slave to the whims of others. Rather, Christian leadership means being bound to God in service and love-willing to serve Him as He sees fit. This service is expressed in loving ways to believers and unbelievers in order to convey the message of God's love for the world.

Second, misconception is that servanthood means waiting until someone else gives direction. The servant simply responds to needs of the moment. Again, Christian leadership receives direction from God, it does not simply wait for incidents that dictate responses.

Two characteristics of Christian leadership can be seen in Jesus' ministry. The first is represented by the words "to send" and the other by the words "to serve." Jesus described Himself as being sent by the Father (Matt. 15:24; Mark 9:37; Luke 9:48; John 3:17; 5:36; 6:29). In turn, Jesus sent the twelve (Matt. 10:5; Mark 3:14; 6:7; Luke 9:2; John 4:38).

Youth ministry is also a sending and serving ministry. Those who lead youth ministry must do so out of a sense of being sent to this particular area of ministry. They lead youth to hear and respond to the sending call of God. Their ministry is one marked by service to God and other

people. They lead youth to follow the example lived out before them and ultimately to follow the example Christ has given for servant leadership.

A youth minister friend confided that he felt used and manipulated by his pastor and those in power in the congregation. Though he tried to please them by doing all the menial tasks that came up, there were times he wished for more power or authority to combat the stress he felt.

Both the youth minister and the others were missing the example Jesus gave for servant leadership. Jesus did not teach His disciples to be doormats. Neither did He intend for the disciples to lord it over others. He called them to a new outlook on life that views power from a base of love rather than position. This leadership is symbolized best by the towel and wash basin rather than symbols of rank and wealth.

Art Chriscoe states it well, "Jesus calls us to a different way of life. As Christians we have heard a different drummer and we are not to march in step with the world. We are called to a life of servant leadership."

CHAPTER 2  
Ministry as Servant Leadership  
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The disciples were gathered for the Passover meal while the earthly ministry of Jesus Christ was reaching its climax. The disciples still missed the point Jesus had taught, though they had been with Him for three years.

Those who want to be greatest must first want to be servants. The great lesson in love and leadership in John 13, Jesus wrapped a towel around Himself, filled a basin with water, and got down on hands and knees to wash the feet of His disciples. Jesus acted out the words about greatness and servanthood.

If the disciples are to follow the model of leadership given by Jesus, this was more than a lesson in simple humility. It was a lesson that summarized His earthly ministry and previewed the love He was about to demonstrate by sacrificing His life on the cross.

To minister is to serve, those who would be first in God's kingdom must picture themselves as servants of God and family of God. Those who are greatest in the kingdom of God achieve that greatness by being servants.

Being a servant does not imply that a Christian leader must be a slave to the whims of others, it means being bound to God in service and love, willing to serve Him. In order to convey the message of God's love for the world, this service is expressed in loving ways to both believers and unbelievers.

Christian leadership receives direction from God, it does not simply wait for incidents that dictate responses. The servant simply responds to needs of the moment, it does not mean waiting until someone else gives direction.

Youth ministry is one marked by service to God and other people. Youth ministry is also a sending and serving ministry. Those who lead youth ministry must do so out of a sense of being sent to this particular area of ministry. They lead youth to hear and respond to the sending call of God.

Youth ministry should follow the example Jesus gave for servant leadership. Jesus did not teach His disciples to be doormats, nor He intended for the disciples to load it over others. Jesus called them to a new outlook on life that view power from a base of love rather than position. Rather than symbols of rank and wealth, this leadership is symbolized best by the towel and wash basin.

Jesus calls us to a different way of life. We are called to a life of servant leadership. As Christians, we heard a different voice of the world. We will not follow their voices, we will listen to the voice of our Lord.

CHAPTER 3  
Model of Youth Ministry  
(*Wesley Black*)

Models of the youth provide symbols that help us to reflect on the various ways of youth ministry, but they are never totally accurate. They are simply snapshots of the visible evidence of several approaches to today youth ministry. These models allow us to view at some assumption, activities, approaches, and philosophies of youth ministry.

The Pied Piper has three disadvantages. First, the highly visible youth ministry may be busier pointing toward himself instead of Christ. Youth tend to idolize with power and charisma. Second, the Pied Piper as the sole leader of the youth ministry, leaves little room for others to be involved. Finally, when the Pied Piper went to another church, the youth ministry is left in confusion.

The Christian guerrillas model is aimed toward peer leadership. One advantage of this model is some hunger youth feel for growth in spiritual areas. Another advantage is the topics of study in this model. If handled appropriately, the topics of spiritual warfare may help many youth face temptation and live Christian life-styles more consistently.

The Christian guerrillas model has some disadvantages. First, it tends to be exclusive rather than inclusive. Parents have little involvement in this model. Second, youth should not be considered the primary way for training and teaching. They need the continued presence and support of adult leaders. Finally, the youth minister in Christian guerrillas may be similar to the Pied Piper, if other youth leaders only serve in secondary roles.

The activities director model is easy to promote, so it is popular. The activities director

has a busy calendar. The activities designed to attract and entertain teenagers such as project, events, trips, banquets, games, socials, retreats, and youth seminars.

The disadvantages of the activities director model are hard to deny but easy to ignore.

With a large number of youth participating in activities, it may be hard to condemn the approach.

The activities director could be channeling too much time and energy into scheduling and conducting a series of disconnected, dated, calendar events, instead of serving as an authentic minister of the gospel.

The big happy family is almost a non-youth ministry. The youth are so integrated into the total life of the church. As both members and young leaders, they rarely have activities only for them. This model appears to have some desirable strengths, since youth feel loved and accepted.

The big happy family model has some disadvantages. First, the youth may not be easily accepted, if they have not grown up in the church. Second, many youth will feel neglected among the a crowd of friends, the youth ministry is hard to identify.

The junior church model involves youth in many areas of church life. Just as the adults do, the youth conduct most of their own activities. Since youth often meet separately, there is not as much integration into the congregational life.

Some advantages of this model are it involves youth at a high level of leadership and they do not burn out as quickly. Also the relationship between the youth and the adults who work with them can be close and rewarding.

There are some dangers of this model. First, youth miss out on significant times of worship and growth because they are not being closely involved in corporate experiences. Second, as the youth grow older, they should assume leadership and become involve with other

adults, but they may tend to hang on the friends in the junior church group.

The equipper is the promising model involves youth, parents, youth leaders, church staff in a teamwork shared ministry. Youth are encouraged and equipped to participate in learning and service in significant ways. Youth leaders are considered authentic ministers who are gifted and enabled to serve. Parents are included as important links between home and church.

CHAPTER 4  
The Basic of Youth Ministry  
*(Wesley Black)*

Youth ministry is defined by Bob Taylor as "enabling and mobilizing the gifts of many persons to touch, with the truths of the gospel, the lives of youth in every realm of their being."

A youth minister is a minister of the gospel with specific responsibilities for leading the church's ministry to youth. A youth ministry coordinator is a volunteer youth leader with responsibility for the overall youth ministry of a church.

An effective youth ministry will be built on some basic concept. Every church that has youth is already doing some form of youth ministry such as a Sunday School or youth worship service.

Youth ministry is linked to the ongoing work of the church. A church or a youth ministry does not have to start a youth program from scratch.

Two important areas that youth ministry should keep in good balance. First, reading and teaching. Church should make every effort to reach out to lost people and prepare to teach them at their level of understanding. Second, integrating and separating. Many churches have divided their members into at least four age groups, preschool, children, youth, and adult. In order to help them to integrate into the total work of the church, churches must work to meet the needs of each of these groups. A vital concern of youth ministry is the balance between integration into the whole church family and separation into age groups.

Youth ministry is a shared ministry. The area of youth ministry includes the work done by

the youth minister and other church staff, volunteer leaders of youth, parents of youth, and youth themselves.

A youth minister must relate well to adults, not just relating well to teenagers. The family situation, grades at school, physical development, self-image, and peer groups are very important elements of a youth's life. God is actively interested in these areas of life, youth ministry should also touch all aspects of a youth's life.

In this critical time of life, youth ministers must realize the responsibility they have for involving the total church in ministering to youth.

The activity-based approach and the ministry-base approach are two philosophies of youth ministry are seen in churches today. The activity-based approach usually centers around a youth minister who leads a busy schedule of youth activities. The ministry-based approach is built around a team of ministering leaders and is channeled primarily through the youth church organization.

Some practical suggestions how one moves from an activity-based program to a ministry-based approach to youth ministry.

Discuss philosophy and approaches to youth ministry during the interview process. Ask about the church's approach to youth ministry while visiting with a search committee or pastor.

Schedule a meeting with youth leaders. Meet with all youth leaders as soon as possible after beginning new position. Discuss the ideas of a shared ministry approach to youth ministry..

Schedule a meeting with parents. As soon as the ministry begins, schedule to meet all parents of teenagers in the church. Find out what they think about the past, present, and future of the youth ministry in the church. Allow parents to give input into the direction of the church's youth ministry.

When youth ministers begin a new minister, the first thing they do is to schedule a

discussion time for the youth. Ask the youth for their ideas the direction of youth ministry in their church. The meeting with parents and youth leaders are very important.

Channel the planning for youth activities through the church program organizations. Involve the volunteer youth leaders in planning and conducting youth activities. Offer resources, ideas, and funds to carry out the activities.

Delegate responsibilities when planning large project. Some activities are too large to be handled by one group of youth and leaders. Enlist leaders and youth from all the church program organizations to take care a portion of the work. Assign part of the work that relates to their program when possible.

Involve parents in youth ministry. In regarding to the church's youth ministry, seek the input of parents of teenagers. If the parents are not involved, feeling of frustration may result in negative attitudes and lack of support for the youth ministry.

Keep the pastor and staff informed. When beginning a new ministry, overwhelm the pastor with information. Meet regularly with the pastor and staff for coordination, information, and planning.

It is a long process to move from an activity-based youth ministry to a ministry-based approach. There may be some resistance along the way, and it will not happen overnight. Youth may fear that youth activities will cease. In fact, more youth activities usually take place as youth leaders across the church begin planning and leading activities for their groups.

CHAPTER 5  
Church Program  
(*Wesley Black*)

Church program is the way a church organizes itself to worship, witness and proclaim, educate and nurture, and minister to people, it is not merely an activity or event.

Church works can be grouped into three type of programs: basic programs, service programs, and emphasis programs.

Basic programs are groupings of tasks that are basic, continuing, and of primary concern to the church work. Basic programs involve people of all ages, consist of the Bible teaching, discipleship training, music, mission education, and pastoral tasks of the church.

Service programs are groupings of tasks, supportive in nature, that seek to serve the basic program of the church. The service program may not involve all people, consist of the recreational, media library, and administrative tasks of the church.

Emphasis programs are grouping of tasks that are important to the church life and work. Emphasis programs consist of the church tasks relate to evangelism, family ministry, stewardship, church planning, vocational guidance, and church work on college campus.

The Bible teaching program often called Sunday School. The Bible teaching program task is the primary Bible teaching, ministry, and outreach. The church tasks for this program include:

- 1) Reach youth for Bible study.
- 2) Teaching youth the Bible.
- 3) Witness and lead youth into church membership.
- 4) Minister to youth members and nonmembers.
- 5) Lead youth to worship.
- 6) Interpret the work of the church.

The discipleship program is the primary task of the church. The church tasks related to this program consist of 1) Reach youth for discipleship. 2) Orient new church members for responsible church membership. 3) Equip youth for discipleship and personal ministry. 4) Teach youth Christian theology, doctrine, ethics, history, and other topics related to Christian churchmanship. 5) Train youth in leadership. 6) Interpret the work of the church and denomination.

Mission education and action is central to the church life and work. Church tasks related to the mission education programs include: 1) Teach missions. 2) Engage in mission actions and personal witnessing. 3) Support missions through prayer, offerings, personal ministries to missionaries, emphasizing the need to be involved in mission, and volunteer mission experiences. 4) Develop personal ministries related to missions. 5) Interpret the work of the church.

Music provides a context for learning about and involvement in worship. Music is the soul of a church. Church tasks related to the music program include: 1) Provide musical experiences for the congregational worship experience. 2) Provide church music education. 3) Provide youth to witness and minister through music. 4) Assist church programs in providing training in music skills and consultation about music equipment. 5) Interpret the work of the church and denomination.

Youth ministry is more than intense study experiences, and deeply serious training and discipling groups. It is not merely fun and games, a flurry of social activities, and a busy calendar of recreational events. It is to attract and involve youth in ways that point them toward Christ and help them grow spiritually.

Recreation helps youth ministry to open up doors for comfortable social relationship between youth, youth workers, and youth's parents. Recreation activities should be aimed through the ongoing church program whenever possible.

All areas of youth ministry should be saturated with evangelism. Evangelism can be a very important part of youth ministry through church program in social activities, witness training experiences, and evangelism event. Each of church program should be related to witnessing and outreach.

A church that is doing all those tasks, mentioned above, is moving toward accomplishing its mission in a purposeful way.

Youth ministry is not a separate program that duplicates or competes with the work done by the other groups in the church.

The best relationship of youth ministry to the church program is one of mutual support and encouragement. A youth minister who views the music ministry as an ally rather than a competitor will gain the benefits of a comprehensive, well-balanced youth ministry. A youth minister who encourages and strengthens the work done by the Bible teaching program will have a more complete and solid Bible teaching approach to youth ministry.

CHAPTER 6  
A Network of Relationships  
*(Wesley Black)*

People are separated into groups for the convenience of some program such as marketing approach, or activity. We live in a fragmented world.

The church is even guilty at some points, because we tend to segregate groups for programming and ministry. We group people according to age for educational programs and interest activities. These are worthy experiences, but they tend to keep people apart.

A youth minister who spends time only with youth misses out on valuable opportunities for growth and assistance in ministry that can come from all of God's people. Youth can learn from adults of all ages. Youth ministry should build bridges across the generations.

Parents are the strongest influence on their teenagers. We must influence the home of youth, if we hope to influence youth toward Christ. Youth ministers must relate well to parents of youth.

Good relationships between the youth minister and volunteer youth leaders will multiply the ministry with youth. Youth leaders are important since they have relationships with youth on a regular basis.

Youth need the growth and joy that comes from mutual involvement in the larger congregational experiences. Because youth are important members of the church family. Youth ministry should be ministry with youth and not just for or to youth.

Youth ministry should build around three relationship, youth, parents, and youth leaders.

Spending time in each area assures a comprehensive strategy of ministry. Time spending may include planning for ministry, training, and support of each of these group, it does not have to be spent directly with parents or leaders.

Youth ministry must also be correlated with other ministries through the work of the church staff. This call for a desire to work alongside other staff members to avoid competition, petty jealousies, and overemphasis in some areas of church work.

A wise youth minister will look for ways to share leadership with many adults who in turn will touch the lives of youth. The youth ministry has a responsibility for coordinating the work done by every group that touches the lives of youth in the church.

CHAPTER 7  
Adult Leaders of Youth  
(*Wesley Black*)

Youth benefit from the love, influence, and teaching of the adults who help them in celebrating the good news of Jesus Christ. Adult leaders model what faith means in very day life. Youth ministry needs a team of dedicated, committed adults who can minister to youth and involve them in a journey of Christian discipleship.

Many adults do not feel adequate, trained or equipped to lead youth, so they hesitate to volunteer to serve in youth ministry. Because of a desire to control the youth ministry, youth ministers may hesitate to enlist adults.

Youth ministry is a big job, it calls for the talents and energies of a team of leaders. Pastors, parents need to be involved in youth ministry and should have opportunities to serve and give input to the direction of youth ministry.

Youth ministry must touch the lives of youth in all area: social, emotional, physical, mental, and spiritual. Teachers for Sunday School, discipleship and mission education groups leaders, coaches, sponsors for youth trips, and counselors for camps and retreats must be found and trained.

Adults volunteer to serve in youth ministry for a variety of reasons. Some reasons are appropriate, while other motives are less than ideal. Many youth leaders serve out of a sense of calling and a desire to serve God and their brothers and sisters in Christ. Some serve out of desire for self-fulfillment, and others serve out of sense and guilt.

Regardless of the reason for their service, a youth minister has the responsibility of equipping the saints for ministry. The youth minister must often patiently serve with those who are still searching for God's leadership in how they serve Him.

To find leaders, experienced youth ministers often look for potential youth leaders. But sometime it is difficult to find adults who will volunteer to teach, lead, coach, and counsel with young people. Some suggestions for locating adults for potential leadership positions are as follows. Look at the rolls of adult Bible study groups, and the list of parents of youth. Look for adults who previously have worked with youth. Consider college or seminary students, and senior adults.

To enlist leaders to serve may be more of a challenge. Finding adults who can be potential leaders is a possible task. This is a process to work effectively in enlisting adults: Firstly, approach with the process with prayer. Secondly, develop an awareness of potential leaders. Thirdly, help people understand adolescents. Fourthly, plants seeds with potential leaders. Fifthly, involve potential leaders in a structured situation. Lastly, invite the person to youth leader training.

Youth leaders need training in basic Christian leadership, Basic Christian Disciplines, Potential Youth Leader Training, Program Organization Training, and Specific Job Training. Youth leaders also need training a several levels.

Basic Christian Leadership Training is the basic orientation and follow-up for new Christian. It includes the training in disciplines of the Christian life that Christian life that facilitates growth in Christian maturity.

Potential Youth Leader Training includes study and growth in Christian leadership, understanding of adolescence, youth ministry methods and processes, and an overview of the opportunities of service in youth ministry.

Program Organization Training is designed to help a person who wants to serve in any program organization needs assistance with understanding the organizations in the church.

Specific Job Training is for the people that need to know what is expected and how to accomplish their job. This training may be short and handled in a one-on-one meeting, but it is important program.

Parents have a built-in understanding of many of the concerns and interests of teenagers. Although parents may not completely understand their teens and may not always get along with them, their awareness of adolescent development can be useful in youth ministry.

The problem between parents and their own teenagers can be avoided by having a discussion the parents about ground rules for youth activity. Help the parents to approach their responsibilities as youth leaders instead of parents. When parents served as youth leaders for a period of time, they should be able to relate to their own teens as another youth. Parents must be willing to allow their teenager the same freedom as other youth in the group.

If the parents are selected and enlisted wisely, they can be involved in youth ministry on many levels. It can be rewarding experience for both parents and youth.

CHAPTER 8  
Develop the Leadership Team  
*(Wesley Black)*

A wise youth minister will learn the fine art of enlisting and equipping youth leaders in order to multiply the ministry, accomplish more, and reach more youth in the biblical way. Any youth minister who attempts to lead single-handedly will discover the frustration of overwhelming needs in ministry. One person can relate to only a limited number of teenagers.

The youth minister is in the position to help or hinder development of team unity among youth leaders. Youth ministry is a team effort.

Youth leaders need regular meetings to plan the work of their groups. All youth leaders need to meet at least quarterly for calendar planning and discussion about upcoming youth events.

When youth leaders feel an ownership of the youth ministry, team spirit will grow. A youth minister needs to make administrative decisions, but youth leaders should be consulted whenever possible about decisions or problems related to their area of work.

It may take some time to help people accept others who think differently, but the benefit is worth the effort. Youth ministry will gain vitality and sparkle, if people are encouraged to value the opinions of those who differ from them.

Spending time with people is the best way to develop friendships. Spend time in telephone calls, through written notes, over coffee, and in personal visits with youth leaders.

Be sensitive to ministry needs among youth leaders and help other youth leaders address

those needs. Notice accomplishments, birthdays, and significant events in the lives of youth leaders. Visit the leaders or their family members when they are sick and hospitalized. Pray for each other during regular planning meetings.

The youth minister who shares the spotlight with youth leaders will build a stronger youth ministry team. Posters or bulletin boards can spotlight individuals or groups of youth leaders. Let

youth leaders preside when youth take part in special worship times or youth recognitions in church services. Let youth leaders teach Bible study sessions during camps or retreats, lead recreational activities, and lead youth fellowships.

Churches that have a youth ministry will have some budget for the ministry. The youth minister should not use the budget only for the activities he plans, but allow volunteer youth leaders to use for their special projects as well. The amount does not have to be large, this will develop better team spirit if their work is acknowledged.

Many youth teachers feel frustrated and defeated, because they did not see immediate result of their works. They wonder if any youth is gaining anything from their work. Words of assurance and encouragement will uphold a teacher through moments of questioning and doubts.

The warmest times in youth ministry is the time that spent with brother and sisters who have given their hearts serving the ministry. This time of warmth and friendliness brought youth leadership team together and developed a closer team spirit. All the planning, working, overcoming difficulties, and serving God together call for moment of celebration. It is time of remembering God's dealing with His people, recalling the joy and fun, victories and setbacks, challenges and the results of faithful obedience to God.



CHAPTER 9  
The Youth Leader's Covenant  
(*Wesley Black*)

The youth leader's covenant serves as a motivation for leaders to improve their involvement in all areas of service. A youth leader's covenant consist of the amount of time, type of duties, and level of performance. The covenant lets the leader know what is expect, and draws a realistic picture of the challenge and fulfillment that are part of youth leadership.

The covenant serves as a contract between the leader and the church. It describes how each party will serve together in mutual support-the volunteer leader, the congregation, and the church staff member.

The first step in developing a covenant is to study church policies concerning volunteer leaders. The next step is to meet with those who are already serving as volunteer youth leaders. The starting point is to brainstorm with the questions like: What are some characteristics of a good youth leader? What tasks should youth leaders do? How much training is needed? What kind of support the church can do? How much should the youth leader be involved in the whole church? What should the youth minister be expected to do, in order to help the volunteer youth leaders?

Making a rough draft of the covenant is the third step. State the duties, responsibilities, and expectation gained from brainstorming session and church policies. State these elements in a positive manner. The nature of youth ministry and ways of supporting volunteer leaders from the youth minister and the church should be included.

The rough draft of the document need to be reviewed and make changes as needed. The covenant should establish a high level of commitment for youth leaders. When meeting with volunteer leaders, make decision if the covenant is to be signed by the volunteers or simply presented to each leader.

Distribute the covenant to each person who is currently serving. Ask the leaders to sign the covenant if needed. Keep copies of the covenant for use in enlisting leaders in the future.

If the leaders' covenant is handed incorrectly, it can present problem. Be taking some simple precautions, these difficulties can be avoided. First, in developing the covenant, involve present leaders as much as possible. Second, instead of seeing the covenant as a measuring stick, help the leaders see it as an agreement. Third, a leader's covenant is useful in supervising volunteer workers, but it can become a source of anxiety if it is used too often in reminding leaders of their obligations. Therefore, using the covenant as a hammer to hold over the heads of leaders should be avoided.

The following is a sample covenant designed for teachers in the Bible teaching program. The responsibilities of teachers in youth Sunday School are as follows; 1)Be a church member. 2)Be punctual in attendance, give notice to director in advance as far as possible in case of unavoidable absence. 3)Attend weekly workers meetings. 4) Carefully prepare for Sunday's lesson and other duties during the week. 5) Enjoy and love being with young people. 6)During the first two months of the new year, visit in the home of each class member. 7)Share the plan of salvation with each class member as needed individually. 8) Involve youth visitation, weekly outreach, and visitation class members and prospects. 9) Coordinate class activities. 10) Be responsible for creating a positive learning environment. 11) Attend special training for youth workers. 12) Be honest to the program of the church, trying to participate all worship services.

CHAPTER 10  
Creating a Climate of Motivation  
*(Wesley Black)*

Understanding motivation can provide insight and some possible answers for those who lead youth ministry. Reginald McDonough suggests four practical keys to build a climate for motivation-stability, teamwork, affirmation and challenge.

Persons are more highly motivated in a climate in which there is order, predictability, structure, and stability. People are more highly motivated in a climate in which they feel physically and emotionally secure.

Two examples illustrate how stability creates motivation. First, the youth minister had been reminding the youth teachers of the importance of preparing for their lessons for Sunday School. He had made it clear that the leaders should study and prepare well, so the time on Sunday morning would be used in proper way. Another example, the youth are told they must complete several training classes to take part in the summer mission project. The morale of the adult leaders and the youth who have been trained for the mission project is strengthened due to prior agreements have been kept.

Persons are more highly motivated in a climate where they feel a vital part of a team with a significant mission. People are more highly motivated when they feel they are in the right position and belong to an exciting, dynamic team.

Persons are more highly motivated in a climate where their sense of self-worth is affirmed an enhanced. People are more highly motivated when they feel appreciated and encouraged.

People need to be told they are doing a good job. The youth minister needs to build a climate for effective motivation by encouraging and affirming the volunteer leaders.

Person are more highly motivated in a climate where they are challenged to develop their full potential and to commit their energies to meaningful ideals and objectives. Persons are more highly motivated when they sense a high calling from God and find an outlet for expressing their love for God through serviced and self giving.

These four keys provide effective ways for developing a climate of motivation. They work in the church as well as the worlds of business, education, and politics. But the Christian has an extra resource for motivation. That resource is prayer.

Prayer is the youth minister's most important resource in building a climate for motivation. It is so much more than simply pleading for God to bless our efforts. Prayer should saturate all we do in youth ministry.

CHAPTER 11  
Supervising Volunteer Leaders  
*(Wesley Black)*

Supervision may be all right for the business world or industry, it should be avoided in the work of the church. The concept of supervision as a boss controlling every action and laying down the rules is a faulty thinking. This style of supervision is not effective and out of date in both the industry and the church.

The younger youth minister avoid supervision due to a lack of self-confidence. They often hesitate to supervise volunteer youth leaders who are older and have more experienced. If someone enable the group to move together toward common goals, their work can function more effectively.

Supervision calls for an arrangement of skills in leading, listening, negotiating, communicating, understanding human nature. If people do not know how, they will hesitate to supervise.

Supervision is not ways of using power, it is a ministry of servant hood and support. Proper supervision can help avoid many problems that crop up in youth ministry. Cooperation and understanding is necessary when people work together.

In supervision, ministers should know certain fundamental techniques. The following techniques are to help in developing effective supervision skills.

**Work Through People, Not Around Them:** It may seem more efficient to go around a leader to handle a situation, but this can lead to disaster in the long run. Youth leaders sense that they are eagerly participate in the work and an important part of the team.

**Give Authority Equal to Responsibility:** If someone is enlisted to do a job, he should be able to complete the task. The leader must trust him to do the job without peering over his shoulder every move. If he cannot be trusted to do the job, then enlist someone else.

**Clarify Your Expectations:** There should be a clear explanation of the duties and responsibilities involved when a leader is enlisted. When a person is enlisted, he should understand clearly what he will be expected to.

**Confront Problems, Not People:** A youth minister and adult leaders' performance are the most difficult problems. Therefore, focus on the problem instead of the person.

**Handle Problems Promptly:** Run toward problems instead of running away from them. If problems are handled in the early stages, they can be defused before they become explosive.

**Give Recognition for a Job Well Done:** When people feel their job has done well, they gain their sense of self-esteem. Show appreciation to a volunteer leader for his job well done by writing a note, making a phone call, or personal word. Private praise is better than public recognition.

**Stand Up for Your Leaders:** Stand up for those who work under us, and they will stand for us. It is wrong to blame those who supervise us or serve with us.

**Check on It and Leave It There:** Check on assignments, but hold the workers accountable for finishing the job. Give a leader the freedom to complete an assignment after it is delegated.

**Let Leaders Participate in Decision Making:** Participating in decision making increases motivation. Workers will sense ownership for accomplishing the task, so allow them to take part in making decisions.

Use Participative Leadership to Create Teamwork: Participative leadership involves leaders by seeking their input, sharing our ideas and problem solving with them.

Lead Workers to Set Goals and Evaluate Programs: Youth leaders should be involved in setting goals and evaluating progress toward those goals for the entire youth ministry. There are several ideas for handling problem when we have tried everything and a leader is still ineffective:

Control the Issue Directly: Go to the leader and discuss the matter person to person. Explain our concerns and talk about alternatives.

Salvage the Situation if Possible: If the ineffective worker is teamed with more capable leaders, he may see good youth ministry in action.

Discuss the Matter with Appropriate Persons: Discuss the situation with appropriate staff members or church committees. Do not try to deal with the matter alone, if a leader does not want to make improvements

Deal with the Matter: If the leader does not offer to resign and shows no willingness to improve, then for the good of the overall youth ministry, ask for his resignation directly. Do not allow one ineffective leader to idle the entire youth ministry.

CHAPTER 12  
Interns and Assistants  
*(Wesley Black)*

Among larger youth ministries, using interns and assistants is a growing trend. The New Testament suggests the reason for using interns. First, Christ chose twelve who were called to be with Him, learn from Him, and continue the work He started. The teachings of Christ and first-hand experience as part of His earthly ministry thrust them into key leadership roles under the power of the Holy Spirit. Second, Paul commanded young Timothy, "The things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also" (2 Tim. 2:2). Youth ministers have a responsibility to lead youth ministry today as well as to equip others to assume leadership in the future.

Developing the Intern Program: To develop an intern program is to determine the purpose and length of an internship. Determine if this will be a paid or volunteer position. Paying the intern will depend on the financial resources of the church. Determine the number of interns needed and the amount to pay each one.

Think through the program before announcing the position. Then prepare for interviewing candidates and selecting the right person for the job.

Interviewing Interns: Written materials have to be prepared which describe the job, salary, length of service, and specific expectations. If several people will be interviewed, an application form is very useful for screening.

Training and Accountability: Orienting and training the person should be performed on the first day of starting the job. The intern will be better equipped to be an effective leader, if spending time to lay the foundation.

Report are usually prepared and submitted to the youth minister, church staff, church committee, and pastor. This procedure builds a sense of accountability for the intern, although all staff members may not read every report.

Interns provide youthful energy and creativity. They can be worthwhile additions to a youth ministry. They can make possible innovative approaches that go beyond the normal resources of the church.

CHAPTER 13  
Adolescents as Persons  
(*Wesley Black*)

A desire to reach, teach, disciple, and minister to young people offers a way of service that promises fulfillment and joy. The call to serve God through ministry with youth first expresses itself through a love for teenagers.

Teenagers are persons created by God, so they have needs and potential for ministry. Teenagers can be described as developmentally, sociologically, and culturally. To gain an understanding of this age group, the developmental terms like puberty, adolescence, moodiness, identity development have been used.

The media sees teenagers as the extremes of rebellion, vandalism, silliness, neediness, pleasure-seeking life-style, and lack of purpose in life. To describe teenagers also comes to us through images from the media, television, movies, magazine, and music.

We need to see youth in the connect of other age groups and social relationship. Youth are born, grow and develop, relate to God and other human being. Youth live their lives, suffer the maladies, and affliction of all human being.

When looking at the life of Christ, two episodes emphasize that adolescence should be viewed as part of the entire life span. First, during the trip to Jerusalem (Luke 2:41-51), the young Jesus had remained behind in Jerusalem while the family on the way back to Nazareth. Three days later, Jesus was found in the temple, sitting with the teacher. Jesus grew and developed His life physically, mentally, emotionally, socially and spiritually. Second, the human

development need to be viewed in its totality of growth and relationships. Jesus answered a scribe's question in regarding to the greatest commandment that " You shall love your God with all your heart, and with all your soul, and with all your mind, and with all your strength." And "You shall love your neighbor as your self." (Mark 12:28-31 ). These two example from the life of Christ tell several clues to understanding teenagers.

Consider not just the spiritual aspects in teenagers, but all facets of their lives. Those who work with youth in church should look at both the ways youth are involved in youth activities and other dimensions of life. The ways teenagers grow up are shaped by parents, friends, other relatives, teachers, and bosses. We should not ignore the impact of the network of family, friends, and other adults on youth.

We must consider the need teenagers have for the loving relationship with God, family, other church members, and the world around them. Although those adults have connection with youth program organization or activities, a church will never have a strong youth minister unless there are adults who love and nurture youth. Youth are enable to accept God's love and forgiveness and share the message of hope with the lost world, if they are nurtured by the network of love and acceptance.

CHAPTER 14  
Development Tasks of Adolescents  
(*Wesley Black*)

In order to reach the next level of maturity, a series of adolescents' task must be accomplished. There a series of tasks at every stage maturity from childhood through adulthood. There is a critical period during which the task can be mastered most easily. It can lead to difficulties in mastering the task, if failure to complete the task during that period.

According to Robert J. Havighurst, the developmental task for adolescents are as follows;

1. Accepting one's physique.
2. Accepting an appropriate masculine or feminine role.
3. Achieving emotional and economic independence from parents and other adults.
4. Selecting and preparing for a vocation.
5. Developing intellectual skills and concepts necessary for civic competence.
6. Desiring and achieving socially responsible behavior and preparing for marriage and family life.
7. Achieving new relations with age mates of both sexes.
8. Acquiring a set of values that are in harmony with the social environment.

Refer to Erik Erikson's description of the growth process from infancy through adulthood, there are eight phases of development. The first five phases cover the years of infancy and childhood, and the last three cover the period of adulthood.

1. Trust versus mistrust (babies)

2. Autonomy versus shame and doubt (young infants)
3. Initiative versus guilt (younger children)
4. Industry versus inferiority (older children)
5. Identity versus role confusion (adolescents)
6. Intimacy versus isolation (young adults)
7. Generativity versus stagnation (middle adults)
8. Ego Integrity versus disgust and despair (older adults)

Teenagers are faced with a large number of choice in all areas of life. At least to some extent, they work through these choices through experimentation with different roles of life.

Teenager allows the person making the transition from childhood to adulthood to decide on and pledge loyalty to choices of vocation, life-style, marriage partner, and ultimate commitment in life.

To be accomplished as one moves toward responsible adulthood, adolescence can be seen as series of goals. Merton and Irene Strommen have a useful list of seven goals an adolescence naturally strive to achieve.

1. Achievement-The satisfaction of arriving at excellence in some area of endeavor.
2. Friends-The broadening of one's social base by having learned to make friends and maintain them.
3. Feelings-The self-understanding gained through having learned to share one's feelings with another person.
4. Identity-The sense of knowing "who I am," of being recognized as a significant person.

5. Responsibility-The confidence of knowing "I can stand alone and make responsible decisions."
6. Maturity-Transformation from a child to an adult.
7. Sexuality-Acceptance of responsibility for one's new role as a sexual being.

As we remember these seven goals, it suggests an approach to help youth move toward becoming a responsible adult. The first letters of each of these goals form the contraction affirms.

A Achievement realized

F Friends gained

F Feelings understood

I Identity established

R Responsibility accepted

M Maturity gained

S Sexuality understood

This style of ministry enables youth to make it through the stressful times that will come. It approaches youth ministry by seeing youth as rough diamonds, not yet finished and polished, but possessing great promise and potential. It remains positive and affirming because the Lord Jesus Christ offers a life of promise and hope

CHAPTER 15  
Physical Development of Adolescents  
(*Wesley Black*)

Adolescence begins when the childhood starts leaving and puberty arrives. The end of childhood and beginning of the adulthood takes place as a complex set of biological and chemical changes in a person's body.

The puberty generally begins about ages eleven to twelve for girls and about ages thirteen to fourteen for boys. Boys reach puberty about two years later than girls.

The growth spurt is one of the most noticeable changes during puberty. All the parts of the body do not change at the same rate of speed. Puberty is an inward change that is noticeable through outward signs called secondary sex characteristics. Secondary sex characteristics of boys include: changing in voice, development of facial and body hair, increasing muscular development, and evidence of the first sperm in the semen. The secondary sex characteristics for girls include:

broadening of the hips and pelvic area, experiencing the first menstrual period, enlargement of the breasts, and developing the female body shape.

Puberty brings a radical change in a person's physical appearance. Some reach puberty earlier than others, and some grow more rapidly or slowly than their peers. This change does not occur at the same time or at the same rate of speed for all people.

Early developing girls have disadvantages in terms of body image, school performance, and school behaviors. Girls seem to be bothered most when they develop earlier than their peers.

Girls who are "late bloomers" are less popular with the opposite sex and spend more time with their homework. Those who are "early bloomers" are less likely to earn good grades and more likely to show behavior problems at school.

On the other hand, boys who are "early bloomers," have greater satisfaction with their height, muscular development, and athletic abilities than their peers. Being an early bloomer is an advantage for boys not for girls. On the contrary, developing a little later is an advantage for girls not for boys.

CHAPTER 16  
Social and Emotional Development of Adolescents  
(*Wesley Black*)

Because of the moodiness and changeable behaviors of adolescents, the teen year are often called the "turbulent teens." A knowledge of the developmental aspects of adolescent emotions will help adults understandable, predictable ways of these emotions.

Emotions can create problems for the young person and anyone nearby. Teenagers experience new feelings, and they do not know how to respond. Those who work with teenagers should realize that emotions can play tricks on adolescents.

The teenagers may be emotionally stressed due to broke off a relationship, worried about telling parents of some trouble, and was not invited to a party. Adults are sometimes puzzled by a teenager's by a teenager's emotions. A teenager's emotional outburst toward an adult may have little to do with the adult.

The three areas, looks, how well other kids like them, and sexual abuse, are the largest differences in worries between boys and girls. Parents tend to overestimate the level of worry of their child regarding the relationship with their friends. They do not always predict the worries of their sons and daughters very well.

Emotions can be frustrating to both parents and teens. Understanding the causes of some of these emotions can build a spirit of empathy and caring concern. A healthy dose of patience will help parents and youth leaders guide adolescents into more mature ways of handling their emotions.

The social changes of adolescence are as radical as the other channels of this period of life. Parents and youth leaders need to understand the social transformations that take place in at least three areas: Parent-teen relationships, relationships with opposite sex, and relationships with friends

There are two worlds that the teenager lives in. One world are parents, siblings, extended family, the other world are peers, acquaintances, and other adults. A teenager tries to walk a tight-rope between two worlds, listening to signals from the two.

During the adolescent years, peers do assume more influence, but parental influence is still strong. A Search Institute survey shows that the peer influence increases each year through the ninth grade while the parental influence decreases, the peer influence outweighs the influence of parents.

Parental influence is more likely to be predominant in underlying moral, social values, and understanding of the adult world. Peer influence is more likely to be predominant in such matter as tastes in music and entertainment, fashions in clothing, patterns of the same and opposite sex peer interaction.

Parents and youth leaders should not give up and let the tide of adolescence run its course, when bizarre behavior of adolescence sometimes appears rebellious. There are some suggestions for survival in the changing social world of adolescence.

Learn to say no. Youth need reasonable boundaries with freedom to act within those boundaries. A teenager should not do harmful things simply because everybody else does them. Learn to deal with principles rather than pressure and act accordingly.

Learn to be persistent. Parents and youth leaders sometimes tell teenagers a few times to do something and then give up. We need to be as persistent as the teenagers, so they are to learn that we cannot be worn down.

Deal with the problem and move on. If the problems are not handled in due time, grudges and hurt feeling can damage the relationship between teens and adults. Youth leaders and parents should learn how to solve the problem, forget and forgive the grudges, and move on.

Keep a balance between standards and understanding. We help teenagers best by holding reasonable standards and values and expecting them to abide by them. We can help youth survive in the world by not going to extremes as we try to understand them.

Talk with Them. Communication is key word, we need to start talking let the words flow, and allow teenagers to do the same. Adults must listen without interrupting to question or challenge. Let the teenagers talk freely so they can discover what they are saying.

Understand the Difference Between Authority and Power. Power is based on force, while authority is based on wisdom, knowledge, and skill. Being a parent doesn't mean being a relentless disciplinarian. Rather it means asserting ourselves as adults who have more experience, knowledge, and skill.

Keep a Sense of Humor. A healthy sense of humor will be very helpful to both parents and youth leaders.

Dating becomes a fascinating adventure in relationships with the opposite sex. Sadly, many teenagers equate dating with a prelude to sexual activity and never really develop the social skills of dating. Adults can help youth keep their dating relationships in perspective by helping youth develop their social skills. Adults must be ready to offer guidance and suggestions when asked, but be careful about becoming a dating problem solver.

Parents often express concern about the type of friends their son or daughter chooses and the amount of time spent with friends. Friendships during the teen years generally fall into three categories: the crowd, the clique, and best friends.

The primary function of crowds is to provide a structured organization for group activities and social interaction between the sexes. This is the group that is thrown together because of the structures of school, church, and other social organizations.

Cliques serve to provide information about an activity, prepare for the activity, and evaluate the activity after it is over. Cliques are smaller groups of more intimate friends, resembling in many ways a family grouping.

The primary function of best friends is to open communication and understanding at the feeling level. Trust develops between best friends which allows the two to let down their defenses and sort through the confusion of questions and doubts about their development.

Changes in behaviors, customs, taboos, and relationships can bring surprises along with the adjustments. This is what David Elkind calls peer shock-exclusion, betrayal, and disillusion.

Exclusion comes when adolescents begin to base their acceptance on social standing or other exclusive standards. Betrayal is experienced because friendships are more complex than childhood friendships. Teenagers base their friendships around trust and loyalty as well as the cooperation of childhood. Disillusion strikes teenagers when they become attracted to the opposite sex. Teenage boys and girls begin to see members of the opposite sex as interesting to look at and talk about.



CHAPTER 17  
Mental Development of Adolescents  
(*Wesley Black*)

The changes in mental processes are just as dramatic and may create even greater challenges than physical growth. The Swiss psychologist Jean Piaget has outlined four stages of mental development: Sensorimotor stage, Preoperational stage, Concrete operations stage, and Formal operations stage.

Sensorimotor stage-birth to eighteen months. In this stage the infant learns to respond to the persons and objects around him.

Preoperational stage-eighteen months to seven years. A child can learn to manipulate meanings as well as dealing with objects as symbols for other objects.

Concrete operations stage-seven to twelve years. This stage brings impressive mental growth to the school-age child. Thoughts become internalized and the child learns to reason and think in relational terms.

Formal operations stage-twelve years upward. The adolescent is able to deal not just with the immediate and real but with the possible. By imaging all the possible solution and thinking through the consequences of each possibility, the teenager is able to approach a problem.

New ways of thinking bring problems as well as potential to teenagers. The new mental as well as the physical muscle create clumsiness and awkwardness.

Mental Overload: . Problems do not always have one easy solution. The young teenager finds herself flooded with thoughts, options, and possibilities. The adolescent mind has locked

up, not because he or she is smarter than ever before and has not yet learned to handle these new mental muscles.

**Critical Idealism:** Formal operational thinking brings the ability to think in broad, abstract, general terms. It brings greater powers of logic and deduction. This youthful idealism is refreshing until it collides with parental pragmatism. Teenagers can see problems and verbalize solutions for all humankind in broad, idealistic terms.

**Egocentricity:** Teenagers increasingly think about thinking. They begin to become every self-conscious of their physical shape, social relationships, and thinking processes. Because teenagers are thinking about what people are thinking, they become conscious of their own thoughts and the thoughts of others. This leads to two sticky problems for teenagers. First, they assume everyone is concerned about the same things they are. Second, as teenagers try to understand the changes in their lives, they feel their situation is unique.

**Clumsy Decision Making:** Adolescence is a time for learning how to make decisions. The new mental muscles provide the ability to think of many options, and these options create a tangled web of decisions. Teenagers sometimes make choices that seem bizarre, because they are still relying on their new mental muscles and their new emotional experiences.

**Apparent Hypocrisy:** When words and action do not match hypocrisy happens. Although adolescents can state broad general truths for all humankind, they fail to match broad general idealisms with specific actions. Adult must guide teenagers to realize the practical applications of their words for their healthy dose of idealism refreshing.

CHAPTER 18  
Spiritual Development and Faith Formation  
*(Wesley Black)*

Teenagers grow and develop in physically, mentally, socially, and emotionally. They experience changes in their spiritual lives that effect their relationships with God, others, and even their own self-esteem.

Adolescents are growing toward maturity in many areas of life, including their spiritual development. Since they are growing spiritually as well as physically, mentally, socially and emotionally, adults may want to help them become mature believers in God.

A major change of adolescence is physical development. Each day they look at their faces and bodies in the mirror and wonder about the changes taking place inside them.

Social and sexual awareness provide temptations that make young people doubt their relationship with God. The new mental muscles of adolescence cause many to question and probe the truths they once accepted so easily. Youth leaders and parents can help youth by allowing or encouraging them to question, probe, and search for their own answers to the matters of faith.

Today, several theories of faith development are in favor. James Fowler describes six stages of human faith which is one of the most influential. He describes that there are predictable stages of faith development that closely parallel other stages of life. Some people may reach only stage 3, and the others may reach stage 6. Fowler's six stages are:

1. Intuitive-Projective Faith (early childhood)

2. Mythical-Literal Faith (ages six to twelve)
3. Synthetic-Conventional Faith (ages twelve and beyond )
4. Individuative-Reflective Faith (early adulthood and beyond)
5. Conjunctive Faith (mid-life and beyond )
6. Universalizing Faith (mid-life and beyond )

The stage 3 begins when a person is able to reflect on his own thinking, it is associated with most adolescents. This stage is called conventional because it is concerned with the expectations and judgments of others.

The teen may move into stage 4 faith during later adolescence. Some teenagers may still be in stage 2 faith. They can move to a more mature faith through the help of adults by using their new mental development.

The Bible says that the demons believes that Jesus is the Son of God and resurrected the Lord. (Jas. 2:19). Demons do not have trust and confidence in Christ, they do not repentant, and have no saving faith in Christ. There are three statement that Aleshre describes about saving faith-A Matter of the Heart, Ideas or Propositions Which Are True, and More Then Feeling and Thinking.

A matter of the heart, young people must learn to love and be loved by God. Youth must focus their new emotions in appropriate ways toward loving God, others, and themselves.

Ideas or propositions which ere true, after youth learn to believe in they learn to believe that. Saving faith means we affirm that Jesus Christ is real, the Son of God, and the Lord.

More than feeling and thinking, saving faith means putting beliefs into action in daily living. James says, "But prove yourselves doers of the word, and not merely hearers who delude themselves" (Jas. 1:22)."

Saving faith involves personal decisions which often come into focus during the teenage years. Profession of faith in God is an important decision that may come during the teenage years.

Youth frequently struggle with their relationship with God. The search for identity and self-acceptance causes them to question and doubt their own worth. Questions about salvation and acceptance may be based on emotions rather than biblical truths. Teenagers are often not absolutely sure of anything, especially their own feelings and emotions. Adults should not try to manipulate youth into making decisions based on guilt or fear.

Youth can be guided to base their salvation on biblical truth and the grace and mercy of God rather than on personal works or fleeting emotions. Decisions of rededication may be appropriate for teenagers as they seek to live holy lives and move toward deeper understandings of saving faith.

CHAPTER 19  
Communicating with Youth  
(*Wesley Black*)

The ability to communicate well with teenagers is very important skill for both youth leaders and parents. There are four reasons, from a nationwide study of youth and parents, why the two parties do not communicate well. First, both groups lack the skill of good communication. Second, in dealing with friends or acquaintances, they do not use the kind of at-home diplomacy. Third, When both parties are in the mood to discuss a topic, there often is not the kind of trigger event that opens up a conversation. Lastly, both parties lack the courage to discussing moral issues.

There many principles apply to communication between youth leaders, youth ministers, and youth. Communication skills for parents can be learned and developed, and here are some ideas for helping.

Understanding the Need for Independence: Parents should be sensitive to their ways of independence. Adolescents are in the process of becoming independent adults, capable of making decision without relying on parent.

Working on listening skills: Parent can help their teen by being actively listening and patient, because they do not have good verbal skills and cannot easily describe heir feelings and thoughts. Our listening skills can be improved by doing the following.

First, Parents should focus on the teen and give their teen attention. Second, clarify what the teen saying by repeating to what parents heard from the teen. Third, listen for feelings by

identifying those feelings and repeat those to the teen. Fourth, watch for body language, by observing nonverbal messages such as eyes, arms, and facial expression. Fifth, respond carefully by avoiding judgmental responses and drill instructor questions. Finally, delay the conversation when emotion are too high. Allow the emotion to cool down for a better chance of a productive conversation.

**Choosing the Right Place to Talk:** The right place to talk can be anyplace both parties feel comfortable talking. Avoid talking seriously too soon. Begin the conversation lightly, finding common interests to discuss.

**Spending Time Together:** Parent and youth must take the initiative and find times to be together. The best stance for parents to help communication is to spend time with their teens. Family rituals, holidays, vacations, and celebrations are important times to bring parents and youth closer.

**Being Honest and Open:** Some problems can be difficult to address in honest, open ways such as problem with grades, sexuality, friends, and dating. If parents are to communicate openly with their teens, they must learn to put aside fears of past figures.

Youth leaders can use many of the same skills needed by parents for good communication with teens. However, there are some special skills needed for those who work with the youth groups. Some suggestions for effective communication with a youth audience are as follows.

**Know the audience:** Ideally, the speaker should know personal interests and needs of individuals. It will help speakers know how to pace their talk and hold the attention of the group, if they have an understanding of the audience.

**Make the content relational:** Jesus used stories and illustrations familiar to His audiences. Seek ways to personalize messages by using illustrations drawn from the lives of teenagers today.

Begin with a story or humorous illustration to introduce the topic. Plan for the message to move smoothly toward the conclusion. Keep it simple and straightforward.

Develop Good Speaking Skills: Select topic by spending appropriate time studying the biblical content and locating cross references and illustrations from the Bible. Put forth the effort in planning and sharpening the message. Write a summary sentence that states the main idea. Plan for the message to move smoothly toward the conclusion. Keep it simple and straightforward.

Observe good speakers and the things to which youth are responsive.

Keep a healthy sense of humor: If used correctly, humor can be a powerful tool. Make sure the humor is appropriate, not destructive or degrading, and understandable to the age group.

Speak through the Power of the Holy Spirit: The primary difference for Christian speakers is the role of the Holy Spirit. We must draw our strength and direction through the working of the Holy Spirit. When we are sensitive to the Holy Spirit, our cups will be filled with the living water of salvation and hope. We may not all be powerful speakers, but we can make an impact through a message that is authentic and energized with the Spirit of God.

CHAPTER 20  
Guiding Vocational Decisions  
*(Wesley Black)*

Critical Decision

Vocational decisions become increasingly important as the youth moves into and through the high school years. They are not struggle only with who they are, but also make choices about what they will do: where to go to college, what to study in school, who to marry, what to be, and other decisions. Parents and youth leaders can be a youth's best resource in evaluating career choice in this process.

As teenagers make decisions about their vocation, youth leaders can assist them. Youth gain a taste for ways of using their talents and interests as they participate in church activities, studies, and learning experiences.

Through Bible studies, discipleship group, mission studies, and vocational seminars, we can help youth explore vocational choices. The field of Christian vocations is broad and varied. Through many areas of ministry, many youth could use their talents, gifts, and interests serving God. Youth leaders can guide them in vocational choices by following these guidelines.

**Identify Strengths, Interests, and Gifts:** Find ways to enforce strengths, interests, and gifts among youth in the group. To allow the teenagers use their talents and energies, use these gifts in service and youth activities.

**Experience Success with Their Interests:** Adults can prepare and lead youth in various activities according to their interests. A youth who plays or sings can lead the group in music,

who enjoys art can help with posters and banner, and who is shy can be encouraged by working one-to-one with an adult.

**Do Not Specialize Too Soon:** Help teenagers explore a variety of experiences that could point toward vocational choices. Do not let youth label themselves according to interests of specialties too soon.

**See Vocation as More Than a Job:** If we focus only on job choice, the logical choice may be choice of a vocation for life. Youth tend to choose jobs with high incomes. If we help teenagers see vocation as a way to invest their lives in higher callings, they will respond to a challenge.

CHAPTER 21  
Involving Youth in Leadership  
(*Wesley Black*)

Christian youth should be involved in the work of ministry. When youth are doing ministry not just hearing about it, they learn about ministry best. There are ways to involve youth in leadership both in visible and behind-the-scenes roles.

In visible leadership roles, youth can assume leadership roles in the learning groups at church each week. They can serve as officers in Sunday School classes, missions education groups, and music groups to exercise leadership gifts and develop skills in ministry. Youth can participate in corporate worship, they can lead prayer during worship, singing, serving as ushers, making announcements and sharing a testimony.

Youth can be involved in leading children's groups in various activities. They can help leading Bible Club, Vacation Bible School, children's mission activities, children's choirs, and helping with preschoolers during worship services.

In visible ways in youth activities, youth can serve in leading activities, planning and organizing youth activities, leading youth fellowship, and speaking at a youth group.

Behind the scene roles, a youth can involve service in quieter, less noticeable ways. The youth will enjoy the taste of leadership without being thrust into the spotlight too soon. Youth can be enlisted to help adults plan and prepare for study sessions, they also can lead by preparing a room for an event. Youth can help many other tasks such as gather and hand out

supplies, arrange the furniture, and hang posters and banners. Youth who are shy or less confident may respond better to leadership roles outside the glare of the spotlight.

In significant decision-making roles, youth can and should be involved. A church should include at least one youth representative on each major church committee. In relating to the total youth ministry, a youth ministry council is an effective way to involve youth in decision-making roles. Whenever possible, youth should be involved in the decision processes.

CHAPTER 22  
Peer Ministry  
*(Wesley Black)*

A Search Institute study with young adolescents and their parents illustrates the growing tendency for teenagers to look to their peers for help. During adolescence, teenagers become much more sensitive and aware of the influence of their friends. A special form of leadership involves youth in ministry to their friends.

This research does show the importance of friendship as a source of help, although the influence of peers does not eliminate the influence of parents on adolescents. The potential for peer ministry is tremendous, because teens look to their friends for help and guidance in the midst of adolescent adjustments.

Adults often point to the negative effects of peer pressure. Peers can be positive influences in teamwork. Peer ministry training can help youth become the kind of Christian friends they would like to have. Youth can easily be involved in leading sessions of study in Sunday School classes, discipleship training, and missions education groups. They can be involved in visiting and witnessing to their friends.

A weekend retreat, seminar, or series of studies could provide basic helping skills for Christian youth. Youth group could use the same approach to train youth in helping skill. They can be taught how to be good listeners and how to help a friend find help with a problem.

Youth function best in encouraging and tutoring roles, they can assist adults in learning experiences with other youth. Youth leaders should look for creative ways to involve youth with other youth in these roles.

Although youth can be trained to be good listeners and point their friends toward help in time of need, but there are some consideration for those who wish to develop a peer ministry approach.

Youth often lack adequate skills for helping others effectively, they struggling with their identity. Peer ministry can offer hope to a hurting world through the relationships of youth with their friends. A church can benefit from a peer ministry program with proper caution in mind.

CHAPTER 23  
Reaching Youth Outside the Church  
*(Wesley Black)*

The youth who are inside the churches tend to be more academically successful, emotionally stable, and socially skilled than those outside the church. The outsiders naturally feel rejected and alienated from the insiders and do not want to risk further rejection by taking steps toward church involvement.

The Great Commission does not say we are to reach out only to those who are "like us" or who feel comfortable in our group. If we are to fulfill Christ's command to reach the world, we must seek creative ways to find those outside the church and share with them the message of hope and grace.

Some youth are outside the church because they once were involved and dropped out. Some youth drop out because of jobs or other commitments that pull them away. Others drop out because they do not find friends in the youth group. It does not take a lot of friends for a youth to feel welcome, but it does take at least one friend.

There are no easy answers to overcome obstacles and reach youth outside the church. The image of the youth group may be distorted and will take patient efforts to make a real difference. Problems are complex and may take years to resolve.

The best running youth ministry will never replace the personal touch. The volunteer leaders must understand the responsibility for relating to youth outside of their classes and groups.

The leaders should be personally involved with the teenagers they lead.

Concentrate on ways to attract those teenagers who did not attend regularly. Plan for better organization patterns and look for creative ways to reach the unreached . Make them feel welcome when they attend.

Youth will respond better when they feel it is their activity, not just planned for or by adults. They want to be involved in all areas of the ministry.

A parent ministry can build a strong base of support for youth ministry. Parents of teenagers have hopes and dreams for their sons and daughters. Input and feedback from parents of teenagers are important in youth ministry.

Plan special activities designed to bring new youth to the group and meet their special needs. Every youth activity or event can be an opportunity to bring new youth. Remind the members to bring their friends and help them feel accepted.

Help youth sense God speaking to them through every Bible study. Teach with developmental and social needs in mind. Be aware of the issues and problems facing youth today.

It is necessary to keep up with a growing youth group. Good records will help to see people more than numbers and guide the efforts to reach dropouts more effectively.

Many outsiders are like insider children and will need attention and guidance. Some outsiders do not know how to behave in church. They may smoke, scratch the furniture, and vandalize property. They may be noisy, disruptive, and distracting.

Instead of labeling outsiders youth as losers and troublemaker, the church should take responsibility to reach and change their lives. The message of Christ is one of redemption and hope.

We must carry the message of hope to teenagers wherever they are, school cafeteria, the mall, choir concerts, ball games, and youth hangouts.

Use social events such as party, and banquet as magnets to attract outsiders before a Bible study or worship.

Some outsiders might not feel comfortable to come to a church facility. It may be easier to have a neutral location for a Bible study, discussion group, or concert. Involve youth in planning and leading whenever possible to invite outsiders to these events.

CHAPTER 24  
Ministry with Ethnic/Language Groups  
(*Wesley Black*)

There will be a problem for teenagers who live in two worlds. Language groups of teenagers feel more comfortable in activities with friends from school, while parents want to maintain the family heritage and traditions.

The population of ethnic groups such as Native Americans, Asian Americans, Alaskan natives, and Pacific Islanders have been increased. Teenagers reflect according to the trends in populations shifts.

We must become aware of the growing need for reaching and relating to ethnic and language groups, if they hope to be affective in ministry with youth. We can begin by opening the eyes of their youth to the growing numbers of teenagers from ethnic and language groups. We take the first step in relating to someone when we begin to know and understand them.

We often unaware of the effect may have on someone that have culture different from us. To pat someone on the head, in some countries, is offensive. We can make efforts to cross culture barriers by respecting and awaring of their differences such as social pattern, color of skin, and language.

We can help youth become aware of different cultures by encouraging them to attend a seminar or class. We can reach ethnic or language groups by building bridges with families. We can build a relationship with parents to pave the way for the teenager to become involve with the youth group.

We can make plan for a ministry to meet a specific need among teenagers of ethnic or language groups. A tutoring program, English language classes, and after school program can be the answer for teenagers who have drop-out problem, and roaming the streets after school.

Let Christ's love show through our differences by having a casual atmosphere. Invite families to set up craft booths, play games, sing song, and having meals from different cultures. A fellowship with a focus on language cultures may help build bridges between the groups.

CHAPTER 25  
Ministry with Parents of Youth  
*(Wesley Black)*

Parents often make a youth minister difficult about relating to parents. Parents seem to be viewed as roadblocks to effective youth ministry. They seem to exist only to provide money for the activities and pick up the teenagers when the bus returns from the trip.

Parents are part of God's creation and plan for growing up in families. They are not just providers to pay for and support the events, activities, and programs of youth ministry.

Parents have deeply felt hopes and dreams for their teenagers. They are deeply about their spiritual, mental, physical, social, and emotional growth. Being a parent is more than the biological process of reproduction. Parents are an important part of a teenagers' life.

An understanding of the processes of parents of teenagers adds a depth and quality to youth ministry. Also, understanding parents will help the youth minister avoid taking sides on the teenagers' behalf and negatively seeing parents as the enemy.

Youth ministers can encourage parents to have family devotions. Provide them training, materials, tapes, and books that relate to family devotions. Offer seminars, discussions, brainstorming sessions to equip parents for the role of spiritual leadership in the home.

Many parents do not know where to find help in coping the new demands they face as parents of teenagers. Youth can assist parents by providing help with parenting skills.

Youth minister can build a deeper relationship with parents by visiting in the home, before church services, over a meal, or during a coffee break. Youth minister can assist them by thoughtful act and time spent with them.

Many youth ministers are beginning to see the benefit of working with parents of teenagers. To keep the effort going in the right direction, parent ministry should follow these three guidelines. First, coordinate with others who have responsibility for planning for adults in the church. Work within the church program organization. Second, Plan time for families to be together, and allow them to spend time together. Third, plan parent-youth activities along with activities specially for teenagers and their parents.

Invite parents to build a parent council to plan and conduct the parent ministry. This group can provide planning, guidance, and input for parent ministry events.

Parent roundtables, panel discussions with the youth ministers, and parent fellowship are good times for interchange. These times will help youth minister to see the needs for ministry within the home of teenagers.

News of youth events and parent activities can be posted on a newsletter. A newsletter for parents is very helpful in sharing information and addressing problems facing parents of teenagers.

The chance for the youth and their parents to laugh together and address some mutual concerns ins an important element in parent-youth events.

Suggest printed resources and offer training to assist families start family Bible study and worship.

Plan special meetings, seminar, classes, or luncheons for parents of teenagers. Invite special speakers, schedule a film, or offer a discussion to address topics of interest to parents of youth.

Youth ministers can be tremendous assets to parents and teenagers. The church can provide group activities and learning experiences that are beyond the capabilities of the home.

When the bridges of communication between parent and youth have been burned by harsh words and rebellious actions, the home needs youth ministry. Youth leaders can provide ministry to parents and youth during times of crisis.

Youth ministers with appropriate training can provide pastoral counseling for parents and teenagers. Youth ministers can help the home by providing consultation and guidance for parents and youth.

We must build bridges between church and home, and have a responsibility to minister to teenagers in all areas of their lives. If there is cooperation from both sides, the home and the church can be a powerful partnership.

CHAPTER 26  
Parent-teen Relationships  
*(Wesley Black)*

The adults make a major turn in life as they reach the middle years. The relationship between teenagers and their parents has some impacts when teenagers march into a youth, a new phase of life. Parents of teenagers face challenges to their ego, physical resources, emotion, sexuality, vocation and parenting needs.

The parents struggle with thoughts of lost youth and the reality of aging, while their teenagers sort through images and signals about their identity. Unresolved problems from their own adolescence can create friction between parents and their teenagers. Parents can recall their teenage years and see their sons and daughters facing problems and temptations they faced.

The parents are feeling a sense of decline in physical strength while teenagers are experiencing rapid physical growth and new feelings of strength and physical ability. Therefore, changes in the body are required adjustments for both teenagers and parents.

Parents step onto center stage of society as they move into mid-life. They struggling with emotional burdens may not have much energy to help their teenagers in emotional stress. When compared to the problems of mid-life, the middle-age parent may have little sympathy for that seems only minor problem.

Middle-age parents begin trying to focus more on socializing then on sexualizing in their relationships. Middle-age adults begin seeing sex in shades of gray about the time their teenagers discover sex in a joyful life.

The way teenagers and parents approach vocational choices is another challenge they both are facing. Mothers in mid-life may have greater vocational choices than their husband. Men see career choices closing for them and opening up for their children and spouses.

Parents may have difficulty in letting their adolescents go as they move into adulthood. Even though adolescents desire freedom to make their own choices, separation can be painful for both parents and teenagers. The empty nest causes parents to take a new look at their roles and brings a reevaluation of the marriage. Parents of teenagers are crying out for ministry. These challenges present a wealth of opportunities for ministry. Youth ministers stand in the unique position to help restore the hearts of the fathers to their children, and the hearts of the children to their fathers.

A desire among parents and young adolescents is more communication. But, in most case, the conversations never happen.

Several styles of parenting that come into the course of family life. Parents fall into the routine they experienced as a child. Patterns of parenting are as follows: The drill-sergent, the casual observer, the helicopter pilot, the amusement park guide, and the consultant.

The drill-sergent thrives on control and immediate obedience. The teenager waits for the parent to make decisions and the parent expects the teenager to know and obey the rules.

The casual observer, parent hardly takes notice of the teenager. The teenager free to do things as he or she wishes. It looks like parent lacks of love and caring to the teenager.

The helicopter pilot, love and nurture are important to the parent. The parent smothers the teenager with attention and help.

The amusement park guide, allows the teenager to make the decisions and stands by to attend to all the needs. Teenagers in this setting tend to be spoiled and irresponsible.

The most positive style in this group is the consultant. Parents involve teenagers in the process of decision making in this style of parenting. The parents seek to guide the teenagers to make healthy decisions by gradually turning over responsibilities with appropriate.

Negative behaviors can result from a parental style that is either overly strict or permissive. These styles affect the way teenagers approach life and their relationships with others.

Healthy families are able to give and receive messages at a variety of levels, which involves the words said, body language, tone of voice, and communication of feelings.

Healthy families are able to give and receive simple, straight, and direct compliments. They accept responsibilities for their share of the household chores and for caring for one another.

Healthy families are open and honest with each other and with those outside the family. Because of this openness, a level of trust has developed over the years.

Self-discipline is necessary for both parents and youth. Family rules that apply to each member strengthen the bonds of the family. Parents should model how to live within limits, although restrictions may vary between parents and teenagers. Parents should be willing to live by mutual rules for the sake of their children.

As the teenager grows older, parents and teenagers are able to change to meet the new relationships. Parents and teenagers are willing to learn to negotiate in order to meet each other's needs.

Healthy families share a spiritual foundation of intimacy. They share ideas, work, play, and problems together. Parents who are able to talk about their faith and intimacy with God give a valuable gift to their teenagers.

Trust can be destroyed in one moment, but it takes years to develop. It is important to begin immediately to build it back with honesty and integrity, when trust is broken by parent or teenager.

CHAPTER 27  
The Role of the Home in Spiritual Growth  
*(Wesley Black)*

Deuteronomy 6:4-7 begins with the shema, the most revered passage of Scripture to ancient Hebrews. The words spoke so often in Hebrew homes that children often knew these words before they knew their own parent's name.

Proverb 22:6 is a passage well known to parents and children. Many parents have done their best in rearing their child, still their adolescent rebel and reject the religious training of the home. In many cases that child will return to the faith when he is old.

Ephesians 6:1-4 is a favorite of parents, especially the first three verses. Parents have a clear commission to teach their children the things of God.

Three passages of Scripture offer a picture of the responsibilities parents have for the spiritual nurture of their young. Both Old and New Testament words point toward the biblical position on spiritual responsibilities of the home.

Many parents have difficulty teaching their children more than the basic information about God. The Bible speaks clearly about the responsibility of parents for the spiritual mature of their children. Parents are the child's first teachers in the mundane things of life as well as religious area. Youth ministers should work to build the spiritual atmosphere of the home, and should be connected about ministry with parents.

Both the home and the church perform religious education, by they do it in different ways.

The home is a teaching institution but not necessarily like the classroom. The learning experience goes on continually in the home. Children learn from their parents, and siblings by observing, hearing, and interacting.

The home needs the fellowship of other Christians to complete the religious training of teenagers. The youth ministry of a church can provide areas of religious training and avenues for ministry outside the resources of the home.

CHAPTER 28  
Reaching the Nonchurch Parents  
*(Wesley Black)*

The youth that grow up without the important link between home and church feel that they are left out. They lack the model of parents being involved in the work of the church. We ignore the role of parents in the life of the teenager, when we minister with youth alone. Ministry with youth means being involved in every area of life.

Parents sometimes become jealous of the attention their teenager gives to the youth group.

Those who are not involved in church may look upon the church as a competitor. Jealousy can be decreased when the parents know the youth minister and reach some level of trust and mutual understanding. This situation could be avoided by good relationships between the youth leaders and parents.

Reaching out to nonchurch parents youth is the job for all people in the church, not just the job for youth ministers alone.

Share the names of nonchurch parents of youth with adult Sunday School workers. Sunday School workers can make an invitation to the nonchurch adults to be come a part of a class. The parents are more likely to come when they are contacted by those who are of their own age group.

An invitation from another parent has a lot of influence. Ask the parents of youth invite the nonchurch parents to attend functions of the church.

Parents often look for help with their parenting challenges. Parents may respond to some practical helps to their parental needs offered by the church. Invite the nonchurch parents to a special seminar, fellowship, or activity designed for parents of teenagers.

Parents often look for ways to be involved in the lives of their teenagers, but they do not know how to start. Invite them to host a youth fellowship in their home. The fellowship time between the other youth leaders and the nonchurch parents can be a positive experience. This is a way to build better parent-youth relationships and reach out to nonchurch parents.

Adults who do not attend church may need an easy way to start coming. A parent-youth event can provide the motivation to make the effort. It takes some effort the first time to get up Sunday morning drive to the church and meet strangers in the group.

The church building may seem imposing. Meeting in a neutral location will make nonchurch parents easier to become involved in church. Non-church parents will find it easier to move into the church setting for future events, as they become accustomed to the group.

CHAPTER 29  
Single-Parent and Blended Families  
*(Wesley Black)*

According to the prediction of the United States Bureau of the Census, 59 percent of the children growing through the teenage years during the latter part of the twentieth century will live for a period of time with only one parent. The shape of families is changing from traditional patterns to a variety of forms.

Beside the grief and loss of a ruptured family, other problems may effect youth ministry. For example, the transportation could be the difficult problem for single-parent families. The single parent may not be able to transport the teenager to many youth ministries, if the teenager is not able to drive or if there is only one car in the family.

Often, teenagers from divorced families spend time with the noncustodial parent on a regular basis. Some teenagers live with one parent during the week and visit the other parent during the weekends. This creates difficulty with participation in youth ministries.

Youth activities that require a sum of money may prevent youth in single-parent families from participating. Commonly, single-parent homes live on strict budgets or have difficulty with limited income.

Fears and embarrassment keep single-parents from the place that could be a major source of encouragement and support. Often, single-parents do not attend parent activities at church, they fear that the church group will reject them because they are divorced.

Problems often present when a man and woman with teenagers from a previous marriage marry. The teenagers find themselves with new sisters or brothers, this situation opens the door for numerous problems.

Normally, parents struggle with discipline and parent-youth relationships. Discipline problems between the teenager and the stepparent are common.

There are several ways youth ministry can assist to those who are hurting in the midst of changes in the family.

Support groups for youth from single-parent or blended families can offer a place to deal with the problems. Since youth should be involved with their peer at these meeting, these groups should avoid meeting during regularly scheduled church classes. The group leader should assume a role as facilitator and encourager for the youth as they discuss their common problems.

Another suggestion for youth ministry are support groups for single-parents for remarried parents with teenagers. These groups would offer parents a chance to discuss and evaluate the challenges facing them as they rear their teenagers.

Youth ministry should offer a special interest class to help single-parent or step parenting dealing with the problems facing them in these situations. Provide them the opportunity to attend parent-youth retreats to enhance mutual relationships.

Plan all youth and parent events with consideration for transportation and limited finances.

If parents are new to the church activities, look for ways to make it easier for them to participate.

CHAPTER 30  
Calling and Preparation  
*(Wesley Black)*

Youth ministry does not have to be a full-time or bivocational like other form of ministry. Some are called to be full-time vocational, and other are serving voluntarily as the coordinator of a church's youth ministry. Some people the call to ministry is remarkable and clear, others the call is a subtle encouragement by those who were in them the gifts for ministry. God directs live in many ways.

The first step in preparation for youth ministry is the calling to ministry. The call to ministry is the most important element in the Christian worker's pilgrimage. A second step toward preparation for youth ministry is a sincere love for and sympathetic understanding of youth. A desire to serve God through the specific ministry with youth and the calling to a life of ministry joins with the sincere love for youth is the third step. A fourth step toward preparation for youth ministry is experience as a volunteer youth leader.

Attend as many of training experiences as possible is a fifth step of preparation for youth ministry. These will put youth minister in touch with the latest knowledge, skills, and materials for working with the youth. A sixth step to ward preparation for youth ministry is available for college students who desire study in youth ministry. In-depth training should be focus on the seminary level, although some specific courses in youth ministry are available.

The most effective youth ministry grows out of appropriate training, although some churches call youth ministers who have no college or seminary background. Seminary or college education is a seventh step for studying youth ministry.

In college or university level, courses in religion, religious education, and Bible are very helpful as preparation for seminary. Studies in English, math, psychology, sciences, and history are also important.

In seminary level, a solid foundation is essential in the following fields; Bible, theology, evangelism, Christian history, church administration, philosophy of education, educational psychology, principles of teaching, child and adolescent development, adult development, recreation, communication, and youth ministry courses.

College is a time for building foundations of knowledge and skill, while Seminary is a time for building the theological and practical foundation for ministry.

CHAPTER 31  
Personal Spiritual Growth  
*(Wesley Black)*

In the midst of planning for youth ministry, it is easy to neglect personal spiritual growth. Planning for our own spiritual needs is not the same as planning for the needs of others.

Reading and studying God's word for our own needs is not the same as planning to teach youth Bible studies. Also, preparing to teach a Bible lesson is not the same as reading the Bible for a word wisdom from God.

Obviously, much of the work of youth ministry appears to be so spiritual that there seems to be no need for additional moments of worship. But, personal spiritual growth is the private worship and cannot be replaced by a busy work schedule.

Through our prayer, we gain insights into ministry, strength to face the events of life, guidance through the cloud of confusion, and answers to life's difficulties. Prayer should saturate every aspect of our life. God wants the communication of Christians through prayer.

To prepare our hearts and minds for the day's events, we should spend time alone in quiet praise and reflection with God on a regular basis. We should spend time with the Lord at least a few minutes of meditation and prayer for there is no any substitute for this important moment.

The Bible is a treasure of wisdom suitable for study throughout a lifetime. Devotional Bible reading is one of the best way to approach this truth. A passage of Scripture that we have studied, many times, previous days will leap from the pages with new meaning for our life as we study again.

Regular Bible study is an important element of spiritual growth along with devotional Bible reading. A personal plan or setting aside a block of time weekly for our own personal plan of Bible study.

Sharing faith in witness and testimony by telling anyone about the good news of Jesus Christ. In order to share faith through witness and testimony, youth ministers must strive to discover and build relationship with non-Christians.

An important element in personal spiritual growth involves offering the tithe and other gifts back to God. The Bible teaches the principles of stewardship by returning a portion of our income as worship and praise to God.

The spiritual gifts of Christians build up the body encouraging individuals on the body of Christ. We come together for worship and praise as we minister with other Christians.

Personal spiritual growth can come from ministry to hurting people. Jesus was the model of servanthood throughout His earthly ministry. God blesses His people through the service of caring for the needs of others.

Daily reading devotional book can be helpful for the youth minister. Many good devotional books are available today. General devotional books have all been helpful sources for personal spiritual growth.

It is difficult to be an effective leader without a network support. Friend inside and outside the church family can be sources of strength and growth. Develop a network of friend who can provide help. Look for a way to develop friendship among church members and those outside the immediate church family.

A hobby that takes the mind off worries can be a source of relaxation and new energy. Hobbies are important way to enhance life and regenerate the routines we fall into.

Set aside a time for regular physical exercise. Physical exercise is another dimension of personal growth, it will help the mental, emotional, and spiritual components of life.

Personal spiritual growth demands that we find time for relaxation and refreshment in the midst of the race life. Time spent with family or in personal relaxation will reap a valuable harvest.

CHAPTER 32  
Balancing Work and Family  
*(Wesley Black)*

How to balance the demands of modern youth ministry with a good family life is one of the most concerns of youth ministers.

The spouse of a youth minister, male or female, can be a tremendous source of encouragement and support. But, the level of involvement should be the choice of the spouse. The spouse should feel free to decide whether to be involved in the youth division or another area of the church's ministry.

When youth ministry calls for many hours at night or away from home, problems can be avoided by observing the following guidelines,

Reserve at least one night a week for free time, although this seem like too little. Often, a free night will be respected and honored by church members.

The marriage partner is the greatest source of encouragement and joy in a healthy relationship. Spend time with spouse, even though the ministry is very busy.

Put activities on the calendar, family birthdays, wedding anniversary, vacation, and holidays. When our activities are on the calendar, people will understand and honor our plan.

In order to carve out more quality time to be with family, the skill of ministry and developing administrative techniques need to be sharpened.

Delegation is not a way to get out of work, it is a compliment to many people. It is a wise way to multiply the energies of many people. To do a better job of ministry, it is wise to

develop the art of delegation.

Youth ministry should emphasize both evangelism and discipleship. Reach out in evangelism to persons near and far with Christian love. Bible study and discipleship should be built solidly on youth ministry.

When planning a youth activities, presenting another choice among several choices for a teenager's time. School activities, jobs, sports activities, special classes, and family plan requires time. Quality programming will result in more time for attending to other needs in the youth minister's life. It also requires that we give our best in planning so that youth will benefit the most by participating the event.

Equip volunteers to lead activities. Enlist assistant coaches and equip them to be responsible for the youth games. Youth ministry will be multiplied if volunteer leaders are equipped to lead youth activities.

The problems on spouse and the younger children could be arisen to a youth minister's family. These problems solution should be handled with a gentle reminder. The spouse has other responsibilities and is not expected to be a counselor for every youth activity. Younger children should be left at home with a sitter. On a few occasions, younger children can accompany their parent, but this should be the exception rather than the rule. Participation and involvement in youth ministry should grow out of a love and desire for ministry with youth instead of pressures from others to participate.

CHAPTER 33  
Growing Older in Youth Ministry  
(*Wesley Black*)

Many of youth ministers felt their years of service were limited by age. Some moved out of ministry, and others searched for different areas of ministry.

Personal relationships become stronger and deeper as the youth minister grows older. Mostly, the relationships with the youth were changed for better. As the youth minister grows older, the relationship with the pastor and other church members seem to change.

Youth ministers are more involved with adults both volunteer leaders and parents of youth. Their work is usually more administrative, working through a larger group of people to accomplish goals. They do more planning and have more responsibilities than in earlier years.

When older youth minister were asked what suggestion they would offer to younger youth ministers. Their responses would be; put an emphasis on volunteer youth workers, on ministry with parents, and on discipleship and evangelism. Additional suggestions would be; develop counseling skills for youth and adults, and learn to integrate youth ministry into the ongoing ministry of the church.

Many youth ministers experience some bumpy segments in the pathway. It is not always a smooth journey while growing older in youth ministry.

After youth ministers worked through their own self-doubts about future effectiveness, they reported more positive relationship with the youth. Some youth ministers still worry about future employment and feel like they are venturing into unknown territories in youth ministry.

Physical changes of middle adulthood require youth ministers to pay more attention to their own energy and well-being. As their own teenagers approach the college years, youth minister would worry about inadequate salaries to provide for their teenagers needs.

The model of a mentor comes to mind as an answer to the needs of both older and younger youth ministers. Older youth ministers desire ways to share their experiences with younger youth ministers. The younger youth ministers are eager to sit with older youth ministers and gain from their knowledge and experience.

An older youth minister in a neighboring church, even a fellow staff member who is not a youth minister can be a mentor in many areas of ministry. Younger youth ministers should seek out a mentor.

Mentoring deals with developing skills in a vocation, and contribute to the broader of life. Spend time together in social and vocational settings.

Communication between mentor and younger youth minister could be difficult, if they both live distance from each other. Letters and phone calls can be helpful.

A mentor should take note of meaningful accomplishments, times of significant growth in spiritual maturity, or a tough problem that was solved. A word of encouragement, or symbolic marker to serve as a reminder for years to come. Marker can be important for youth ministry, mark these with a gift.

Look for ways to build a network of relationships among youth ministers, and others serving in supportive way with youth ministry. Older youth ministers should introduce younger youth ministers to other in the field.

Recommend resources for growth in ministry such as books, films, videos, and other printed materials that may be used in youth ministry.

The younger youth minister will have more opportunity to observe the attitudes, personality, and outlook of his mentor, if he is accepted as a peer in ministry. Both older and younger youth ministers should move to relationship of mutual interdependence as professionals in youth ministry.

CHAPTER 34  
Staff Relationships  
*(Wesley Black)*

The key to a good staff situation for a younger minister is the relationship with the pastor. The youth minister can face many difficulties, if that relationship is healthy. But, there is little hope for an effective ministry, if that relationship is poor.

Good staff relationship can be built in several ways. For example, a weekly staff meeting offers opportunity for dialogue, planning, and prayer. Staff meeting should include all church workers. The major work of the staff meeting should also include calendar planning, problem solving, goal setting, and prayer.

When the youth minister needs support from the pastor, he should work hard to convince the pastor.

During the first year of service on a staff, the youth minister should keep the pastor and other staff members inform. The important of keeping the pastor informed of youth ministry plans and activities cannot be overemphasized.

It is helpful to have insight from the perspectives of other people when planning for youth ministry. Many problems and conflicts can be voided and creative ideas will be generated by asking for input from others.

During trying time, staff members can support one another with emotional and personal help. To help one facing a trial in ministry, the prayer of other staff members are gifts from God to help.

Youth minister and pastor should build a close relationship without interrupting the necessary leadership provision for all the other areas in the life of the church. The pastor is a key leader in the church.

The pastor can show support for the youth ministry by attending youth events. For a job well done, everyone should appreciate a word of thanks or acknowledgement.

It is very important for the youth minister and the pastor to spend a few moments of visiting or greeting at the door or the church hallway to the youth and to the church.

A youth minister can assist the pastor in knowing how to talk with youth, understand their culture, and relate to them personally. The youth ministers can provide positive youth illustrations an example for the pastor to use in his sermons. This is a way the youth minister can support the pastor in his role with youth.

CHAPTER 35  
Youth Ministry in a Combination Position  
*(Wesley Black)*

Youth ministers working in combination roles were more often found in churches with membership of a small to a larger. Those who work with youth also work in numerous other positions of responsibility.

Some church staff workers avoid combination ministry while other seek it out with a God's call. Being responsible for two or more areas of ministry is an awesome work. Combination ministry is popular for there are several reasons. People receive their satisfaction from serving in both styles of ministry.

The churches seek someone who is capable of doing both jobs. A person is needed to lead the church in both areas youth ministry and specialized fields.

Difficulties are faced when fields are combined, although there are advantages in having one person lead a combination ministry. It is easier for one person to correlate a program of church music and youth education than for a minister of music and minister of youth.

It takes a person of unusual abilities to plan an adequate youth ministry and at the same time enlist and train leaders in a different program of church ministry. Few staff members have qualifications of leadership which make them effective in both fields.

It is not often that staff members will take a sufficient amount of time to become properly

trained in both fields. A minister of music and youth will likely emphasize the area of work he knows best and put less emphasis on the other, if he lacks of proper balance in training.

It become increasingly difficult to maintain growing responsibilities in two different ministries without assistance from additional staff personnel. It also becomes almost impossible for a minister to give adequate leadership to both areas of responsibility.

A music and youth leader, one must minister in one program to all age groups and in another direction to one age group. The combination ministry of music and youth is a common staff position.

In relating to weaker side of ministry, read books, articles, and current material. Attend workshops, conferences in the area in which need help.

For those working in combination ministries, delegation is a key survival skill. When they are pulled from different directions, key volunteers who are equipped to lead will relieve stress.

The youth ministry often breaks apart because it is not built on strong foundation of church ministry. The youth ministers who are most limited in time and energy are those who try to separate from the church program organizations. Youth ministers should build the strongest, most stable ministry, by sharing ministry with the youth leaders in the various church program organizations.

When the opportunity arises, move into the area of ministry for which God has gifted and equipped to serve. If God has called to a combination ministry, stay with it.

Administration is working with and through other people. The typical administrative skills are planning, organizing, executing, supervising, coordinating, publicizing, and evaluating. Lack for one or more of these skills will lead to difficulty to work through other people to do ministry.



CHAPTER 36  
Teaching and Learning with Youth  
(*Wesley Black*)

Teaching and learning are closely related, the two cannot easily separated. When there has been no learning, there also has not been any teaching.

Although there are too many specific teaching techniques to cover in detail, there are some categories of learning methods that have proven effective with teenagers. For example, verbal, pencil and paper, art, music, drama and games.

Although there are many qualities that contribute to effective leadership, there are two phrases described the best stance for adults who lead youth in Bible studies; "with youth" and "learning leader." We do our best teaching "with youth" rather than "to youth" or "for youth." We do admit that we are still "on the way" as lifelong learners in the school of Jesus Christ.

Teaching youth the Bible such as a Sunday morning study, retreat Bible study, or any study session. The outline for planning a youth Bible study session are as follows;

Study the Bible passages, read the background passage from various translations. Use available tools, Bible dictionary, concordance, Bible atlas and commentary. Focus on the selected verses that will deal with in depth.

Write a central Bible truth, a sentence statement of the main idea of the focal passage. This will help to decide the specific learning goal.

Consider youth needs by asking a question, "What does this central Bible truth have to do with the needs of the youth in this group?"

Select a teaching aim by deciding on specific target for the session. It should be short, simple, and concrete. Consider what youth will be able to do, think, or feel as a result of this study.

Select Bible learning activities by jotting down what activities could be used in this session. Selecting Bible learning activities is like using a road map. Use a variety of creative, active learning methods.

Arrange the Bible learning activities in the following order: Focus attention, plan at least one activities to grasp youth attention and help them focus their thoughts on the central Bible truth of the lesson. Dig into the Scriptures by involving youth digging into God's Word to discover for themselves the truth and principles. Guide the application by helping the youth make application of the biblical truths to their own lives.

CHAPTER 37  
Discipling Youth  
(*Wesley Black*)

Discipleship is more than a program or process, it is the Christian's lifelong commitment to the person, teaching, and spirit of Jesus Christ. Discipleship involves fellowship with believers in the context of a local church and expressing faith through words and deeds to unbelievers outside the body of Christ. Ultimately, discipleship is a relationship with Jesus Christ.

Leading a discipleship group is unlike leading a Bible study session. The process can be helped by following some of these principle of leadership.

Plan an arrival activity to point toward the goal of the session. Build group spirit by sharing prayer requests. Use share leadership, involve the youth in planning and leading the learning experience. Allow time for personal discussion and interaction to explore the biblical truths of the discipleship session. Plan for application by exploring ways to apply the new learning into practice. Make assignments and commitments by selecting some way for group members to make a commitment to carry out the assignments.

Discipleship can take more than one form. Jesus approached discipleship in at least three levels, masses (five thousand), small groups (the twelve), and one-on-one ( individuals).

Some type of discipleship training should be offered for the masses in the youth group. On-going discipleship training designed to be appealing and instructive for all youth fits this approach.

A series of Sunday night seminars, a week-long study, retreats, and discipleship course provide the setting for smaller groups. Specialized, short-term discipleship studies or learning experience should be offered for this approach.

Youth who have special commitments for vocational Christian service can benefit from a one-to-one relationship. One-on-One discipleship training meets the need for individual attention and provides excellent follow-up for new Christians.

CHAPTER 38  
Tasting the Joy of Service  
*(Wesley Black)*

Most of the activities are designed to give youth something. Mission activities and projects are some of the best ways for youth to give rather than receive.

In youth ministry, there are at least four values of a well-rounded missions education approach. First, a missions education program builds balanced disciples. It helps youth be and do what God commands through His Word. Second, a missions education program helps to grow future missionaries. Either at home or abroad, God can work better in a mind that is aware of the missions opportunities for service. Third, a missions education program helps youth grasp a world view. Most of the youth had never seen how the lives outside their own comfortable surroundings. In Central America for example, people extremely poverty, hunger, sickness, and deplorable living condition. Finally, a missions education program equips youth to serve in other areas of ministry. It is a giving rather than receiving operation.

Adolescents tend to be self-centered, they need guidance to broaden their vision to the entire world. Missions education can be the catalyst for youth to catch a vision for reaching their world for Christ. A missions education program can provide the channel for witnessing at home, in the surrounding state, in cities, in our country, and even around the whole earth. Youth can literally reach around the world through prayer and support for mission efforts, if they are encouraged to do so.

There are various missions activities that youth can be involved. For example, mission trips, mission/ministry projects, and addressing social and moral needs.

Many churches plan an annual youth mission trip to have vacation Bible schools, choir performances, revivals, backyard Bible clubs, and door-to-door surveys.

A distinction between ministry and mission activities is helpful. Ministry projects have to do with people who are members or prospects, while mission projects have to do with people who are not church membership.

Since social and moral issues confront us daily, youth can find immediate ways to apply biblical teachings to meet these needs. Some examples of mission projects in this area are providing food and shelter for the home less, working in projects related to hungry people around the world, and working to combat immoral issues on a local basis.

CHAPTER 39  
Saturating Youth Ministry with Evangelism  
(*Wesley Black*)

True Christian discipleship should lead toward evangelism. Discipleship and evangelism go hand in hand, they are the nature of the two, and are difficult to separate.

In earthly ministry of Jesus, we have found five styles of evangelism that He performed; relational, environmental, presentational, informational, and prayer.

Jesus helped the host from embarrassing when the wine ran out. This first miracle was performed when Jesus attending the wedding in Cana of Galilee ( John 2:1). This was an element of evangelism although the level of the content was low, but the level of personal relationship was high. Relational evangelism can be employed in youth ministry through fellowships, informal contacts, in social settings, group meeting, and through youth socials.

Jesus used the language of environment to communicate the message of salvation. He used the language that communicated best with each person. For example, He used the term "living water" with the Samaritan woman, and "born again" with Nicodemus.

In helping teenagers learn to speak of their faith in everyday terms, environmental evangelism can be used in youth ministry. Help youth discover ways to talk about their faith as freely as they talk about food, movies, sports, and cars.

Using witnessing tracts, memorizing an outline of the Gospel plan of salvation, and learning ways to initiate a witnessing conversation are example of presentational evangelism.

The personal relationship is still evident in this style of evangelism, but the degree of content in the message is higher than other styles. Youth can learn a simple outline such as the Roman Road to explain how to become a Christian.

Jesus spoke to the masses on several occasions such as the Sermon on the mount, and feeding of the five thousand. Youth can be involved in this evangelism through youth rallies, youth revivals, youth camps, youth retreats, and youth choir presentations.

As disciples take the message of salvation to all the world, Jesus prayed and asked for power and sanctification for them. We can follow this model and encourage youth to pray for all people to be won to Christ.

Encourage youth to pray for lost friends in their discipleship groups, Sunday School classes, and other classes at church. Remind the youth to pray regularly for friends who are not Christians as well as those people around the world to come to know Christ.

CHAPTER 40  
Recreation in Youth Ministry  
(*Wesley Black*)

In youth ministry, too little recreation leads to a lack of sparkle and vitality. Youth ministry is more than fun and games

When it exists in balance with other elements of youth ministry, recreation is an important element. Recreation can be balanced when it is channeled through the church program organizations.

By supporting the Bible teaching, discipleship, music, and missions education efforts of the church, recreation that is linked as closely as possible to the other youth program organizations will achieve balance.

There are several types of recreation that can be scheduled, and each of them has a variety of activities associated with it. For example, social recreation, sport and games, camping, retreats, arts and hobbies, aerobics and fitness, drama, and therapeutic recreation.

For youth ministry today, camps and retreats are very useful. They set the stage for prayer, teaching, evangelism, deeper understanding of discipleship, and commitment. Youth come to know Jesus in special way, they may learn more in a few day of reflection, study, and commitment at youth camp or retreats than in weeks of normal routines back home.

Retreats are excellent times for creative worship learning experiences. The purpose of planning for retreats fall into two general categories: calendar planning and planning the retreat schedule. Calendar planning involve choosing the appropriate time during the year retreats. The

schedule for a retreat should be well planned before the retreat begins. Blocks of time should be scheduled for Bible study, worship, recreation, free time, fellowship, and other discussions.

Youth camps can be planned by one church or a group of churches. Youth camps fall into two general categories: centralized and decentralized. A centralized camp is planned to pull together the entire group for worship, Bible study, and recreation. Decentralized camp allows church group, grade, or other groupings to conduct many of the Bible study, worship experiences, meals, and fellowship times. For example, a decentralize camp would plan for individual church groups to lead their own Bible study, fellowship, meals, and recreation.

Youth camps may situated in a variety of locations such as college dorms, state parks, church, weekend cabin, and in homes.

CHAPTER 41  
Planning to Meet Needs  
*(Wesley Black)*

Activities and events with proper planning will lead to quality and benefit to youth ministry. The followings are some guidelines of planning process. First, plan activities with purpose. Second, plan youth ministry to meet the needs of youth group. Finally, Activities should grow out of overarching goals and objectives. A well-planned youth ministry will have a cohesiveness, sense of purpose, relate to each other, and move toward a common goal.

Well-planned youth ministry takes a level of thought and cooperation among several people for a balance of youth ministry.

Evaluate the total youth ministry by determining the strengths and weaknesses. Take a close look at the way things are at present.

Select some priorities for the youth ministry from the information of evaluation process. Know what kind of things need to be improved and strengthened. What activities need to continue or develop.

Goals will become the stockpile for planning the entire youth ministry, choose them wisely. Goals should be stated in such a way as to be measurable, achievable, and observable.

Brainstorm activities, events, studies, and emphases to move toward the goals. Gather ideas as much as possible from many persons in the youth ministry, and channel those ideas through the youth program organizations.

Develop a tentative calendar by including churchwide events, especially those that involve youth. Major school events that involve youth should be considered. List all activities planned by the youth program organizations.

Gather feedback and refine the calendar to avoid conflict with other church or community. All church staff members should review the calendar to spot potential conflicts. Print the final form of calendar and distribute to the youth group, parents, youth leaders, and other interested persons.

Plan the budget to meet the needs of the programs and activities for the coming year. Youth ministers must learn to work with the resources the church has available for youth ministry.

The real work begins after the calendar planning is finished. The youth ministry does not just happen, it takes a process of continual planning and coordination to bring about the activities.

Youth can participate in the overall planning of the youth ministry calendar as well as the planning for specific event. They should be involved in the planning process. When youth are involved in the planning process, excitement and motivation grows.

The youth leaders need to meet on a regular basis for fellowship, goal setting, and detailed calendar planning. Allow time for each group of leaders to report, to share plans for their division of the youth ministry.

A wise youth ministry will seek way to gain input from parents concerning the direction and plans of the youth ministry. It can be frustrating when parents feel the youth ministry ignores their hopes and dreams for their teenagers. On the other hand, it can be a successful team when the youth ministry of the church encourages parents in their efforts.

It is wise to coordinate the youth ministry plans with those of other areas of ministry. In the early stages of planning for the youth ministry calendar, long-range planning by the church staff is quite helpful. Regular meeting time with other church staff helps in the ongoing planning process.

CHAPTER 42  
The Youth Ministry Council  
*(Wesley Black)*

There are some advantages and disadvantages to having a planning council selected from the youth group. Some youth groups may not need a youth ministry council.

An advantage of the youth council is the unity that grows as youth plan and work together. As youth serve the church by planning for the total youth ministry, other advantages of the youth council lie in the deeper insight of ministry. In addition, relationships between youth and adults can be enhanced as they work together on projects and plans.

To having a youth council, one disadvantage is that it may become a clique and plan only for the members of the group. When the youth council begins to plan activities with no relationship to the church program organizations, a problem can arise. Youth with potential for leadership and ministry may be left off the planning council.

There is a variety of ways to select youth members of the Youth Ministry Council. It is better to have youth complete application for membership on the Youth Ministry Council. Then the youth representatives can be screened and selected by a team of youth leaders and the youth minister.

The Youth Ministry Council is a better model for planning with youth and adults. Do not overpower the youth with adult members; it is important to have a balance group of youth and adults. A balance group of youth, parents, and volunteer youth leaders provides a blend of the old youth council and youth committee formats for better planning in youth ministry.

The Youth Ministry Council should be functioning effectively, since it consists of youth and adults from a cross section of the church body. The Youth Ministry Council provides an ideal environment for bringing together the different elements of youth ministry for brainstorming, goal setting, and mutual support. Besides other areas of responsible, the Youth Ministry Council can assist in preparing a budget for the church's youth ministry.

CHAPTER 43  
Budgeting for Youth Ministry  
(*Wesley Black*)

Many churches provide funds for a youth ministry simply based on a series of social activities. The budget planning process begins with a good calendar planning process.

According to areas within the youth ministry, the events, emphases, and activities on the youth ministry calendar should be listed and grouped.

For each item on the youth ministry calendar, investigate costs and project expected expended. Some events such as youth camp, retreats, or banquets, estimate the amount youth will pay for.

Seek input from leaders in the church about youth ministry budgets in the past. Include the Youth Ministry Council in the budget planning process.

Some activities and events might have to be cut from the budget. A budget planning committee will see that when money is cut. Prioritize the budget to allow for the possibility of less money than desired.

Willingness to be flexible can help in the future when greater needs arise in youth ministry.

During times when funds are less, everyone has to adapt. Some other areas of the church's ministry may need funds more the youth ministry.

The suggestion to the church budget planning committee should be a summary of the work sheet information, grouped into the budget areas. It can be used to gather information

about costs and determine basic financial needs. For example, 1) Youth Leadership Development which include Youth Leader Retreat and Potential Leader Training. 2) Youth Camps and Retreats consists of Youth Camp, and Spring Retreat.

CHAPTER 44  
Personal Project Planning  
(*Wesley Black*)

The project planning is built into two planning forms. Form 1 needs a lot of copies, and at least one for each event to be planned. There will be about fifty-two copies of form 2 are required, one per week for a year.

To prepare the forms, a desk calendar is needed for planning. All the Mondays in the year beginning have to be numbered, start from the first Monday in January through the last Monday in December. On the fifty-two copies of form 2, fill in the dates and week numbers. Every major event needs to be included in the youth ministry calendar. Every major event needs to fill in the top of form 1.

Begin the planning by selecting one of the major projects and begins brainstorming every action that needs to be done to complete the project. On the copy of form 1 for that project, list all details under the column "Planning Preparation Strategies."

When planning a youth retreat, the location for the retreat should be secured six months ahead of time. Write the number 26 ( twenty-six week ) in the column beside "Secure Retreat Location."

For each step listed on form 1, subtract the number in the first column from the week number of the event. Write this number in the second column on the right side of the form, it represents the week number on the desk calendar. It also tells the due dates and when the action must be done.

Preparing weekly lists, using all the copies of form 2 transfer the steps in the planning for each major project on form 1 to their appropriate week on form 2.

Prioritize weekly lists by looking over the list of things to do on form 2. List additional tasks that need to do during the week, and decide which day to complete the tasks. If there is more than one per day, assign priority numbers to the tasks. In case of absence from the office for extended times, watch out for holidays, vacation times, other major assignments and times.

The Quarterly Planning Form gives a summary of the youth education, socials, recreation, and ministry. Each column represents a major program of youth ministry. The left side column of this form represents the weeks of the quarter.

List all major social events under the Fellowship column, and all outdoor sports and activities under the Recreation column. The right side blank column can be used to list churchwide events that will impact the youth ministry planning. This Quarterly Planning Sheet provides a quick, concise picture of the total scope of youth ministry programming. For quick reference, place this sheet in the front of calendar.