

Opportunities at a glance

Position	Length of Commitment	Weekly Time Commitment	Contact with Youth
Youth Ministry Coordinator	Year-Long	2-4 hours	Moderate
Small Group Leader	Year-Long	2-4 Hours	Intense
Large Group Leader	Semester	2-4 hours	Significant
Mentor	Year Long	1 hour	Intense
Shepherd	Semester	1-3 hours	Significant
Sunday School Teacher	6-8 weeks	2-3 hours	Significant
Presenter	1 week	2+ hours	Moderate
Recreation Coordinator	Semester	2-3 hours	Moderate
Recreation Provider	1 week	2 hours	Moderate
Fundraiser	Single Event	variable	Moderate
Promotion	6-8 Weeks	1-2 hours	Minimal
Planning/Logistics	6-8 Weeks	1-2 hours	Minimal
Food Service Coordinator	Semester	1-2 hours	Minimal
Food Provider	Single Event	1-3 hours	Minimal
Transportation Driver	Single Event	variable	Moderate
Student Work Coordinator	Semester	1-4 hours	Moderate
Event Chaperone	Single Event	variable	Moderate

CONNECTING TOGETHER WITH GOD

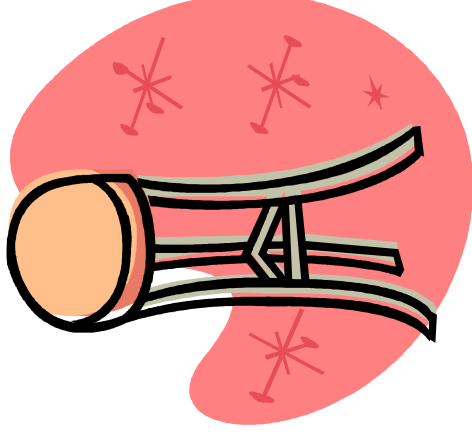
YOUTH MINISTRY HANDBOOK



Highland United Methodist Church
 317 N. Ft. Thomas Ave.
 Ft. Thomas, KY 41075
 859-441-0587

OUTREACH—This is going to be the primary point of entry, or point of contact, for those young people in our community to make a connection with Christ through our youth group. This is where we will see the most participation in our youth ministry. Sunday Night will be the primary time that these events happen. Through these events, the un-churched (and under churched)

youth of our community will establish relationships with their peers and caring adults. It is our desire that through these relationships, the youth will want to seek a deeper understanding of who Jesus is, and how to become a disciple of Christ. At that point, they will seek to explore, through the theology and small group legs, what it means to be a dedicated disciple of Jesus.



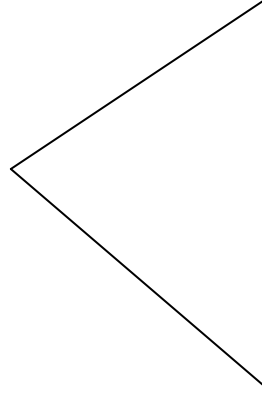
THEOLOGY—This is the leg that teaches what we believe and why. This is where we will study the teachings of the Bible. This is where we will explore the historic Creeds of our Faith to gain an understanding of what we believe and why. Confirmation will likely fall under this leg. The primary opportunity for learning our theology will be through our Sunday School Classes.

SMALL GROUPS—This is where the rubber hits the road. Our small groups are developed in age appropriate and gender specific formats in order to create an atmosphere of openness and security. This is where we seek to pair up our youth with caring mentors who will hold them accountable for their spiritual growth, and for putting their faith into action. Small groups will meet in the homes of our youth, under the nurturing of a minimum of 2 adult leaders.

Tri-pod of Life and Spiritual Growth

Tri-pod of Life and Spiritual Growth

SMALL GROUPS
(Formulating Discipleship)



THEOLOGICAL TRAINING
(what do we believe and why?)

OUTREACH
(Fun and Games)

In order to remain firm and steady, each leg of our tri-pod needs to be in place, and be firm. Otherwise, our lives and spiritual growth will remain unsteady, and may eventually wobble and collapse under the weight of life.

While each leg is important in its own right, it is only when all three legs are equally balanced and the weight evenly distributed on that stool, will we experience the full effect of our Christian growth.

We believe that all three legs in our tri-pod are important to the well balanced spiritual development of our youth. Therefore, our program seeks to have a healthy balance between offerings encompassing all three of these crucial legs.

Hungry for real relationships

Our youth are living in an era of prosperity. They have opportunities and possessions that generations only dreamed about. Cell phones, Ipods, flashy cars, booming stereo systems, satellite TV, video games are readily available to our youth. Yet with all this “prosperity” our youth are unfulfilled, unhappy, and lost. Why? Past the veil of all these material possessions, our youth hunger for real and meaningful relationships.

Highland Youth Ministry wants to fill this hunger. We believe in drawing along side of our youth and giving them real relationships. We desire not only to connect them with other people but to connect them with Jesus, who calls us all to a relationship with Him.

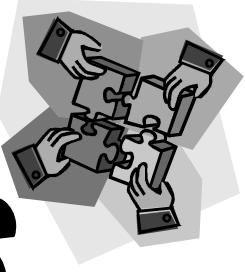
To make this happen, we look for top-notch men and women who have a growing and authentic relationship with Christ and want to partner with us in providing real relationships to our youth.

Highland Youth Ministry is a great place to make an eternal investment in the lives of our youth. If you have any questions about the Youth Ministry, please call the church office at 859-441-0587

Partnering with you in Christ,

Larry Karow
Associate Pastor, Highland UMC

Objectives



We desire every young person involved in the youth ministry to become...

Leaders:

Whether in their jobs, family, or among their peers, we desire to see a generation that will rise up and be committed to impact their world for Christ. (*1 Timothy 3:2-7*)

Servants:

We desire to see our young people become great by becoming the least. We desire to see our young people putting the interests and needs of others before their own and living out the second greatest commandment to love our neighbors as ourselves. (*Matthew 22:39*)

Disciples:

We desire to see our young people grow in their relationship with Jesus Christ. In addition, we desire to see our young people grow in obedience to God's Holy Word and to His teachings. We desire our young people to develop a life that is transformed as a result of their relationship with Christ. (*2 Corinthians 5:16-17*)

Contagious Christians:

We desire to see our young not only be bold in talking about their faith, but living it out. We desire to see our young people be such a great testimony for Christ that others around can't ignore it. We desire to see our young people fulfill the Great Commission by being befrienders, includers, and inviters of those who do not know Christ. (*Matthew 28:18-20*)

Planning/Logistics: Responsible for securing, negotiating, and creating budgets for off-campus events, and filling out the event report at the conclusion of all non-regularly scheduled events. *Semester commitment requested.*

Presenter: Responsible for occasional presentation of special-interest topics. Generally a teaching position, but at irregular intervals. *One-time commitment requested.*

Food Service Coordinator: Responsible for coordination of all food and refreshment needs for all youth activities (which is most of them!). This person does not have to provide the meals, but make sure that necessary food is provided for through volunteers, caterers, etc. *Semester commitment requested.*

Recreational/Games/Activities Director: Responsible for large-group recreational and team building activities. Primary time commitment would be for Sunday Evening youth fellowship programming, but will also include special events such as lock-ins. *Semester commitment requested.*

Mentor: A person who makes a dedicated commitment to an individual youth. This person agrees to regularly pray for and encourage their youth. A variety of means of encouragement should be used including letters, cards, emails and personal contact. A confidential and open relationship should be developed between the mentor and the youth. *Yearly commitment requested.*

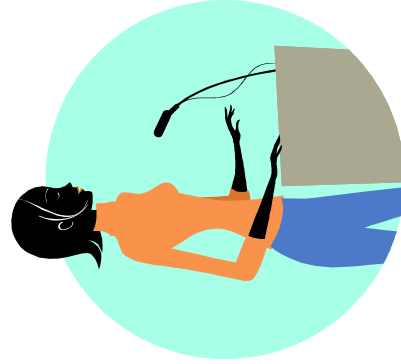
Event Helper: Helps on an as-needed basis for special events such as lock-ins, special Sunday night programs, camping, etc. *Single event commitment requested.*



Ministry Opportunities

Youth Ministry Coordinator: Responsible for contact with all the leaders on a weekly basis to assure that their needs are being met, that they have the resources necessary to effectively carry out their ministry positions, and that they are re-minded of their responsibilities in their ministry. *Year long commitment requested.*

Shepherd—A shepherd is assigned to each regularly scheduled youth event. These include Sunday School, Small Groups, and the Youth Sunday Evening events. This person is responsible for connecting with each of the youth in their group each time they meet, keeping track of special events in the lives of the youth (birthdays, activities, milestones, etc.), and making sure that encouragement and support is given to the youth in those milestones of life. *Semester commitment requested.*



Small Group Leader: Responsible for coordination and leadership of the gender specific, age appropriate small group weekly meetings. *Year long commitment requested.*

Large Group leader: Responsible for the overall coordination of the weekly Sunday evening program. Oversees

communication with the games leader, food service, technical ministries, and other leadership necessary to effectuate the Sunday Night program. *Semester commitment requested.*

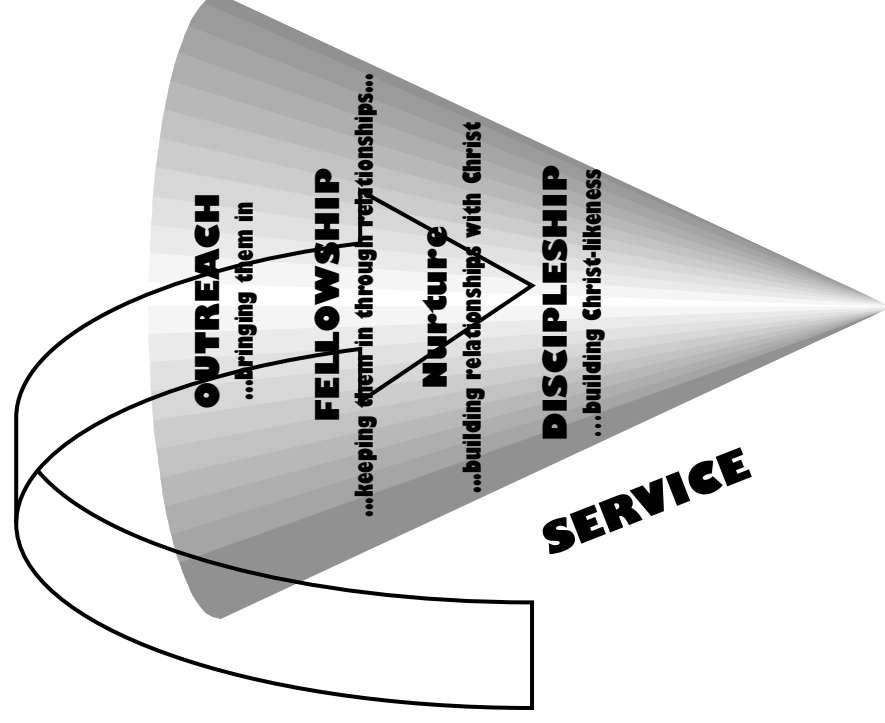
Sunday School Teacher: Responsible for presentation of the lessons each Sunday morning. *6-8 week commitment requested.*

Fundraising: Responsible for the planning and coordination of all Youth fund-raising events. *Semester commitment requested.*

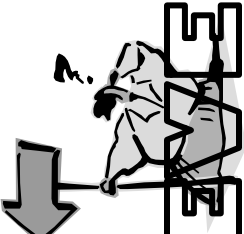
Promotion: Responsible for the communication necessary to advocate for the youth in the larger church setting; responsible for maintaining youth web site, responsible for publicity to the community at large. *6-8 week commitment.*

Our Strategy

As Jesus ministered to different groups of people in different ways, we also believe in meeting youth where they are. The following strategy allows for multiple levels of activity and multiple levels of spiritual depth. For instance, an OUTREACH event would be designed specifically for youth to bring their friends. An event on the NURTURE level might begin with Bible Study and prayer.



What We BELIEVE



BEING CHRIST-CENTERED. We believe... “God so loved the world that He gave His one and only Son that whoever believe in Him shall... have eternal life.” (John 3:16) In this is our hope and our purpose.

A FOUNDATION OF PRAYER. We believe that God works through prayer. “In this is the confidence we have in approaching God: that if we ask anything according to His will, He hears us.” (1 John 5:14)

LONG-RANGE STRATEGY. We believe... “the plans of the diligent lead to profit as surely as haste leads to poverty.” (Proverbs 21:5)

A TEAM APPROACH. We believe... “God has arranged the parts in the body... just as He wanted them to be. If they were all one part, where would the body be? (1 Corinthians 12:18-19)

RELATIONAL MINISTRY. We believe lives are changed by relationships. As Jesus modeled, we believe in person to person ministry.

PARENTAL INVOLVEMENT. We believe that parents are influential in the lives of young people. By reaching families, we reach youth.

INTERGENERATIONAL MINISTRY. We believe that people of all ages are essential in bringing up youth in the Christian family.

What Students Need

In connecting students to Christ, it is important to remember that they **do not connect** to programs, they **connect** to people. The best way to do this is by having significant relationships with caring adults. However, there is one common roadblock that makes it hard to get started in youth ministry, and that is what it takes to be a youth worker.

Common Misconceptions are:

- You must be young
- You must be a Bible Scholar
- You must be a perfect Christian
- You must be a dynamic communicator
- You must feel secure
- You must act like the students
- You must have plenty of free time
- You must play the guitar
- You must be popular with all the students
- You must know the 8 most popular videos on MTV
- You must be wild, crazy, and dynamic
- You must have a piercing or a tattoo

Students need Adults who will:

- Love God and live for Him
- Be REAL
- Be interested in their world
- Take initiative to spend time with them
- Pray for them
- Respect them
- Say encouraging things
- Remember their name and care for them
- Be consistent
- Display the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control
- Laugh and have a good time
- Share God’s love through personal experience

Youth Ministry Team

General Job Description

Why We Exist: To impact the next generation for Christ by being INVOLVED in their lives. SHARING the Gospel, and ENABLING them to impact the world.

Role Model

Why? To model the Christian lifestyle so that the youth are encouraged to do What Jesus Would Do.

I know I've done a good job when I...

Attend Worship Service weekly

Have a daily quiet time

Live a life of integrity

Team Member

Why? To be a part of something larger than yourself. To help in establishing team unity and identity.

I know I've done a good job when I...

Consistently pray for other members of the team

Attend all team meetings and trainings

Relationship Builder

Why? To be involved in young people's lives by building long-term relationships.

I know I've done a good job when I...


Build relationships with youth

Build relationships with parents

Build relationships with other team members

...a continuation of...

what We BELIEVE



STUDENT LEADERSHIP. We believe that students in leadership discover their gifts, build self-confidence, and find significance as they impact others.

SERVICE & MISSIONS. We believe that students involved in service not only help others, but also grow in their relationship with Christ.

ACTIVE LEARNING. We believe that we learn by doing. We believe in small groups, participation, and experiential learning.

IMPACT EVENTS. We believe in retreats and camps. As people get away, they are more open to examine their lives and their beliefs.

A SAFE, AFFIRMING ENVIRONMENT. We believe that we, the church, can uniquely offer this: a place where unconditional love is the norm, and people are built up rather than torn down.

BEING A PART OF THE CHURCH COMMUNITY. We believe in doing ministry that support the overall vision and purpose of Highland UM Church. The Body of Christ (1 Corinthians).

Guidelines & Standards

MANAGEMENT

- Goals are reviewed twice a year and updated annually.
- Events are published well, including personal invitations to each in the age group (mail, phone or person) for each major event.
- Job descriptions are reviewed and adjusted annually.
- An evaluation form is completed with detailed financial records for each event.
- Cancelled and postponed events are publicized immediately, using all means available.

EVENTS & ACTIVITIES

- Events start and end on time.
- Events at all times encourage positive, affirming language and actions.
- God's creation (nature, animals, people, etc.) is never destroyed or mocked.
- Students are utilized in leadership at every event.
- Each youth attending is welcomed by an adult team member at every event.
- Each youth attending off-site weekend events has a parent signed permission and medical release form.

FACILITIES

- Facilities are left cleaner than they are found.
- Any breakage or spills are reported during the event.

ADULT-YOUTH RATIO

- A ratio of at least 1 adult to 7 youth is maintained at all times.

MOVIES & OTHER MEDIA

- Movies at events are G or PG and have been viewed previously by a ministry team adult.
- Christian music ONLY is played for recreation at church events, and in transportation to events.

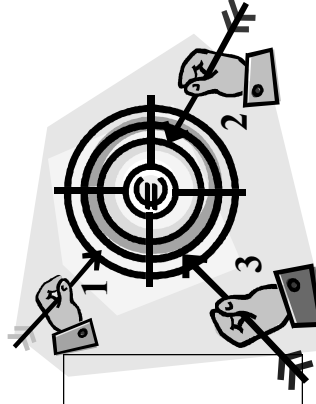
Get INVOLVED in Youth Ministry

If you are passionate about kids and love Jesus, then we want YOU! To help you determine where you want to plug in, we have provided the following diagram. We want you to know up front the time commitment and some of the activities you could be involved in. There are different time lines for commitments; choose what works best for you!

In determining which level of involvement fits you, there are several factors for you to consider:

YOUR schedule, YOUR giftedness YOUR passion

As you begin to discern this, we ask that you spend time in prayer, seeking God's guidance as well as discussing it with your spouse, family members and friends.



BEHIND-THE-SCENES TEAM

Level 1—Minimum contact with youth.
Team Includes: Hospitality, Prayer and Phone Calling
Time Commitment 1/2 Hour to 1-1/2 hours a month, **2 month commitment.**

EVENT TEAM

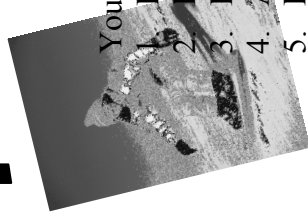
Level 2—Moderate Contact with youth.
Events Includes: Mission Trips, Lock-Ins, Fundraisers,
Time Commitment: 4-8 hours every month., **One time only commitment**

CORE TEAM

Level 3—Maximum contact with youth.
Events Includes: Sunday School, Small Groups, Mentoring, and one-on-one relationships
Time Commitment: 1 – 3 hours every week, **year-long commitment requested.**

Specific Areas to Serve

Youth Events



You could serve in any of the following sub-areas:

1. Planning
2. Promotion
3. Fundraising
4. Adult Counselor
5. Registration/Finance

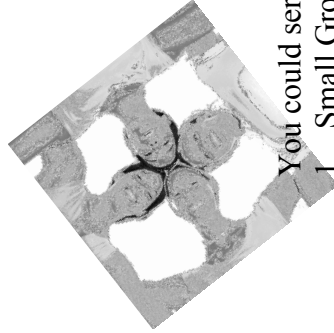
Youth Group

You could serve in any of the following sub-areas:

1. Presenter
2. Games-Mixers
3. Shepherd
4. Refreshment Coordinator
5. Welcomer/Visitor follow-up



Small Groups



You could serve in any of the following sub-areas:

1. Small Group Leader
2. Small Group Shepherd
3. Host
4. Resource Coordinator
5. Mentor

COSTS & FEES

- Deposits for events are generally non-refundable and are stated as such on publicity.
- Money is never a reason for a student not to attend an event—financial help, student work fund, and scholarship is always available.

LEAVING CHURCH GROUNDS

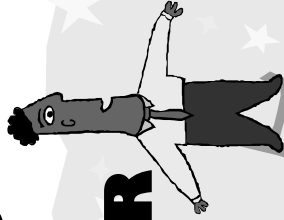
- Parent Permission is obtained before leaving church grounds.
- Event drivers are at least 21 years old and out of high school.
- Seatbelts are available for every passenger.
- Speed limits and traffic laws are strictly obeyed by all event drivers.

INTERACTION WITH YOUTH

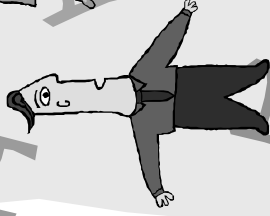
- **The more than two-person rule:** An adult counselor should never be one-on-one with any youth unless they are in a public place (i.e. having a Coke at McDonalds, walking in a park, meeting at a shopping mall, etc.) This includes homes, closed rooms at church, etc.
- **Rides to and from events.** Rides to and from events and for visits may be convenient and in rare cases necessary. If you do give rides, please follow the following guidelines:
 - Give rides to those only of the same sex.
 - Obey all traffic laws.
- **Home Visits:** Home visits with youth are encouraged and are a great way to build relationships. The following guidelines need to be followed when doing home visits:
 - Ask parents for permission to come over
 - Parents need to be present in the house during the visit.
- **Report Immediately:**
 - Sexual and/or Physical Abuse
 - Cases of Drug Abuse or use of illegal substances
 - Threats to harm themselves or others
- **Know Your Limits:** Consult one of the pastors if you have any questions or are uncertain how to handle a situation.
- **All volunteers with the YMT are required to have a background check completed, and ongoing training which the church provides.**

STRUCTURE

PASTOR



Associate Pastor



Youth Ministry Team

Serves as leaders, teachers, event planners and mentors

LEADERSHIP Qualifications

The Bible tells us that those in leadership are held to a higher standard. Aside from having a relationship with Christ, **Integrity and Character** are the most crucial elements in being a good leader. In 1 Timothy 3:2-7, Paul outlines these qualities of integrity and character on which a leader should be chosen. These qualities can be divided up in the following ways:

SOCIAL QUALIFICATIONS

1. Must be above reproach
2. Good reputation

MORAL QUALIFICATIONS

1. Faithful in marriage
2. Not addicted to alcohol, drugs, etc.

MENTAL QUALIFICATIONS

1. Have good, sound judgment
2. Self-disciplined/Self restraint
3. Teachable

A leader must be a servant, must be teachable, and must be accountable.

“Much is required from those to whom much is given, and much more is required from those to whom much more is given.” Luke 12:48