



**BECAUSE  
YOUTH MINISTRY IS  
THEOLOGICAL MINISTRY**

## **New Leader Recruitment Packet: A Sample**

Recruiting new volunteers is an ongoing challenge for many youth ministries. This resources will help you identify and recruit new leaders to build a strong team who ministers to the students in your ministry.

Six attributes to look for in a new youth worker (borrowed from *Lead Them to Jesus*, pages 87-89.):

1. *Genuinely Converted*: Remember, youth ministry is theological ministry. We aren't just playing games and creating a safe space. We are making disciples.
2. *A Track Record of Faithfulness*: Not a recent convert, but someone who will set a godly example for students. This isn't an age limit, but a maturity marker.
3. *Relates Well to Teenagers*: Look for people who are already engaging with students during fellowship times in church.
4. *Keeps Commitments*: If they have a habit of making church commitments but not following through, don't expect something different again.
5. *Is Available*: They could be incredible in a thousand ways, but if they can't be present then they can't serve.
6. *Receives Correction Well*: There will be conflict, how wil you/they navigate it so it doesn't become divisive or personal?

This PDF is a sample new leader packet. It has been provided by a youth pastor as an imperfect aid to help you in your efforts to recruit and build a strong leadership team. This packet includes an overview of their mission and programs, highlights a few different areas where new leaders can serve, and a youth worker application.

## SSBC YOUTH: An Overview

### Youth Ministry Mission

*SSBC YOUTH exists to make adult disciples whose faith took root in their teen years.*

It is our desire to reach the unchurched students in our community as well as the "church kids" who have been raised in the pews. We believe both groups need the same thing: the good news of the grace and love we receive through Jesus Christ.



When students come to youth group, they will have fun - but more importantly, they will find a group of teenagers who are being formed by biblical fellowship, worship, and the teaching of God's Word. In addition to our weekly Youth Group and Sunday School ministries, we offer a variety of events and retreats. Youth leaders aren't "chaperones" but adults who are committed to helping students grow in their relationship with God.

### Our Regular Gatherings

#### ***Gathered Worship***

We believe it is crucially important for students to worship with the church on Sunday mornings. If our goal is to raise up students who walk with Jesus throughout adulthood but provide alternative programming for them during SSBC's worship service, then we're short-circuiting ourselves and training students to view gathered worship as irrelevant and uncool. So join us on Sunday mornings for church!

#### ***Sunday Nights (other than first Sun/month): Youth Groups***

Our Middle School and High School youth will gather from 6:30-8:00pm on Sundays for fellowship and friendship, prayer and teaching. Our night features 30 minutes in large-group time (welcome, announcements, and our Bible message), 30 minutes of growth groups, and 30 minutes of games/activities. Our students' growth groups are co-ed and are a safe place for students to gather together with mature adults to discuss and apply that night's message to their lives.

### ***First Sunday/Month: Youth Group Workshops***

First Sunday of each month we will host various workshops for students to attend. We'll kick off in Fellowship Hall with a few songs, led by our youth worship team, and then students can choose which of the workshops they want to attend. Some months, the workshops will follow a special emphasis, others there will be a variety. Some sample workshops may include: "How to share the gospel with your friends," "Can I actually trust the Bible I'm reading is the Bible they wrote," and "What does the Bible teach about abortion." Some sessions will be offered multiple times, so if you miss it the first time around you'll have another chance!

### ***Sunday School***

Each Sunday after worship we provide a few different Sunday School classes. Students are always welcome to participate in any of SSBC's classes, but we also provide two classes that are specifically geared for youth. In the past there's been a class for Middle Schoolers and a different offering for High School students. But this year we're offering two classes and encouraging students to choose which they want to attend. Students are encouraged to avoid jumping back-and-forth between the classes and choose which to attend from Sept-Dec.

#### **1. How to Read Your Bible**

This class will teach you Bible Study skills because we've all been there... you read your Bible, and then wonder, "Ok... now what?!" Dave will help students learn good questions to ask of every Bible passage, and will walk you through the different types of genres in Scripture (story, poetry, prophecy, theological teaching, historical accounts, etc.). You'll learn skills that will set you up for years to come.

#### **2. 10 Questions Every Teenager Should Ask (and answer) about Christianity**

This is a book by Rebecca McLaughlin that students will read and discuss together in class. Students ask hard questions, and their friends do too. Instead of avoiding difficult issues, this book will help us lean into them and explore the foundation of our faith... together. [Parents will be notified in the week prior to the chapters that focus on gender and sexuality.]

## **Types of Youth Leaders**

- **Sunday School Teachers**  
Teach or co-teach weekly classes on Sunday mornings. Topics are determined in partnership with the Youth Pastor.
- **Youth Group: Growth Group Leaders**  
Co-lead a group of students each Sunday during youth group. Although your primary responsibility will be to lead the Growth Group discussion and prayer time, you'll be with your students throughout the entire program (games, worship, teaching, growth group). These leaders meet weekly 30 minutes prior to youth group for prayer and any last-minute program/message updates. Discussion questions will be provided by Thursday prior to YG so you have time to be well-prepared.
- **Youth Group: Games Leader**  
Prepare and lead weekly games for Middle School and High School students during Youth Group.
- **Prayer Team: Coordinator**  
Monthly email to the Youth Prayer Team with suggested prayer requests and timely updates about ways to pray for students.
- **Parents' Liaison**  
Work with the Youth Pastor to help ensure communication between him, the youth leadership team, and the parents remains open and clear.
- **Service Project Coordinator**  
Work with Youth Pastor to plan and organize 2-4 service projects each school year.
- **Meal Crew**  
A team who's ready to help feed students and leaders for various youth ministry programming.

## **Our Core Commitments**

The gospel is so much more than an evangelism tool - it shapes everything about life and everything about ministry. Our ministry has adopted the five pillars of gospel-centered ministry from The Rooted Ministry as our core commitments. Here's a quick overview.

### **1. Gospel-Centered**

The cross and empty tomb are central to all of Scripture, why would they be absent from anything we do in ministry? Everything we do - from the way we play dodgeball and the way we handle conflicts between students to the missions trips we take - is all shaped by the grace of God through Jesus Christ.

### **2. Expository Preaching**

If the Bible really is the Word of God, then why would our students benefit more from anyone's advice more than they'd benefit from hearing God's Word? Everything we teach is anchored in Scripture, because God's Word is truth.

### **3. Relational Discipleship**

Our mission is to make life-long disciples who either met Christ or who grew in Christ during their teen years. That won't only happen through ministry that happens in programs, but through meaningful relationships that extend beyond the church walls.

### **4. Partnering with Parents**

Study after study continues to affirm what Scripture teaches: Parents are always the most influential people in a child/youth's life. Our youth leaders want to encourage parents in order to co-evangelize and co-disciple students in partnership with parents.

### **5. Intergenerational Ministry**

Secluding teenagers from the older generations might seem cooler or safer for students, but it robs them of the treasure that comes through seeing what the Christian life looks like at the different stages of life. Additionally, teenagers often add a fresh wind of vitality and optimism that other generations have lost. We want teenagers to be valued contributors in the entire church (not just in the youth ministry).

## SSBC YOUTH Goals for 2021-22

### Students

- Goal: Student Leadership
- Reasoning: We want to identify spiritually mature students who are teachable and looking for mentors. Let's invest in them as we rebuild the ministry in order to deploy them to minister to their peers and in the church.
- Pathway
  - Student Leadership Bootcamp: A weekend retreat to launch this effort.
  - Student Ministry Crew: Monthly meetings for training and deployment.
  - Deploy student ministry crew to actively serve in our regular ministries.

### Parents

- Goal: Ownership over their teenagers' spiritual development
- Reasoning: Parents are the most important spiritual influence in their kids' lives. They know that, but don't always know how to disciple their teenagers.
- Pathway
  - Parents Meetings: Reframe the mission of youth ministry as co-discipleship and co-evangelism
  - Parents Newsletters: Equip them find and use good resources
  - Establish personal relationships with parents to hear their concerns, frustrations, and stressors about parenting teenagers.

### Youth Workers

- Goal: Well-Trained Youth Workers
- Reasoning: Volunteers are the backbone of the youth ministry. We simply cannot disciple our students without these leaders' investment and intentionality. A youth ministry is only as good as its volunteers.
- Pathway
  - Monthly Team Meetings for prayer, fellowship, training, and planning. Reading through [Lead Them to Jesus](#) together.
  - Weekly check-in and prayer before Youth Group each Sunday.
  - Quarterly in-person check-in with each youth leader.

### Church Members

- Goal: View Teenagers as their Spiritual Responsibility
- Reasoning: We want students to know *and experience* that they are valued contributors to our church. This begins by the church membership embracing their role in students' lives.
- Pathway
  - Prayer adoption partners for the school year.
  - One large intergenerational program.
  - Quarterly business meeting report that consistently reminds members of their commitment to parents/children at infant dedication.



## Youth Leader Application

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Email: \_\_\_\_\_ Cell: \_\_\_\_\_

How long have you attended SSBC: \_\_\_\_\_ Member: Yes / No

Married: Yes / No Spouse: \_\_\_\_\_

Kids: Yes / No Names & ages: \_\_\_\_\_

Names & ages: \_\_\_\_\_

Names & ages: \_\_\_\_\_

Names & ages: \_\_\_\_\_

Names & ages: \_\_\_\_\_

### Personal Background:

Where do you work, job title, and brief description of what you do

What other commitments do you have that might affect your availability to serve in the youth ministry? (ex: long work hours, travel frequently, playing in a recreational sports league, etc.)

Have you served in other ministries at SSBC? If so, where?

What strengths would you add to our team of youth leaders?

What are some areas where you struggle when serving on a team?

Did you grow up in a Christian household? Yes / No

Who was most influential in you coming to faith in Christ? Why?

Briefly share your testimony below



If you were talking with a student and they asked what makes Christianity different from other religions, what would you say?

If a student shares with you they are questioning their sexual identity, how would you respond?

Why do you want to serve in the youth ministry?

Will you commit to pray regularly for the students in your growth group by name? Yes / No

Will you be consistently prepared, present, and ready to serve in your growth group? Yes / No

Will you make a strong effort to participate in monthly growth group leader meetings for sake of prayer, collaboration and development? Yes / No

What age-group would you prefer serving: Middle School, High School, Wherever needed

Is there anything you should disclose to us regarding previous sin, addictions, or illegal activity that SSBC Leadership should know about prior to your participation in ministry to students?

Signature: \_\_\_\_\_

Date: \_\_\_\_\_