

Qualities of a Youth Ministry Director

In addition to having a love for children & teens, an understanding of Unity Principles and experience working in Unity youth ministry, the following qualities also need to be considered.

LEADERSHIP QUALITIES: *They must be empowered to lead the program.*

1. Leadership offers an opportunity for loving service, guidance and direction.
2. Convictions and courage guide a true leader, yet the rights of others to have their convictions is never denied
3. Understanding and compassion are inner qualities; a willing leader receives and accepts understanding others offer.
4. Weaknesses are honestly admitted; the weakness of others are minimized.
5. Responsible to others, a good leader delegates responsibility and authority.
6. A good leader is true to that inner spirit that reflects a unique perspective.
7. A true leader has faith in something greater than appearances; thus others catch the vision of faith and find one whom they can trust.
8. Integrity inspires integrity, elevating the goals of the group so members may accept the challenge of following to reach new personal heights.
9. An educated heart inspires an ability to listen fully, so others reveal their dreams and ambitions, knowing a trusted ear hears their words. A good leader looks at the masses to discover the wonder of individuals.
10. A good leader communicated with the humble and the great, the arrogant and the simple, the dullard and the wit; to each is held out the hand of understanding and love. Walking calmly, quietly gracefully among others, a good leader gives unselfishly and is a teacher, friend, a center of God's infinite love!

EMPOWERING OTHERS: *They must be able to empower others.*

1. Improve Communication

Never assume that because something is clear to you that it is clear to others. Frequently solicit feedback to ensure that you're communicating clearly

2. Provide Adequate Resources

It is the leader's responsibility to make sure team members have the tools they need to succeed.

3. Accountability

It is very important to follow through on projects and check in with those you lead in order to ensure the success of the church and the long-term motivation of its people.

4. Team-Building

Make sure those you lead are a single-minded team not a group of individuals. There is a significant difference. The leader's job is to build teams, not just to recruit members.

5. Good Matches

There are no wrong people, just wrong positions. Ask yourself if you've put people in positions that match their strengths, gifts and passions, places where they can excel.

6. Great Trainings

People will excel with the proper preparation so make sure those you lead receive the right training before you expect them to accomplish a task.

7. Great Team Selections

Nearly as important as matching people with positions is creating unified, complementary teams whose members enjoy each other and get along.

A VOLUNTEER MANAGER

Source Unknown

PROBLEM: Ministries Hire Professionals Who Know Nothing About Volunteer Management

Many organizations that need volunteer managers make the mistake of hiring someone who is very good at what the organization does rather than a volunteer leader. These experts in the field are inexperienced when it comes to recruiting and managing volunteers.

So what will work? It sounds simple, but read carefully. Organizations that rely on volunteers need to hire volunteer managers for their volunteer managing positions. Think about this for a second. If a church needs someone to recruit and manage volunteer Sunday school teachers, who should they look for? A good teacher? Or a volunteer manager who also knows the trade? When organizations hire volunteer managers, they should always ask these questions:

- What's your experience in working with volunteers?
- How have you handled volunteers who didn't follow through?
- How have you increased your effectiveness with the work of volunteers?
- Tell me about an exciting experience you have had in working side by side with a volunteer in your past work experience.
- Tell me about an unsuccessful experience you had in working with a volunteer in your last job.

When you're looking for a volunteer manager, you need to begin with someone who has a high commitment to volunteers. This person must understand that one of the most important aspects of the job is working with volunteers. If the person doesn't have experience with volunteers, then you're taking a chance. As you listen to the individual's answers to your interview questions, you should be listening for a "positive volunteer attitude." If you hear comments like, "Well, we should just hire interns if we really want to get this done right," understand that you're seeing a precursor of an attitude that might just be resistant to recruiting volunteers.

When you recruit volunteer managers, you need to be realistic about what the job entails. If your church hires a children's leader who'll be responsible for many volunteers, this person must realize that a large portion of the job involves managing volunteers.