Hiring a Youth Minister

TO HIRE OR NOT TO HIRE?

Are you considering hiring a full or part time youth minister? Here are a few questions to ponder:

1. What is our purpose in having a youth ministry and a youth minister?  
2. What is the goal of youth ministry?  
3. What is the relationship of young people to the faith? The church?  
4. If we were to paint the perfect picture of youth ministry in our parish what would it look like?  
5. What would we get from having a youth minister on staff? What would we provide for that person, emotionally,     
    physically, and spiritually?  
6. How would our having a youth ministry and youth minister impact our community? . . . the diocese?  
7. What are the needs of teenagers and how are they best met?  
8. Why is youth culture so unique? What is the philosophical world view of a teenager today? How does that view   
    differ from past generations? How does that view affect the way in which they hear the Gospel?

SAMPLE JOB DESCRIPTION

1. Responsible for planning, programming, implementing a youth ministry program that primarily targets the youth of this church, yet with a reach in to the local community.

This program should be . . .

Missionary - spreading the good news of Jesus Christ, having a sense of mission and purpose. To reach out to others meeting physical needs, emotional needs and spiritual needs.

Spiritual - components of bible study, prayer, worship, should be an integral part of this program

Relational - building relationships with the youth as well as among the youth. Developing programs and events that support relational ministry.

Team Led - forming a group of individuals who work together to accomplish the goals of the youth ministry.

2. Responsible for developing, training, supporting and nurturing a youth ministry staff of volunteers to assist in every aspect of the youth ministry.

3. Responsible for developing a vision for the youth ministry in conjunction with the rector, adult staff, and young people setting specific, measurable, short-term/long term, goals to evaluate progress.

4. Responsible for Christian education, choosing and/or developing curriculum, of youth (grades 6-12). To coordinate with other Christian education efforts.

5. Responsible to the rector of the parish for work-related issues; such as time off, sick leave, daily schedule. Expected to work a 40-hour week with specific office hours posted and to operate in a professional manner as a lay staff minister of the church.

6. All other duties as assigned by the rector or in his/her absence the senior warden.

Salary and Package Information  
Average youth minister packages range from $25,000.00- $55,000.00 per year. The variations are based upon experience, education, ordination, skills, size of church, location of the church, and simply the importance the church is placing on youth ministry.

Total Package should be $30,000.00 - $55,000.00.

A Suggested Minimum Package   
(This would be a minimal plan for a College Graduate with 0-2 years of youth ministry experience.)

This plan reflects a $33,000.00 package

Salary – 25,000.00  
Health Insurance - 4,000.00  
FICA (one-half) - 2,200.00  
Continuing Education - 500.00  
Retirement - 1,400.00  
Total – 33,100.00

YOUTH MINISTRY COMPENSATION

Compensation for youth ministers varies a great deal. This is an attempt to focus on some basics of compensation and to give some unofficial guidelines for consideration.

Compensation typically includes:

* Salary
* Health Insurance (possibly for the whole family)
* Continuing Education
* Reimbursed mileage and travel
* Pension
* Vacation leave
* Sick Leave
* Additional compensation could include:
  + Housing
  + Free Tuition for a school program
  + Bonuses
  + Be Creative?

TYPES OF YOUTH MINISTRY PROFESSIONALS

There are basically three levels of youth ministry professionals:

Level 1 - The New or Green Youth Minister - These are people with no staff experience as youth ministers. They have served as volunteers and have related skills and background. (i.e. education / teacher, camp counselor, psychology major with clinical experience). These people appear to have potential in youth ministry but are untried and pose somewhat of a risk as you do not know if they are capable. Salary compensation ranges from $23,000 to $25,000. In addition to salary it would be recommended to include continuing education benefits so this person can attend a couple of youth ministry conferences and training events therefore sharpening their skills. Additionally, the church can provide ongoing consultation with a mental health professional (particularly one with group dynamics experience) or a spiritual director. This is highly recommended for new youth ministers who need a safe place to process and reflect on their ministry.

Level 2 - The Intermediate Youth Leader - These people have some staff youth ministry experience in a church. They may have been through a training program or have a Masters in youth ministry from an institution. For whatever reason they have made a move in the middle of their youth ministry work. They have some proven skills and ability. They are still growing in their ministry and yet have had some success. Salary compensation ranges from $25,000 to $35,000 for the intermediate youth minister.

Level 3 - The Veteran Youth Leader – These people have been in a church for a full season of youth ministry (minimum 4-5 years). They have taken a group of young people from junior high through high school graduation. They have built a full and successful program ministering to different stages of spiritual growth in young people. The veteran is a known quantity. Salary Compensation ranges from $30,000 to$45,000 (add more for ordained ministers).

The figures in these three levels are based on an informal survey of youth ministers in the Episcopal Church.