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**for First Year Directors of Youth Ministry
(from our friends in the Archdiocese of Baltimore)**

Admit your mistakes—and learn from them.

Be firm but flexible.

Communicate with parents.

Develop a discipline policy and stick to it!!

Empower your young people and volunteers; don't just give them directives.

Find time to attend school events.

Get to know all the people in your parish—become friends with the cooks, custodians, and administrative assistants.

Have the courage to try something else if what you're doing isn't working.

Institute a clear discipline policy and enforce it consistently.

Just listen to what the young people are saying and to what they are not saying.

Keep a journal.

Learn the procedures and the norms of your parish.

Model desired attitudes and behaviors.

Non carborundum ignorami. (Don't let imbeciles wear you down.)

Over plan.

Pray. Pray. Pray.

Quit worrying and just do your best.

Remember that *you* teach students first, *then* you teach whatever academic discipline you learned.

Stay alert.

Take pictures.

Understand that the learning process involves everyone—parents, pastors, staff members, parishioners, and young people—and get everyone involved.

Volunteer to share projects and ideas, and don't be afraid to ask others to share their ideas with you.

Xpect the unexpected—and plan it!

Yell if you need support.

Zero in on your strengths, not your weaknesses. (Remember—nobody's perfect.)

Five Unrecoverable Mistakes

1. Become a lone ranger
2. Shooting the Shepherd
3. Ignoring the parish process
4. Ignoring appropriate boundaries
5. Failing to collaborate with parents

Five Attitudes to Imitate

1. Act like a Disciple
2. Work with the whole church
3. Love the Church
4. Speak about the positive
5. Learn from failures