

Salem First Young Adults

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Ministry Playbook

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Playbook Overview

This playbook is created to rally the lead team, form a guiding coalition, and effect change leading to ministry growth. In this document, the requirements and responsibilities of the team leaders will be established as well as the leadership structure of the ministry. Salem First Young Adults' purpose and goals will be clearly defined.



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Our Community & Mission Field

Salem First Young Adults is one of 5 large scale young adult ministries available in Salem. We are the Young Adult Ministry for Salem First Nazarene. According to the most recent data, about 23% of Salem residents are 18- 30 years old. Salem has many colleges, including Corban University, Willamette University, and Chemeketa Community College.

Section A: Leadership

A1: Leadership Expectations

Leadership, summarized in one word, **is influence**. In ministry we are fighting to bring in God's Kingdom and fulfill the great commission given to us in Matthew 28:18-20. Ministry leadership brings with it more convictions and responsibilities than other types of leadership for many reasons. Ministry leaders **represent Jesus to those who do not know Him**. Those representing Jesus must live by the high standards given to leaders through scripture. When leaders do not live above reproach, it has a huge negative impact on the ministries they lead and on how those outside the faith perceive God. A leader of the faith having a moral failure, especially one sexual in nature, will have many effects. You will grieve the Lord who redeemed you, destroy your credibility to those who follow you, and cause shame and hurt to your spouse & friends.

Leadership is influence, and in ministry, influence will be removed if one allows sin into his/her life. That is why there are **expectations** that go along with being involved in the SFYA lead team.

1 Timothy 3:12 "Not Many of you should become teachers, my fellow believers, because you know that we who teach will be judged more strictly"

Leaders must live above reproach, so that it doesn't seem like they are living contrary to what is commanded in scripture.

Lifestyle of a Ministry Leader

1. **Sex belongs only within marriage.**
 - a. Never be alone with a person of the opposite sex. If you need to have a meeting with someone of the opposite gender, meet in a public area in plain view or with a third person.
 - b. In a nation wide poll, 98% of men and 73% of women report struggling with Pornography at some point in their life. If you are caught in a pornography addiction, seek help from trusted friends and actively fight against the addiction.
2. **Abusing substances can hurt your ministry.**
 - a. This includes Alcohol, Marijuana, and anything that can be abused.
 - b. Drugs or alcohol are a problem because it is used to cope. Anytime a substance is used as a coping mechanism, you are relying on the world for comfort instead of Jesus. Likewise, excess consumption is unacceptable.
3. **DO live out the fruit of the Spirit.**
 - a. We need to live congruently with what is taught in scripture to be good examples for others. (Galatians 5:22-23)
4. **DO show others what it means to be a Jesus Follower.**
 - a. Do this not only by how you talk and what you say, but by your lifestyle and actions.
5. **DO live a holistically healthy lifestyle and honor God with everything you do.**
 - a. Work hard to maintain a positive outlook.
 - b. Worship God by the work that you do at SFYA and at your **other** job.
 - c. Pray for others in our ministry and encourage them.

In all of these areas, the only thing that you can do is your honest best. We are imperfect creatures, who need to rely on God for our shortcomings. When we completely rely on God, He perfectly fills in the gaps in every area in our lives and uses us *broken vessels* to do His work. All that we can do, and all that we need to do, is our honest best. There are only two people in existence who know when you are doing your honest best. That is you, and God.

YOUR TALENT AND GIFTEDNESS AS A LEADER HAVE THE POTENTIAL TO TAKE YOU FARTHER THAN YOUR CHARACTER CAN SUSTAIN YOU. THAT OUGHT TO SCARE YOU.

- ANDY STANLEY -

SFYA's Policy on Accountability

Charisma can get you into positions that your character cannot support. Character is how you act when no one is looking. First, we are accountable to God, second to each other. No question is too personal when it comes to our character.

Accountability Questions

All leadership team members are expected to have accountability partners. An accountability partner is someone who you regularly meet with to talk about your integrity and the decisions you make behind closed doors. An accountability partner doesn't need to be your best friend, but needs to be someone you can trust. In order for the accountability partner relationship to be fruitful, you need to be completely honest with this person. God will use this relationship to bring freedom from your sins and vices and help you move on from those things.

These meetings are meant to be kept confidential.

Here are some good accountability questions to ask when you meet with your accountability partner, taken from Bethany Christian Assembly's ministry vision planner.

Accountability Questions

1. Have I been with someone that could be viewed as compromising?
2. Have all my financial dealings been filled with integrity?
3. Have I viewed sexually explicit material?
4. Have I spent adequate time in Bible study and prayer?
5. Have I spent quality time and given priority to my family?
6. Have I fulfilled the mandates of my calling?
7. Have I just lied to you?

SFYA Lead Team Commitments

As a member of the lead team, it is expected that you rely on God to live out **His** will. There are other commitments that you must understand before taking on this role. All of these are selected because they are important measures of buy-in and passion for Salem First. Beyond those, lead team members must be loyal to God and their calling, always seeking Him first and His will. Lead team members must hold a conviction to study and follow God's Word. In prayer, He must be at the forefront of everything that you do.

Spiritual Warfare

Worship Him by submitting to Him in humility and drawing near to Him. Always fight for growth in your relationship with God. We are in a war, God has selected you to play a key role in fighting a battle with Him. **Arm yourself and prepare for spiritual attack.** This can take the form of sickness, discouragement, strife, **busyness**, distractions, depression, or tiredness to list a few. We work to stay loyal to God so we can participate in the battle we are fighting, to show people Christ, and defeat the darkness that is ravaging our community. Here are some of the other commitments and expectations for lead team members to fulfill.

- **Attend 90% of SFYA Events.**
 - It is understood that sometimes schedules just simply will not work out. But ministering to those who come to our events should be a priority. If somebody wants to plan something with you on an event night, tell them it needs to be another time. Or invite them to come along!
- **Attend every lead team meeting.**
 - Once again, it is understood that sometimes this is not possible. That being said, everyone's participation in these meetings are vital to the development of this ministry and our team.
- **Attend every annual Retreat.**
 - No explanation needed. BE THERE!
- **If you have a thought, concern, or idea in a meeting... speak up!**
 - **Silence is agreement.** It is unacceptable for someone to be quiet during a meeting then express disagreement about the decisions made afterward.

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- **Attend church on Sunday mornings.**
 - When you are serving you are pouring out of yourself. If SFYA is the only outlet you have to be spoken to and encouraged, it will end badly.
 - Be aware, the young people of Salem First are stuck in a rut when it comes to church attendance. We need to model what it looks like to be a part of a church by being regular attenders ourselves!
- **Get out of your comfort zone.**
 - This is the best way to grow and be challenged.
 - What happens when you step out of your comfort zone? Your comfort zone grows!

Expectations

The expectation of lead team members is that they would make every effort to do these things discussed above and encourage others to do them as well.

**“HIS MASTER REPLIED, ‘WELL DONE,
GOOD AND FAITHFUL SERVANT! YOU
HAVE BEEN FAITHFUL WITH A FEW
THINGS; I WILL PUT YOU IN CHARGE
OF MANY THINGS. COME AND SHARE
YOUR MASTER’S HAPPINESS!’
MATTHEW 25:23**



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A:2 Leadership Strategy

Every ministry has a different method under which they operate to try and achieve the Great Commission, their personal ministry goals, and their vision for their organization. SFYA is driven by a team (lead team) who is led by a pastor that makes the final call based on the team's opinions. We call this style of management "committee led". By using this method, many different perspectives and ideas get to be considered while working through issues and making decisions. Each member of the lead team will bring their own strengths, passions, and abilities. Our goal as a team is to lift each other up in those areas and to allow each member to grow into the leader who God created them to be. One might call themselves a "people person" who will thrive in meeting new people, making them feel welcome, and building new relationships. Someone else may be more comfortable coordinating and leading a group. Even still, someone else may thrive in the creative process of planning events and strategies. We come together to form a complete team. One member can stand in where another lacks, it is a picture of the Body of Christ. (1 Corinthians 12:27)

Proverbs 29:18 "Where there is no vision the people cast off restraint, but blessed is he who keeps the law."

It is our responsibility to prayerfully craft our vision from scripture and stay accountable to those guidelines we set. Lead team members will work with each other and with volunteers, so we can delegate needs and accomplish whatever it is we have set before us.

Managing v Leading

People don't want to be managed, **they want to be led**. Someone becomes a manager when they are promoted from managing tasks to managing people. Lead team members are responsible for the work of their role in the same way a manager is responsible for the work of his employees. The lead team is accountable to the product of their preparation, which is SFYA's impact on the greater community of young adults. It is easy to fall into a management mindset while working with others. It is imperative that all leaders remember they are to be leaders, not managers. The difference between a leader and a manager is that managers have employees and leaders have followers. The people who are involved in any effort/event with SFYA are there by choice, and are there because they believe in what SFYA is fighting for. They are not workers who are completing tasks, **they are followers fulfilling a vision**.

Meeting Purposes

Patrick Lencioni talks about a phenomenon called "meeting stew," where every topic of discussion a team needs to cover is discussed in one long, painful, tiring meeting. To avoid this from happening in our ministry, we have several different types of meetings held at different frequencies.

1. Logistical Meeting

- a. This meeting is held every month to cover the logistics of what is happening that month and the months to come. In some cases, there will be pressing issues which need to be covered during this meeting. It is important that this meeting be kept short and concise. We will start every meeting with a quick check-in then move into planning our events and groups.

2. Vision Meeting

- a. Quarterly, the lead team gets together to talk about vision, mission, purpose, and goals. The scope of these meetings is much more "zoomed out" than the Logistical Meetings. We will start with some leadership development, then take a 10,000 foot view of our programming to ensure we are still moving towards the goals and direction that God has called us to.

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3. Annual Retreat

- a. The main purpose of this gathering is to build community in a stress free environment. We take this opportunity to talk about our goals for the upcoming year, and usually tackle one large leadership task.

Term Limits

Lead Team members will serve on the team for one year at a time. At the end of the year, they will take a one month “sabbatical” to reflect on their time as a SFYA leader. This one month period will be kicked off with an exit interview. After the month of attending SFYA and praying about their involvement, the individual can rejoin the Lead Team after a reflection conversation with the Young Adult Pastor.

During this month, ask God about your personal life ministry and if serving on the lead team is how God will use your life during the next year.



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Section B: Purpose

B1: Vision and Purpose

Proverbs 29:18 teaches that without vision, the people perish. It is vital that vision for SFYA is constantly being prayed over and poured out so that we stay on track and inspired on our journey as a ministry. Bill Hybels says “Vision Leaks” in his book, *Leadership Axioms*. Nothing could be more true. Our mission and vision should become over communicated. Redundancy is our goal in regards to purpose.

Mission Statement

SFN’s mission statement is as follows:

COMMIT TO
THE LORD
WHATEVER YOU
DO, AND YOUR
PLANS WILL
SUCCEED.
PROVERBS 16:3

Connect with God, Others, and Our World

The product of an individual being a part of our ministry is that they will connect with God in deeper ways and experience the fruit of a living relationship with the Lord. They will connect with others through fellowship and groups so that they can build Christ centered relationships. They will connect with the world through missions and outreach so that they can live out their God given purpose of spreading the Gospel.

Purpose Statement

Our purpose statement is the way in which we will work towards our mission.

Passionately living out our faith to reach the lost and revive the Church.

This statement encompasses what we believe are the convictions God has specifically given to SFYA. Every new idea and program we carry out must be in line with this purpose statement.

Measurements of Success

We consider a SFYA ministry event successful if:

- Somebody got saved.
- A majority of attendees actively engaged in discussion (groups).
- New people are in a group (groups).
- Somebody was prayed over (worship nights).
- Everyone was greeted by name, every leader talked to someone new to them (events).
- No one sat alone unless they wanted to be left alone (events).
- New people came and got connected (events).
- People Brought their friends (events).
- A majority of people engaged in worship (worship nights).



B2: Goals

Goals with an End

Our measurable goals must be revisited once a year at our annual leadership retreat.

- 5 baptisms.
- 1 new life group.
- 15 new young adults in growth groups.
- Offer 1 growth group every season.

Constant Goals

Some Goals we continue to strive for and will never fully achieve the end of because it is not possible. These are the goals we set in place to keep us in line with our vision and to stay true to the DNA of SFYA.

- Reach the lost.
- Outreach to Chemeketa.
- Raise up the tired Christians.

SFYA Distinctives

Every ministry is unique in many different ways. The unique things we do are the ways we reach the young adults in our community. In ministry, we must always strive to be innovative and fresh in order to do our best at spreading the Gospel.

- Distinctive 1: **Leadership Structure**
 - Our ministry is led by a leadership team of young adults. In our ministry, peers minister to peers. This team is spearheaded by the young adult ministry pastor.
- Distinctive 2: **Event Types**
 - The specific events we offer vary depending on the season and the weather. Every month we plan for one outreach event (game nights, volleyball, service projects), one spiritually deep event (First Monday worship nights and campfires), and one lowkey hangout.

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- Additionally, we offer 1 huge outreach event quarterly with paid promotion and many hands on deck for the planning and executing. (Laser Tag, Trivia Night, Salem Serve Day)
- We also push Sunday mornings at 10:45am as one of the most important times of the week for our young adults to be a part of.
- Distinctive 3: **Event Schedule**
 - In the past, we did not follow a set schedule in an attempt to reach people with different work schedules. This attempt failed and we now offer a more consistent event schedule. First Mondays → Following Tuesdays → Following Fridays. Huge events are on Saturdays.
- Distinctive 4: **Groups Ministry Method**
 - Events are fun and worship nights can be fulfilling, but our goal is that everyone can be a part of our groups ministry. Groups are where an individual can grow in friendship with one another and be challenged in their knowledge and relationship with God.
 - There are two different types of groups. We have Growth Groups, which meet for 6-8 weeks and cover a specific topic. And there are Life Groups which meet for long periods of time and cover many topics.



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B3: Programming

Ministry Events

Ministry events are the culmination of all our work and preparation. Those ministry events are where people will experience our culture and see where our priorities lie. We want a culture of positivity and encouragement. Our priority is making people feel known and cared for. Each event type accomplishes one area of our goals:

Regular Monthly Event Schedule

Day	Event
First Monday	Worship Night/Campfire
Following Tuesday	Outreach event
Following Friday	Hang Out
Quarterly	Huge Event

Other Regular Events

Through our new connections at Chemeketa Community College, we hope to set up a table once a month on campus and offer free coffee along with a “questions of the week.”

SFYA Weekly mini-messages & Podcast

By utilizing youtube live, podcast platforms, and other social media platforms, our YA pastor will go live once a month with a mini-message for a midweek touchpoint and to encourage/challenge young adults who may not attend our events or church and also make short videos for the social media accounts.



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