

SERVE TEAM HANDBOOK

New Tribe Young Adults

VISION STATEMENT

Our vision statement at New Tribe Young Adults is to *cultivate healthy relationships, pursue spiritual depth, and build the kingdom.*

The structure and policies of this ministry exist to serve this vision. Everything we do is filtered through the vision: “Does it cultivate healthy relationships, pursue spiritual depth, and build the kingdom?”

SERVE TEAM EXPECTATIONS

When serving in any capacity at New Tribe Young Adults, there is a level of spiritual maturity and discipline expected. Keep a habit of reading Scripture consistently, and pray often - including for this ministry! If you do not cultivate these habits in private, you cannot model them effectively in a table discussion.

Your lifestyle matters! The following sinful practices are cause to be removed from the Serve Team, whether temporarily or permanently: drunkenness, drug use, sexual immorality, and foul language. You are not expected to be perfect, but you are expected to be an example! (see 1 Cor 11:1).

Your social media account also matters! Please be mindful of the content you post and like on social media, as young adults may take cues from your account on what is acceptable and right.

Please maintain a modest dress code when serving on Sunday afternoons. If your top or bottom raises a question mark, it's worth picking a different outfit. We do not want any team member to create a distraction from the focused atmosphere we aim to create at New Tribe Young Adults.

ONBOARDING PROCESS

Everyone is required to complete Next Steps (in person or online) and fill out a Serve Team Application prior to serving at New Tribe Young Adults.

When you are scheduled for a role on Planning Center, please accept the requests that come through in advance to assist the schedulers in managing the team. If you know that you will not be present for a Sunday, you can submit a blockout for that week (if not already scheduled) or you can decline the request (if already scheduled).

GENERAL EXPECTATIONS

As a team member, you are expected to attend New Tribe Church on Sunday mornings regularly. If you are serving on a team on Sunday mornings, please make it a priority to serve one and attend

one. This policy exists for your spiritual health as well as the potential for further relationship building with young adults.

There will sometimes be structured events or loosely organized hangouts. Please make an effort to attend some of these, as your presence contributes to the “cultivating healthy relationships” element of the vision statement.

ATTENDEE AGE REQUIREMENT

Individuals ranging from age 18-29 are welcome to attend New Tribe Young Adults. This policy may be flexible for older people at the discretion of the Young Adult Ministry Lead or the Family Life Pastor (for example, a married couple ages 27 and 30).

A high school student is welcome to attend at age 18, and there may be exceptions for an individual who graduates early. This criteria will be set by the Family Life Pastor and carried out by the Young Adult Ministry Lead on a case-by-case basis.

TYPES OF TEAMS

Multiple teams contribute to make ministry happen at New Tribe Young Adults. The Serve Team involves people who are helping with logistical and facilities aspects of the ministry; the Lead Team involves people who are serving as Table Leaders for discussion; and the Speaking Team involves people who are contributing through announcements, a ministry moment, prayer, or even teaching. New Tribe Elevate provides the Worship and Production elements for Young Adults.

SERVE TEAM AGE REQUIREMENT

To join the Serve Team at New Tribe Young Adults, you must meet the minimum age to attend Young Adults. This also goes for serving on New Tribe Elevate or the Speaking Team at the discretion of the Young Adult Ministry Lead or the Family Life Pastor.

LEAD TEAM REQUIREMENTS

To serve as a Table Leader (that is, to serve on the “Lead Team” as opposed to the “Serve Team”), individuals must be age 22 or older. One of the best parts about young adult ministry is that young adults can lead young adults!

An unmarried individual may not serve as a Table Leader. Young adult ministry is a setting where romantic interest can develop between attendees and serve team members in a healthy (and potentially serious) way, but to best serve the vision of New Tribe Young Adults, we cannot allow the leader of the discussion to be influenced by this type of interest or attraction. This is why there is a distinction between the Serve Team and the Lead Team, although a married individual can serve on both teams.

YOUNG ADULT EXPECTATIONS

All young adults are expected to behave respectfully and cooperatively at all ministry gatherings. Young adults are expected to refrain from bullying or using foul/inappropriate language.

Young adults are expected to keep a modest dress code. If an issue arises, the Ministry Lead or a Lead Team member will step in to have a discreet conversation. When making this correction, always take the extra minute to cast vision. Instead of, "That shirt's a little low, don't you think?", always opt for "It's a simple choice, but it helps us be cautious to not distract from the atmosphere of worship and community building."

If any instance of correction escalates with a young adult, involve another leader and/or the Ministry Lead before the end of the gathering.

PRAYER EXPECTATIONS

Prayer is a key element to a healthy ministry, and it is a main avenue through which Young Adults will seek to pursue spiritual depth. "At least three" is the general rule in these settings, especially with a male and a female; a third person preserves an atmosphere of honor and accountability. Always ask someone's permission before initiating physical contact (such as a hand on the shoulder or a spot that needs healing).

LEAD TEAM EXPECTATIONS: TABLE DISCUSSION

Most table discussions are based on a message and a discussion guide. Utilize the content and the provided questions to guide a discussion where young adults can internalize the content, brainstorm life applications, and be vulnerable about their own situations. Table Leaders can all contribute by reading the discussion questions, asking follow-up questions, sharing personal anecdotes that illustrate a point, and offering additional insight.

If someone makes a theologically incorrect statement, take a moment to correct it. A sample template: "I'm glad you shared that! I agree that..., but we have to be careful. [teach the correct theology]. Maybe you were thinking of... [suggest a similar concept or story relating to the student's misunderstanding]. But I'm glad you brought that up. Back to our question..."

If a young adult is monopolizing the conversation or introduces an off-topic but important issue, it may be best to push that conversation to after the table discussion. A sample template: "Thank you for sharing that. I'd love to have a longer conversation with you about that after the discussion today - but let's hear from someone else. Who else has a thought on this question?" It's not bad to take a different route than you planned if the conversation naturally goes there, but if a side conversation is unproductive or not worth diverting the focus of the table discussion, this method has proven effective.

If someone brings up a major topic such as suicidal ideation, drug use, violence, etc., bring it to the Ministry Lead's attention that same day. If the individual could be in danger, bring him or her with

you to have that conversation. Other Table Leaders, pastors, or staff members may be brought into that conversation to determine the best next step.

Never shame a young adult for bringing up a big topic, and always take the extra few seconds to remind the group that this is a safe space to bring up topics like this. You can discern in the moment whether it is worth having this conversation as a group and praying together or postponing the conversation until afterwards, as illustrated above.

INJURY/INCIDENT PROTOCOL

In the event of an injury at New Tribe Young Adults, there is a first aid kit available for basic treatment. Please inform the Ministry Lead of all injuries in the event that an incident report needs to be filed.

In the event of a building safety concern, young adults will be evacuated or sheltered in place at the discretion of the Ministry Lead.

YOUNG ADULT ACCOMMODATIONS

If a young adult needs disability accommodations, a meeting with the Ministry Lead and/or Family Life Pastor will determine the procedures for making the individual feel comfortable, supported, and welcome.

Due to the risk of allergens, liability, and safety, pets/service animals are not welcome in the New Tribe building. However, we will work as a team to accommodate a young adult's medical risk, special need, or disability the best we can until an official plan is in place.

TIPS FOR STARTING CONVERSATIONS

When starting a conversation with someone, you may naturally click and you may not! If you want a process to fall back on during casual conversation, think of the following volleyball hits as an analogy:

Serves

When first starting the conversation, never ask someone, "Are you new?" or "Is it your first time?" Instead, ask, "How long have you been coming to New Tribe Young Adults?"

When serving (or getting a conversation started), start with givens. There are a number of questions that any person could answer. For instance, "How are you doing this week?" is a great question because there's an easy follow-up for you. If the person says "great" or "tired" or "fine," you can ask why! Other examples of givens would be, "What did you do today?" "What do you do during the week?" (a better alternative than "What do you do for work/school?" depending on the phase of life). Coming off of a holiday or season, you could always ask something like, "What was the best thing to happen to you this summer?" or "What did you do for Thanksgiving?" Many times,

you'll hear about friends or family members, and you can keep the conversation going by asking more questions.

It's okay to be curious! As a team member, young adults are more likely to expect that from you than you would think.

Sets

One goal to keep in mind when having casual conversations with young adults is to tee them up for their sweet spot. Just like a set in volleyball is a pass that sets up someone else for success, you want to poke around in conversation for a topic that the individual could talk about forever. Everyone has something! If you find it, be a good listener and ask lots of questions - especially if you feel clueless on the topic. Young adults love to feel like an expert on their passions or hobbies.

Digs

In volleyball, a dig is a hit that saves a spiked ball from hitting the ground. If a conversation is not going anywhere or the student is not engaging, you can try to revive the conversation by telling a personal story. Take something they already said (or a given, from above) and share an anecdote that will allow them to be more comfortable talking to you. You can then use that story to launch into another question. If the story interests the young adult in any way, the conversation has been revived!

If the conversation is beyond help, that's okay too! You can still finish the situation well. Pick a phrase or two to have in your back pocket to help you leave a conversation - maybe you are going to visit another table and you invite them to come, maybe you say that you're glad they're here, maybe you involve another person nearby with a question for them - whatever you would be comfortable saying. For introverts especially, how smoothly you leave the conversation usually sticks with them as their main impression of the conversation.

FINAL THOUGHTS

In light of a meeting regarding the launch of New Tribe Young Adults, Executive Pastor Mike Cole stated, "The timing is right." The New Tribe community is hungry for this ministry to take off, and we are so grateful for your willingness to make it happen.

Please consider this a responsibility and a privilege, but never a burden. In other words, take your role seriously and approach the opportunity with wisdom at all times, but don't let it consume your identity or your personal life. Ministry is not meant to come at the expense of your health.

Thank you for joining the team at New Tribe Young Adults. God is doing an amazing new thing!

- Pastor Josh

Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be the glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.

(Ephesians 3:20-21)