

Welcome to the Young Adults Team!

We believe in the power of reaching, teaching, and releasing Young Adults as lights into the world throughout our local church and community. To help us cultivate this, this handbook explains the why behind the NewHope Young Adults Ministry. Thank you for serving on this team!

Mission Statement and Core Behaviors

We have one mission: As a Young Adults Ministry, we are an expression of NewHope Church's vision.

NewHope Young Adults Mission Statement:

NewHope Young Adults exists to REACH Young Adults with the hope of Jesus, TEACH them to daily follow God's Word, and RELEASE them as leaders in their homes, schools, church, and communities.

We can accomplish this vision by introducing Young Adults to programming that allows them to connect in community while seeing what the bible would want to speak directly into their lives at Young Adults.

- **2nd & 4th Tuesdays:** Our gatherings happen every 2nd and 4th Tuesday at 7PM and featuring worship, relevant biblically based teaching, and a time to connect in community afterwards at our After Party!
- **Sunday Sit Together:** To continue alignment with the vision of NewHope Church and foster community, we meet by the Worship Center doors every Sunday at 10:45 AM to sit together for our 11AM service in our Young Adults section located to the front left when you walk in.

Core Behaviors:

Givers Of Grace: John 8:10-11

Make It Better: Colossians 3:17

Celebrate The Wins: Luke 15:31-32

Drop The Drama: 1 Corinthians 12:25-26

Connecting In Community: Hebrews 10:24-25

Own Your Stuff: Matthew 7:3

Advance The Vision: Proverbs 29:18

Leader Of Leaders: Romans 12:8

Grounded In Grit: 2 Corinthians 4:8-9

Keep It Real: Ephesians 4:15

Protect And Respect: Romans 12:9-10

Honor The Temple: 1 Corinthians 6:19-20

Becoming a Leader

Serving Expectations:

The NewHope Young Adults team is a great avenue for individuals to use their gifts to benefit others. We are all team players and follow expectations to ensure excellence in the care of YA's and fellow leaders.

- **Attendance:** Knowing that connection happens best through relationship, we ask that you commit to serving on a consistent schedule.
- **Clear Communication:** We love to leave the door of communication wide open. Let our director and team lead know you can serve by responding to your Planning Center invitation. When you find you are not available to serve, let your team leader know as soon as possible. Your director or team leader is always open if you have questions, feedback, or prayer requests!
- **Godly Example:** Because we care for the spiritual development of our Young Adults and want to establish trust with them, we ask all our leaders to lead by example. Live out the truths that we teach in NewHope Young Adults and align to the vision of NewHope Church. Part of leading by example is regular attendance to Sunday morning services and Tuesday night events. Remember when leading a peer led ministry to live above reproach when establishing connection outside your serving role with other Young Adults.
- **Have Fun:** NewHope Young Adults is a place for everyone to find community, hope, and connection while developing faith through God's word. We desire that all Young Adults would grow deep in their faith while experiencing true community, and we desire this for you as well!

Places to Serve:

First Contact:

First Contact leaders are the backbone of the NewHope Young Adults Ministry. They provided the *First Impressions* of NewHope and do everything to create a welcoming atmosphere from holding a door to greeting in the lobby! Huddle for this team begins at 6:15 PM.

Tuesday Night Set-Up Team:

This team is the behind-the-scenes leaders of making YA possible. They arrive at 5:30 PM to help set-up the pipe and drape in the Worship Center so that Young Adults have a prepared intimate environment to encounter Jesus in. With this role, dinner is provided as a way to say thank you for your early arrival! *Members of this team also tend to help with our First Contact team.

Prayer Team:

This team prays for Young Adults at the end of the service and shares prayer requests to our system on Rock so that our Young Adults Director is aware of the needs of the ministry and together we can care for one another. *Members of this team also tend to help with our First Contact team.

LifeGroup Leaders:

This team leads outside of Tuesday nights by hosting a group for people to develop their faith in throughout the midweek. *This role has certain requirements and trainings you must complete through NewHope Groups before beginning.

Worship, Production, or Photography:

This team serves through a variety of ways in creating the Young Adult programming and telling the story of NewHope Young Adults through lights, photos, or song! *This role has certain directors overseeing the operations that might cross your paths with NewHope Worship, Marketing, or Production Directors as well as our Young Adults team.

Leader Guidelines

- All leaders should connect with Jesus daily. Attend Worship Services weekly.
 - All leaders should be connecting in community with others.
- All leaders should aim to make connections throughout the Young Adults ministry with First Time Guests and regular attenders.
- Show Up Consistently: Leaders should be consistent and ready with an awareness of preparation for their specific serving opportunity ahead of time.
- Show Up Randomly: Leaders should seek ways in which they can show care and develop a relationship that points back to Jesus and being a part of the Young Adults ministry.
- All Leaders should connect with integrity. In a peer led ministry, it is important to remember and consider ways in which you should be living above reproach through your interactions while serving in and outside of Tuesday nights. When in doubt, ask.
- Social Media: As a leader and representation of NewHope Young Adults, we should be aware of what posts we are liking, who we are following, and 1-1 messages we are sending. We should aim to live above reproach in all we do.
- Discretion MUST be used when sharing about prayer requests or situations Young Adults are going through. Does the person you are talking to need to know? When “yellow” or “red” flag events (addressed further in the handbook) are being addressed, these ONLY get shared with NewHope Young Adult staff or leadership team members. Do NOT discuss these situations with other leaders that are not involved. This shows respect to our peers and ensures that they continue to feel safe at NewHope Young Adults.

Social Media Guidelines - *if you use Social Media*

Young Adults are very aware and active on social media. Therefore, many of them are following and learning from you. What you say, how you act and your response to others matters. We must be careful, as leaders, when posting on social media. We are the representation of Jesus not only to our Young Adults but also to the world when we post on social media.

Ministry: Includes the NewHope Young Adults page and the NewHope Church page

- Follow @newhopeyoungadults and @newhopevovement on Instagram. Please like/comment on pictures that we're tagged in (if appropriate).
- Tag leaders and Young Adults in the comment sections.
- When other Young Adults share photos from service or events, post them on your Instagram Stories and shout them out (if appropriate).

Personal:

- Post wisely, nothing you post on Social Media is private.
- Public perception is public reality.
- Don't share anything on social media that: has offensive or questionable language, can be seen as provocative, or is alcohol related. At NewHope, we understand that everyone who is of age may enjoy an adult beverage in moderation. However, it is wise to not post videos or photos where alcohol is visible or being consumed.

Young Adults You Follow:

- Are you “liking” something that glorifies God?
- Are your comments appropriate?
- Aim to live above reproach in all we do.

Addressing Situations

Addressing Red Flag Situations:

We go to great lengths to protect all of Next Gen at NewHope Church. Our hope is that they will never be harmed. However, as we care for Young Adults, we will inevitably be called to support and love them during what can be painful times of their lives.

Bring all Red Flag Situations to the attention of a NewHope Young Adults Staff immediately. To protect the confidence of the Young Adult, let them know you will need to speak with a staff member. Do not share the situation broadly - keep privacy and confidentiality.

Steps to Addressing Red Flag Situations:

1. If you hear about or observe something that leads you to believe that a Young Adult may have been abused, is unsafe or planning to commit harm, you **MUST** immediately report it to the Young Adults Director.
2. When there is reasonable cause to suspect a Young Adult leader is not living above reproach, representing the ministry well, or showing confictions to any of the things discussed in this handbook, it is a good idea to immediately report it to the Young Adults Director.
3. In cases of physical harm or leadership breaches, Staff are also required to email their Direct Report. We will determine what type of support and care might be needed.

Types of Red Flag Situations:

Notify your Young Adults Director if a Young Adult reports any of the following things:

- **Sexual Abuse:** Persuading or forcing someone to take part in sexual activities or encouraging a person to behave in sexually inappropriate ways. Sexual abuse is more than just physical contact and can include pornography, prostitution, or other types of physical activities.
- **Physical Abuse:** Non-accidental physical injuries such as bruises, broken bones, burns, cuts or other injuries.
- **Emotional Abuse:** Evidence of emotional abuse include severe anxiety, depression, withdrawal, or improper aggressive behavior as diagnosed by a Medical Doctor or Psychologist.
- **Self-Harm:** Threats of suicide or doing physical harm to themselves or another.
- **Compromises that breach Leadership:** Any activity that would call into question a Young Adult not representing the ministry well or living above reproach.

DO NOT DELAY: Share with a Young Adult Staff member any suspicion.

Addressing Yellow Flag Situations:

These are situations where you may not immediately need to let staff know, but the NewHope Young Adults Director or Leadership Team Members should be made aware. This provides an opportunity for Young Adults to talk through a situation, confess sin, and walk through something with the appropriate leaders. Examples include one Young Adult is making another Young Adult uncomfortable, unnecessarily drama causing a disruption, inappropriate relationships, smoking, drug or alcohol use, sexting, etc.

Besides the Young Adults Director, there is a noticeable Young Adults Leadership Team that is leading at a higher level and equipped to walk through situations in an appropriate manner to ensure what's best for our ministry so that we can continue to focus on Jesus!

Commitment

Sign Me Up!

We desire that the Young Adults of NewHope will grow to be fully devoted followers of Christ, with a passion for His Word, an excitement about His church, and a commitment to serving His people! We want YOU to be a part of the life change that happens in NewHope Young Adults.

Please sign and date below to show that you have heard and understood the expectations and procedures stated in this handbook.

Signature

Date

Printed Name
