

# ALIGNING YOUR MINISTRY AND TRAINING COURSES WITH YWAM'S FOUNDATIONAL VALUES

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- What do you think about the YWAM Foundational Values?
- How do the Foundational Values help us in achieving God's purpose in our lives?
- How often do you go through the Foundational Values with your team?
- How many Foundational Values do you think your team is following?

**YWAM Foundational Values:** all text in *Italic*

## **Preamble:**

*Youth With A Mission (YWAM) affirms **the Bible** as the authoritative word of God and, with the Holy Spirit's inspiration, the absolute reference point for every aspect of life and ministry.*

- How do you collectively study the Bible with your staff?
- How would you describe your staff's knowledge of the Bible?
- How many of your staff know how to do Inductive Bible Study and how many are practicing it?
- Is there anything we are doing either personally or as a team, which doesn't line up with Biblical standards? What grey/unclear areas in regards to Biblical standards in your team bother you that you are seeking God and His word for clarification?
- What are some of the biblical principals that you hold on to as a team?
- Do you have a regular bible study schedule that you follow for yourself and for the team?
- In what ways can you impart a better understanding and desire for God's Word in the lives of those on your team and those you are reaching in your ministry?
- What changes in your ministry do you see you need to make in light of this value?  
Do you need help in this area?

*Based upon the God's word, who He is, and His initiative of salvation, the following responses are strongly emphasizes in YWAM:*

***Worship:*** *We are called to praise and worship God alone (see #8 below)*

***Holiness:*** *We are called to lead holy and righteous lives that exemplify the nature and character of God*

- What is the atmosphere like on our team? I.e. is there gossip, slander, right (clear) relationships, forgiveness/unforgiveness, etc.?
- Are people conducting themselves with each other in holiness? In what ways? How many wrong relationships have happened under your leadership in the last one-year?
- Are we being responsible with our things and other peoples things?

- If we break something, do we pay for its repair or do we replace it or do we give it back broken?
- Are we paying our bills on time or do we allow debts to accumulate?
- What have you done to inculcate the importance of holy and righteous living to your staff members?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

**Witness:** *We are called to share the Gospel of Jesus Christ with those who do not know Him (see #2 below)*

**Prayer:** *We are called to engage in intercessory prayer for the people and causes on God's heart, including standing against evil in every form. (see #8 below)*

**Fellowship:** *We are called to commit to the Church in both its local nurturing expression and its mobile multiplying expression*

- How are we including the local church in our ministries?
- Are we doing anything on our team to promote unity between all of the body of Christ?
- How are we partnering with any other church or mission agencies in our work?
- In what ways can you make fresh efforts for partnership with other churches and agencies in the next two years?
- Are you a regular member of a local church? Do your staffs attend a local church on a regular basis?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

*The Foundational Values of Youth With A Mission are the expression of our basic beliefs, coupled with specific directives given by God since YWAM's beginning in 1960. They are recorded here in order to pass on to successive generations that which God has emphasized to us. These shared beliefs and values are the guiding principles for both the past and future growth of our Mission. Some are common to all Christians everywhere; others are distinctive to Youth With A Mission. The combination of these beliefs and values make up the unique family characteristics of YWAM—our "DNA." They are values we hold in high regard which determine who we are, how we live and how we make decisions.*

1. *YWAM is committed to **Know God**, His Nature, His Character and His ways. We seek to reflect who He is in every aspect of our lives and ministry. The automatic overflow of knowing and enjoying fellowship with God is a desire to share Him with others.*
  - How many of your staff spends a proper quiet time every day?
  - How are you implementing the knowledge about the character of God in the team life and in our ministry?

- Have we done a study on any character of God in depth and in what situations have we applied it in our ministries and lives?
  - What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?
2. *YWAM is called to **make God known** throughout the whole world, and into every arena of society through evangelism, training and mercy ministries. We believe that salvation of souls should result in transformation of societies thus obeying Jesus' command to make disciples of all nations.*
- In what different ways is our team involved in evangelism and discipleship?
  - How are our activities contributing toward the goal of disciplining the nations?
  - When was the last time we shared the gospel with some one?
  - Are our staff involved in regular evangelism?
  - How are you equipping your staff and yourself and what ways can you improve on this more?
  - In what ways can you improve in implementing evangelism, mercy ministries, and training in and through your team?
  - What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?
3. *YWAM is committed to creating with God through listening to Him, praying His prayers and obeying His commands in matters great and small. We are dependent upon **hearing His voice** as individuals, together in team contexts and in larger corporate gatherings, as an integral part of our process for decision making.*
- Is there regular teaching and practicing on the steps of intercession and hearing God's voice in our teams?
  - Do you feel your team members can hear God's voice regularly and do we encourage our team members to do so?
  - Can you give a recent example of how you lead your team in seeking the Lord on a decision/plan/vision and what was the outcome?
  - What are some practical ways we are trying to seek God more with our team?
  - How much time is given to teaching on hearing the voice of God and what teaching material are you using?
4. *YWAM is dedicated to **worship** Jesus and engage in **intercessory prayer** as integral aspects of daily life. We also recognize the intent of Satan to destroy the work of God and we call upon God's power and the Holy Spirit to overcome his strategies in the lives of individuals and in the affairs of nations.*

- Are we having regular times of team intercession, in which we endeavor to hear the voice of God, get His heart as to what to pray for, and then go into praying through every point deeply and thoroughly until there is no more to pray for, before moving on to the next point?
- Do we read newspapers and magazines to keep up with what is happening in the world, so we can more effectively intercede?
- Are we having regular times of worship?
- What regular intercessory schedule do you have your team follow?
- What other ministries do we pray for? And how regularly do you pray for them?
- How often do you pray for Chennai / other cities / places / countries?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

5. *YWAM is called to **be visionary**, continually receiving, nurturing and releasing fresh vision from God. We support the pioneering of new ministries and methods, always willing to be radical in order to be relevant to every generation, people group, and sphere of society. We believe that the apostolic call of YWAM requires the integration of spiritual eldership, freedom in the Spirit and relationship, centered on the Word of God.*

- How are we as a team and team leader seeking God's face for new ideas, new vision for our ministry?
- What new ideas have do we have right now and how to we know if they are from the Lord?
- What new strategies have we recently put into practice?
- Where do you think your ministry will be in the next 5 years?
- How do you keep your ministry relevant to the changing trends of society around you?
- What guidelines do you follow in releasing new visions?
- Who are you mentoring to release them in new initiatives from your team?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

6. *YWAM is called to **champion youth**. We believe God has gifted and called young people to spearhead vision and ministry. We are committed to value, trust, train, support, make space and release them. They are not only the Church of the future; they are the Church of today. We commit to follow where they lead, in the will of God.*

- What do you think of young people in leadership? What age do you think is right for a young person to be released into ministry?
- What do you think about youth between the age of 18-25 being released into leadership?

- Who are the second / third / fourth line leaders you have developed under you and what are their ages?
  - What are you doing to recruit and develop young leaders?
  - How much responsibility will you give for people under 25?
  - What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?
7. *YWAM is **board structured and diverse yet integrated**. We are a global family of ministries held together by shared purpose, vision, values and relationship. We believe that structures should serve the people and the purposes of God. Every ministry at every level has the privilege and responsibility to the YWAM Global Leadership Team.*
- How are you accountable to your leaders and encouraging your staff to be accountable to you?
  - Are we encouraging any of our people to think in a broader sense, i.e. going to other countries, locations Tamil Nadu, South India, Sub Continent to evangelize or pioneer?
  - What are the steps you are taking to link with other ministries in YWAM in the city?
  - What are we doing to raise our own funds? How much have you raised in the last one-year?
  - What do you understand by decentralization? What do your team members understand of it?
  - What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?
8. *YWAM is **international and interdenominational** in its global scope as well as its local constituency. We believe that ethnic, linguistic and denominational diversity, along with redeemed aspects of culture, are positive factors that contribute to that to the health and growth of the Mission.*
- What is the denominational, international, and national breakup of your team?
  - What are we doing to build and promote a multi racial interdenominational team?
  - Are there members on your team that feel out of place because of race, denomination, or language differences?
  - What churches do your staffs attend?
  - What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?
9. *YWAM is called to a **Biblical worldview**. We believe that the Bible makes a clear division between good and evil; right and wrong. The practical dimensions of life are no less spiritual than the ministry expressions. Everything done in obedience to God is*

*spiritual. We seek to honor God with all that we do, equipping and mobilizing men and women of God to take roles of service and influence in every arean of society.*

- What initiatives are you taking to blend your ministry into both the secular and sacred worlds?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

10. *YWAM is called to **function in teams** in all aspects of ministry and leadership.. We believe that a combination of complementary gifts, callings, perspectives, ministries and generations working together in unity at all levels of our Mission provides wisdom and safety. Seeking God's will and making decisions in a team context allows accountability and contributes to greater relationship, motivation, responsibility and ownership of the vision.*

- What do you do to maintain a good team spirit within your team?
- What activities in ministry do you do as team?
- How often do you take time off as a team and go on a holiday?
- How do you implement Pro 15:22 on your team
- How have you balanced your weaknesses with other peoples gifts on your team?
- How do you involve your team people in decision making? How much input can they give in the final decision making?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

11. *YWAM is called to **servant leadership** as a lifestyle, rather than a leadership hierarchy. A servant leader is one who honors the gifts and calling of those under his/her care and guards their rights and privileges. Just as Jesus served His disciples, we stress the importance of those with leadership responsibilities serving those whom they lead.*

- Please explain JN 13:12-17 & Mk 10:42-45 and the term "Servant Leadership"
- Give 5 principles of leadership you follow in leading your team?
- What do you do to find the gifts and callings of God in the lives of your staff? How do you serve them into that calling?
- In what ways do you serve the needs of your team?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

12. *YWAM is committed to **doing, first, then teaching**. We believe that firsthand experience gives authority to our words. Godly character and a call from God are more important than an individual's gifts, abilities and expertise.*

- Are we living out what we teach and also teaching from our own experiences?
- Have our staffs ever pointed out that we do not practice what we preach?
- Have we ever released a person because of their abilities, gifts, and talents but their character was lacking and if so what did we do to rectify the situation?
- Are there people on your team that are being released more because of their talents than their character?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

13. *YWAM is dedicated to **being relationship-oriented** in our living and working together. We desire to be united through lives of holiness, mutual support, transparency, humility and open communication, rather than a dependence on structures or rules.*

- How are we modeling transparency in our relationships?
- Are we living in humility? When was the last time you asked forgiveness of someone? Would you say that your staff are regularly admitting their failures, faults, and sins?
- Are your staff having relationships with others that they are accountable to in the personal struggles of their life? Do they meet on a regular basis for personal accountability?
- Is there a healthy environment on your team to share openly?
- Are we living in openness and brokenness? When was the last time you shared a personal struggle with your team and asked them to pray for you?
- Is there any unresolved conflicts / unforgiveness / bitterness in your team? If yes what are you planning to do about it and when? How quick are unresolved conflicts solved on your team?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

14. *YWAM is called to **value each individual**. We believe equal opportunity and justice for all. Created in the image of God, people of all nationalities, ages and functions have distinctive contributions and callings. We are committed to honoring God-given leadership and ministry gifts in both men and women.*

- How do you make sure you are not giving any preferential treatment or favoritism to any team member?
- What kinds of preferential treatment are given to you because of your position of leadership? Do you think that can be dangerous or used against you in the future?

- How are you encouraging the use of the giftings and callings of the staff we have?
- How are you promoting individuals from other cultures and gender?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

15. *YWAM affirms the **importance of families** serving together in missions, not just the father and/or mother. We encourage the development of strong and healthy family units, with each member sharing the call to missions and contributing their gifts in unique and complementary ways.*

- Do we place more value on ministry over family? i.e. are we neglecting our families for the sake of "ministry"?
- Do we spend a good amount of time with our children -- imparting godly values to them, but also having fun with them?
- Do we take holidays with our families where there is no ministry done?
- Do we take time to regularly go out alone with our wife/husband, without children along in order to talk through personal issues?
- Is your team attractive for married couples to join?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

16. *YWAM is called to **relationship-based support** system, depending upon God had His people for financial provision, both corporately and individually. We believe that relationship-based support promotes responsibility, accountability, communication and mutual prayer. It involves the donor as a partner in ministry. YWAMers give themselves, their time and talents to God through the Mission with no expectation of remuneration.*

- What are you doing as individuals to raise your own financial support?
- How often do you write newsletters?
- How often do you express gratefulness to your regular or spontaneous supporters?
- Are we thinking of ways to bless those who do support us? Are we praying regularly for those who support us?
- Are the people on our teams paying their bills, responsibilities first? (like rent, telephone bills, etc.)
- Is there teaching from you on in your team on faith and finances? How often?
- What are you doing for your team members to raise their support?
- What are you doing to raise finance for your ministry as a leader? And how much have you raised this year?
- How much are you debt? How are you planning to settle it?



- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?

17. *YWAM affirms the ministry of **hospitality** as an expression of God's character and the value of people. We believe it is important to open our hearts, homes, campuses and bases to serve and honor one another, our guests and the poor and needy, not as acts of social protocol, but as expressions of generosity.*

- Are we practicing hospitality on our team?
- Do we have a hospitality-in-charge? Is he/she properly trained?
- Are all our team members encouraged to practice hospitality or do we leave it to the hospitality-in-charge?
- Are we concerned about the people who come to visit us?
- Do we practice hospitality between our own team members too?
- What changes in your ministry do you see you need to make in light of this value? Do you need help in this area?