

# STAFF MANUAL

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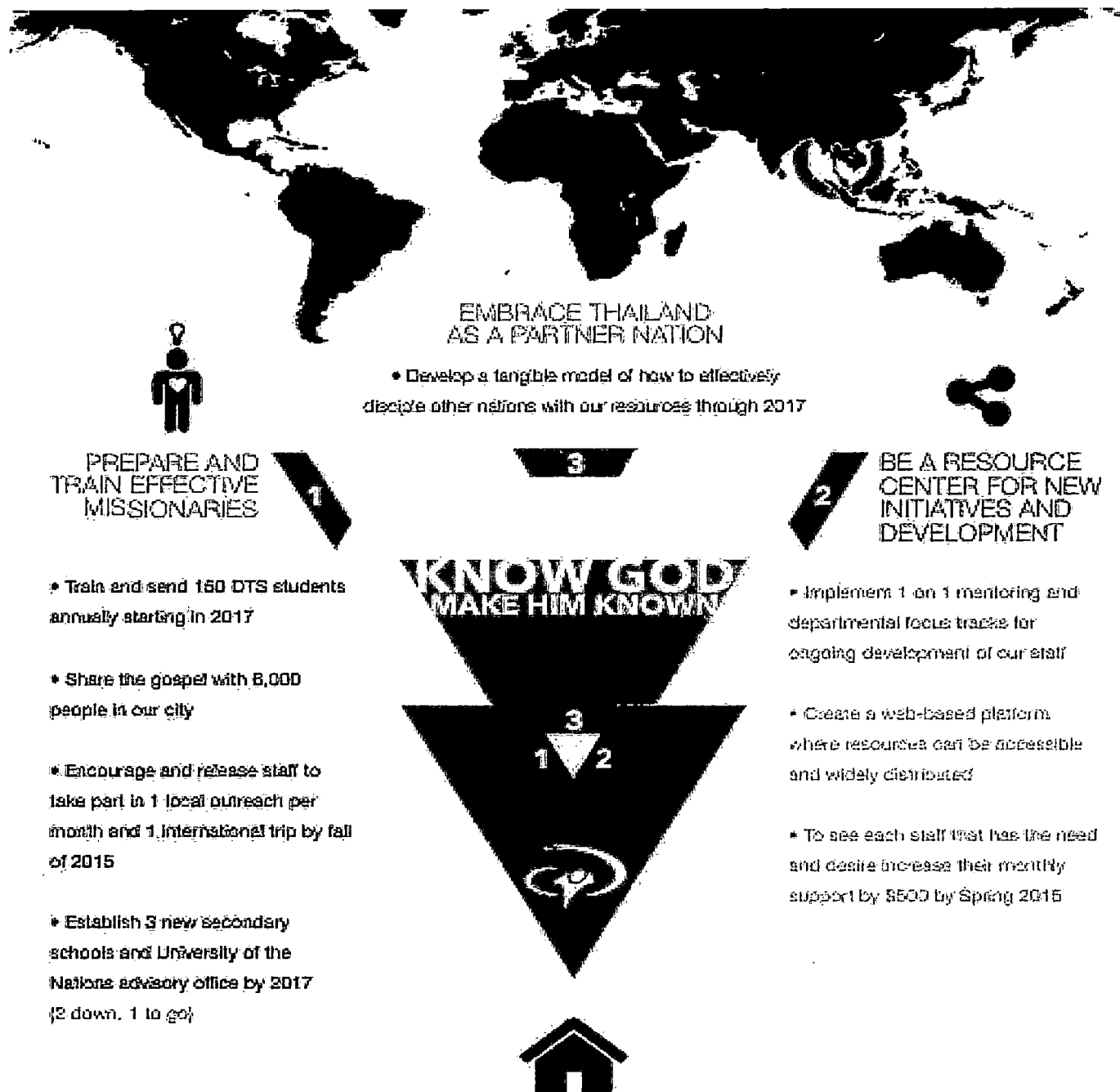
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Online Version of Staff Manual is located on the Staff Resource Page

## Campus Vision



*guiding* >

Pioneering new initiatives

Developing and releasing leaders

Stewardship of what God has given us

Generous with resources

< *values*

**VISION**  
*inspire. train. go.*



YWAM SALEM EXISTS TO EQUIP AND SEND PEOPLE WITH THE PURPOSE OF DISCIPLING ALL NATIONS.

### Leadership Teams

The Campus Leader is Samuel Matthias. There are three main leadership circles at YWAM Salem: Board of Directors, Campus Council, and the Campus Stewardship Team.

The Board of Directors covers our campus for three main areas. 1. Financial oversight 2. Legal oversight 3. Fulfilling of our mandate and vision. It is a non-governing board meaning that it recognizes the Campus Council as leadership that sets the tone in vision, values and culture of the campus. Current member of the Board are Samuel Matthias (President), Amos Hathway (Vice President), Carol Lykins (Secretary/ Treasurer), Ron Boehme, Peter Iliyn, Elisabeth Cochrane, Marcus Whitney, Kevin Kiker and Mark Hanke.

The Campus Council is responsible for big picture decisions and direction of the campus. It consists of Samuel Matthias, Amos Hathway, Tim Walter, Steven Wani, Vicky Hoffman, Melissa Matthias, and Marie Evensen, Namwoong Kim.

The Campus Stewardship Teams role is the day to day managerial responsibilities of YWAM Salem. It is positioned by nature and consists of the leaders of the following departments: Directors Assistant, Personnel, Community Life, Food Services, Training Admin, Campus Services, Outreach Ministries, Business Admin, Communications.

### Campus History

From the first Discipleship Training School (DTS) pioneered in Sept. of 1978, we have seen remarkable growth, development of ministries and many voluntary full-time workers who have been trained, equipped and sent out to pioneer different ministries. We have sent out teams to over 60 countries, resulting in over 20 new ministries being pioneered worldwide. The major changes that have taken place on our property are also mirrored in the lives of those who come here for DTS. From the founding of YWAM on this property, God has called YWAM Salem to be a training and sending base, and that is what we do best. The people who go through the training at our base have felt the touch of God on their lives and are not satisfied with the ordinary. Most go on to be involved in some form of ministry work, either back at their home church or in full-time work on the mission field.

## **SCHOOLS**

### Taking Schools While on Staff

We encourage development and desire to release our staff to further develop their ministry through taking our secondary schools. We recommend that only one secondary school is taken during the calendar year. If you would like to take a secondary school please fill out the "Change of Status" and "Becoming a student" forms as well as ensure proper communication with your current department leader at least 3 weeks prior to you exiting the department. Within the first 2 years of your staffing commitment, taking schools extends your commitment.

### Staffing Schools

Thank you for desiring to staff schools! Typically we recommend there be a 6 month gap between staffing schools that you can staff a department. This allows equal opportunity for all staff, builds character and is a sustainable long term pace for most individuals. If you desire to staff a school please fill out the "Change of Status" form as well as ensure proper communication with your current department leader at least 3 weeks prior to you exiting the department.

## **MINISTRIES**

### Getting Involved with a Local Ministry or Outreach

We seek to minister the Gospel effectively in our city. God did not create us to be an island but interwoven with our local communities. We love the city of Salem and have been richly blessed with deep personal friendships and ministry partnerships with the faith community of this city. Each staff is challenged to find an outlet in the city that fits personal vision and skill set. **Partnering with the below listed Ministries or Outreaches of YWAM Salem can happen *during work hours*. This allows us to have strategic impact and ensure the longevity of our ministries. Partnering with another church or ministry can happen *during your free time*.** Part of YWAM's vision is to pioneer new, innovative ministries. If you have a heart to reach our city and would like to start a ministry please send in a proposal including your vision statement, personal investment already made to reach your audience, potential team members, timeline and cost to [council@ywamsalem.org](mailto:council@ywamsalem.org).

- FAN (Friends of All Nations) — located in Salem, Corvallis & Portland. An outreach to international students right here in the U.S. There are over 700,000 foreign students in the U.S. right now, many are from countries that are unreached by the gospel. Most of these students come to the U.S. for a few years and return home without ever having been invited to a church, asked into a Christian home or witnessed to at all. It is FAN's goal to reach these students through home fellowships every Friday night, Bible studies, English classes and friendship.
- Intercession & Worship — Practiced weekly as a community at YWAM Salem. Intercession is a time to hear the heart of God for specific issues & events that are taking place around the world. This is a time to commune with God and take action to see results for the kingdom of God. Worship is a time for us to corporately come together and praise our Creator and Savior. The time is blocked out first thing Monday so that we can start the week by praising God and giving Him the glory He deserves.
- Mission Adventures — A short-term outreach experience designed specifically for youth groups who want to impact the world! Whether it be local, urban, or overseas; we believe that this generation has what it takes to be God's catalyst for change and want to help that happen in any way that we can. Mission Adventures operates year round here in Salem, with it's two busiest seasons being Spring Break & Summer, when we receive most of our groups. Mission Adventures also is very involved with networking local youth pastors through a monthly coffee hour, and various city wide outreaches that we facilitate. Mission Adventures works side by side our DTS schools, providing them with local outreach opportunities and evangelism.
- NIKO — A word meaning to conquer/overcome, is a 5-day wilderness leadership training where you take risks to discover more about who God has made you to be. Your learning environment will be the great outdoors, the classroom of life. You will learn skills vital to working as a team and pushing yourself beyond limits you thought you could never overcome. As an individual or group you learn to surrender your rights and new levels of interdependence with others. The most important aspect is to grow in your dependence on God.
- Salem Ropes — Using many different exciting elements, Salem Ropes is essentially about team building. The course can accommodate the specific needs of any group with participants who want to have fun and who are committed to stepping out beyond their normal comfort zones. This ropes course is a member of the Association for Challenge Course Technology and all of our elements meet or exceed their standard.
- Gospel Guy — The Gospel Guy Network is a network of churches YWAM Salem has started in our city who have decided to get intentional about evangelism, by intentionally hitting the streets of Salem on a weekly basis to share the Gospel with people. Although the Gospel Guy is an official ministry of YWAM Salem, participating churches have agreed to have the Gospel Guy Ministry as an outreach ministry of their church, which allows each church the privilege to take

ownership of the Gospel Guy while at the same time be connected with like minded churches in the network.

- Refugee Ministry — The Refugee Ministry is a network within the city of Salem with other non-profits and churches. It focuses on reaching out to the Refugees from some of the most unreached people groups that have come and settled in the Salem community by providing help in assimilating to a new culture, transportation, and creating a safe place where they can fellowship with one another and build community while sharing with them the love of Christ.

## PERSONNEL

### Operations

Throughout the campus, there are many different responsibilities and jobs that need to be done daily such as cooking, maintenance, etc. If these jobs don't get done, the campus will cease to exist. Therefore, in order for us to train and send out missionaries, these jobs need to be done well. While you are here, you may be asked to help out in an area(s) that is not your gifting/calling/department. It is our hope that you will serve with a willing spirit and will strive for quality in all you do. Upon your arrival, you will receive your work schedule from personnel which changes every quarter.

### Work Hours

Working hours for full time staff are on average 8:30AM-5:00PM Monday through Friday, however, some jobs may require more or less hours. If you are not scheduled for a specific time/department during the work day, it is your responsibility to find an area on campus to serve in or work on ministry related activities. Unscheduled time during the work day is NOT time off. If your job requires special hours, you will be notified beforehand and given a schedule that you can refer to.

- English Classes for International Staff: We will allow International staff to take time within their work hours for up to 1 year pending assessment (effort + growth) every 3 months. This will be twice a week for 2 hours each, a total of 4 hours a week. The Staff will only be charged for what the Literary Center charges for the materials. This is strictly for YWAM Salem staff only while it is a start-up. (10/25/16)

### Initial Probationary Period

Expect for the first three months to be slotted into an operational department. This will help new incoming staff get campus DNA, culture, and allows you or leadership to see if this is the right fit for you.

### Exiting YWAM Salem

If you are staff living on campus, please see instructions below for the exiting process. If you are staff living off campus, please fill out an Accounting Exit form with Accounting and fill out a Mail Room Change form located in the front office or in the Mail Room. The Accounting Exit form can be put in the accounting drop-box located on the Accounting door. The Mail Room Change form can be drop in the in-house mail slot located in the laundry room on the Boardwalk.

### Support Raising

Each calendar year, every staff gets 15 work days off for the purpose of support raising. If you wish to use these days, please fill out a time off request online on the staff resource page at the bottom of the [ywamsalem.org](http://ywamsalem.org) website. Be sure to communicate with your department leaders that you are requesting time off. It is best practice to request time off **at least three weeks** prior to the date you are leaving, the electronic forms will automatically be sent to the Personnel Department for record keeping and your department leader for approval. Personnel will let you know within 7 business days if your request has been approved or denied. You must discuss with your Department Leader how your job will get covered while you are gone & get approval from them. Please see Personnel with any questions or your department leader.

### Vacations

Each calendar year, every staff gets 10 work days off for the purpose of vacation. To request vacation days use the Time off request form online on the Staff Resource Page at the bottom of the [ywamsalem.org](http://ywamsalem.org) website or in the Personnel office. Please have all of your department leaders email [personnel@ywamsalem.org](mailto:personnel@ywamsalem.org) to approve your time off **at least three weeks** prior to the date you are leaving, if you use the electronic forms they will automatically be sent to the Personnel Department for record keeping and your Department Leader for approval. Personnel will let you know within 7 business days if your request has been approved or denied. You must discuss with your Department Leader how your job will get covered while you are gone & get approval from them. Please see Personnel with any questions or your Department Leader.

The 10 days of vacation time is for everyone working on campus and it does not include the time off for major holidays including: Labor Day, Veteran's Day, President's Day, Good Friday, MLK Day, Christmas, New Years, 4<sup>th</sup> of July, Thanksgiving, Easter, and Memorial Day.

- **Outreach Staff:** If you have returned from taking a team on outreach, a 2 week rest time is given on top of the usual vacation time. This rest time must be taken immediately upon official completion of your school. If you do not take the rest time immediately after the school, this rest time is forfeited.
  - **School Leaders** receive 1 week of rest immediately following the Lecture Phase to wrap up the school.
  - Please meet with Personnel (before you leave on outreach) if this applies to you and also be considerate to not add all of your vacation/support raising time to this rest period.
- If you have a **family emergency** in which you need to leave the campus, it will not take away from your vacation time but does need to be communicated with your Department Leader and Personnel prior to leaving.

### Sick Days

Sick days do not take away from your allotted vacation or support raising days. We do ask that you communicate to your Department Leader that you will not be in and find coverage for your job. If you cannot find coverage for the day, please contact Personnel so they can assist you and ensure all of your responsibilities are covered.

### Trip Proposals

If you wish to go on an outreach, or any length of trip that would not be considered support raising, vacation, or long-term, you must fill out a trip proposal form on our Staff Resource Page **30 days before your desired exit date.**

### Paternity Leave

YWAM Salem will provide days off (not considered vacation time) while wife/baby is in the hospital and 10 work days off after birth, while the wife can return upon her desire as determined by each situation. See Personnel if more time is needed.

## **ACCOUNTING**

The accounting office is open to receive questions and give assistance Monday through Friday 9:00AM-5:00PM, with some exceptions and excluding pay days that are posted on the door. If you need to drop off a check to accounting, please put it in a labeled envelope and place it in the slot in the door if the office is locked or put it in the black bin located right inside the door on the right if it is open. You can contact Accounting at [accounting@ywamsalem.org](mailto:accounting@ywamsalem.org). Please note, any commitment shorter than 2 years to YWAM

Salem, is not tax deductible. You will receive all of your bills via email at the end of each month and are due within 1 month (prior to succeeding month's invoice).

### On-Campus Fees

All fees are based on a monthly rate and cover the cost of your housing, food, and use of the base. These are the same for both staff and volunteers, with the exception that staff will pay their *houses utilities, and house fees separately*. Each house gets their own utility bill and is divided up each month by the number of people living there.

Adult: \$200.00 15-17: \$100.00 11-14: \$75.00 4-10: \$25.00 1-3: FREE

### Off-Campus Fees

Off campus fees are also based on a monthly rate and are for those that are currently living off campus. Each staff member that works on campus must pay this fee. It covers the same meals as a normal staff member as well as for your use of the base. Off base staff fees are only for adults aged 18 and up (\$40.00).

### RV Site Fee

Whether you are a single or a family, you will pay a \$150.00 site fee per month and off-base staff fees according to how many people are living in your RV, and utilities.

### Minimum Support Levels

The YWAM Salem Leadership has currently set the minimum monthly support levels for our staff at the following levels:

Singles - \$500 + any monthly debt payments

Couples - \$1200 + any monthly debt payments

Families - \$1500 + any monthly debt payments

All minimums **MUST** be met before you can arrive on campus to begin staffing. If you are not at your required minimum, please continue support raising and contact Personnel.

### Temporary Leave of Absence

If you are leaving the base for 30 days or more, you may visit the accounting department before you leave and receive a \$50.00 discount per person per month and no charge for children if applicable. It is your responsibility to fill out a Change of Status form and drop it to accounting drop-box located on the accounting door, prior to leaving to receive the staff fee discount.

If you don't want to pay your staff fees while you are gone, you must clean out your room, talk to your house leader and store your belongings. Please keep in mind that if you do clean out your room, you are not promised to have the same room -or- house upon your return.

### Past Due Fees

If your account goes over 30 days, you will be addressed by your Department Leader. If your account goes over 60 days, you will meet with Account(ing/ability) Representative to talk about your current financial situation. If your account goes over 90 days, it is mandatory that you will need to go and support raise until you can pay the amount owed and you are making the minimum amount of support.

### Pay Day

For staff who have their support processed through our Accounting department, paydays are on the 3rd and 19th (maybe postponed due to weekends and bank holidays) of every month. All support must be direct deposited to a bank account. Please visit Accounting to get a direct deposit form and return it to Accounting as soon as possible. If you need an early check issued to you, please see Accounting.

### Automatic Withdrawal

If your monthly supporters would like their support to come directly out of their accounts monthly, we offer Automatic withdrawal. There are forms available in the accounting office that you can give to them. This method of receiving support is highly recommended because it ensures automatic transactions.

## COMMUNITY LIFE

Campus Gatherings\*\* — Also a part of the international YWAM values including: functioning in teams, families, and being relationship oriented. Therefore, **all staff** (families - please try to make it) **need to be present and on time to all gatherings**. If you are unable to make it or need to be excused, please notify your department leader ahead of time. Examples of mandatory campus gatherings include but are not limited to; Graduation, Commissioning, Welcome Day, Community events/parties, Staff Conference, All Base Work Days, etc.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
Worship 8:30AM	Staff Meeting 8:30AM  7PM Ministry Night (optional)	Tea Break 2:45PM (This is The 2nd & 4th Wed. of every month)	Intercession 8:30AM  6:30PM Corporate Gatherings** (see above for details)

(These events are mandatory because everyone on staff is involved in making our campus, school, ministries, and programs run either in a direct or indirect way. So coming together whether on a graduation or a monday morning worship and participating is one specific way we can celebrate together what God is doing on and through our campus and is a reminder to all staff of why we do what we do on a community level.)

*-Worship, Ministry Night, and Intercession are open for anyone outside YWAM Salem to attend.*

### Hospitality

We want to demonstrate a biblical understanding of hospitality to all of our guests. To serve them best and meet financial needs, we have established the following policies:

1. All guests stay on a donation basis (suggested donation \$10/person, per night, per room.)
2. We do not offer airport pick ups for guests.
3. RV Space is available for \$10.00/night.

If you would like to reserve a room for a guest, please fill out a request form in the hospitality office or submit a Reservation form on the [ywamsalem.org](http://ywamsalem.org) website under the 'Contacts' tab. Please turn in the forms as soon as possible to ensure you get a room.

### Housekeeping

YWAM Salem provides cleaning supplies for housekeeping and those living in the dorms only (Harvest & Pioneer). If you would like to use the supplies to clean a community area or an office, they are located in Pioneer (upstairs next to our guest room "Azerbaijan") and Harvest (downstairs, go through the sliding glass doors and it will be the first door on your left.)

Please do not take housekeeping supplies for staff housing. Please see the housing section for more information on cleaning staff houses.

### Kitchen

This is a very busy area for most of the day; please do not enter the kitchen unless you are working on food preparation or cleanup. Please do not remove any items from the kitchen for personal use. If you have any



food allergies please email the kitchen at [kitchen@ywamsalem.org](mailto:kitchen@ywamsalem.org) . Please note that they may or may not be able to accommodate your dietary needs.

### Dining Room

Children need to be supervised at all times in the Corral (cafeteria). Parents with children under the age of 8 are encouraged to serve the food to their children. We also ask that no children are running around in the Corral (cafeteria) or are left unattended inside the building.

### Meal Schedule

Staff may eat every lunch (Mon-Fri) and dinners on Tuesdays and Thursdays. If you are living somewhere without a kitchen, you may eat all meals in the Corral (cafeteria). On weekdays, meal times are: 12:30PM lunch, 5:15PM dinner.

### Café Salem

We encourage you to hang out at Café Salem to study and fellowship. Hours for buying food and drinks will be posted on the door. The computers in the Café are available until midnight. Please use your own thumb drive to save your documents, as all files will be deleted at the end of the day. We ask you to not adjust any of the wires or turn off the computers. Wireless Internet is available in the Café for students with no need of a password.

### Library

The library is located on the second floor of the Harvest building and is available at any time. Please be sensitive to the quiet hours of those living in the dorms and respectful to those studying. You are accountable for the use and return of books. Please do not leave any personal belongings, trash, or dishes in this community area.

### Care Closet

The Care Closet is kind of like a free Goodwill. Feel free to put things in and take things out. Everything is offered on a first come, first serve basis. It is to help meet the needs of those on campus free of charge. If you would like to donate any items please place those in the designated areas. Make certain whatever you are dropping off has been freshly cleaned and is ready to use for its new owner and that you read and follow all posted guidelines that are located on the door. We ask that children under 12 be accompanied at all times by their parents.

## **FACILITIES**

### Transportation

YWAM Salem vans/cars are available for work use only. Please see the Transportation office for campus vehicle guidelines. You may not drive unless you are on our base auto insurance policy. If you would like to be put on the base auto insurance policy to obtain the ability to drive, see the Transportation office. You can contact the department at [transportation@ywamsalem.org](mailto:transportation@ywamsalem.org).

In an effort to serve our YWAM Salem community, we have made the Maintenance truck available for staff use. The person driving the maintenance truck must be on the base insurance and have a valid driver's license. You must fill out and submit a Maintenance Truck Request form (located on the Staff Resource Page online) and have approval before using the truck. You must turn in a gas receipt proving that you replaced the fuel that you used. Submitting a request does not guarantee that your request will be approved as all requests are subject to availability and are at the discretion of the Maintenance Director.

### Vehicles on Campus

When driving on campus, please observe the 15mph speed limit. Please do not park in the loading/unloading zone in front of the Main Office (building #7). When leaving on outreach or for extended amounts of time, please park your car at the bottom lot and give your keys to Transportation; they will also have a short form for you to fill out. Transportation will keep your keys for you until you return. This will help us in case there is an emergency and we need to move your car. If you would like someone to take care of your car for you while you are away, please make arrangements for that.

Staff living off campus may park their vehicles on campus during work hours. If your vehicle becomes disabled on or off campus, it needs to be towed to your place of residence or your mechanic as soon as possible. If it breaks down on campus, please notify Transportation with a plan and timetable for removal from the campus. If you have not communicated with Transportation after 60 days the vehicle will be considered abandoned and we will deal with it according to County ordinances and codes to have it removed from the campus.

### Staff Vehicles // Staff Houses

Included in staff housing/rent; each staff person living in campus housing is allowed 1 vehicle (including a motorcycle) per adult licensed driver. Said vehicle is to be parked at the house when not in use and must be maintained in running condition and with current registration/tags. Any vehicle that has become disabled needs to be reported to your House Leader & Housing Department with a plan and a timetable for repair or removal from the campus within 60 days. If you have not communicated with Housing after 60 days the vehicle will be considered abandoned and we will deal with it according to County ordinances and codes to have it removed from the campus. Any on campus staff leaving for 30 days or longer and keeping your housing, may "store" your vehicle at your house in a manner that does not impede parking of any other house members. Do not leave your vehicle in any community parking areas. If you are not keeping your housing, you must find off campus storage for your vehicle.

### Maintenance/Grounds

If you find something on the campus that needs to be repaired, please fill out a maintenance request form. These forms are found on the Staff Resource Page (this is the best option), in the Main Office, or the laundry room. After you have filled it out, please address it to Maintenance and turn it into the in-house mail inside the laundry room. Aside from maintenance request forms, this department can be contacted at [maintenance@ywamsalem.org](mailto:maintenance@ywamsalem.org).

### Tools

Campus tools are not available for personal use without permission from the Maintenance Director. Please do not remove anything from the Maintenance Garage without approval.

### Our Campus

God has blessed us with wonderful facilities! We have nearly 35 acres consisting of wooded and grassy areas for you to enjoy. As you join us, we ask that you respect the following property boundary lines:

- The front boundary is defined along Battle Creek Road to the fence lines marking the animal pastures on the south side and the fence line along our neighbor's driveway on the north side. Please note that some of the fences surrounding our property are electric.
- The fence on the north side continues up the hill to the edge of the open farming field behind our woods. There is a water tower on our property at the top of the hill that provides our water.
- As you follow the road up to the prayer chapel you will pass a climbing tower and RV hookups on the left. Past that you will see a gravel road to the left. That is a part of our property, where our base director and his family live. At the intersection you will notice a private property sign posted. Please observe and honor this property line.

### Trash

Please put all trash in the dumpster behind the shop. If the dumpster is overflowing, please find the key hanging outside the shed and compact the trash. To learn how, ask a fellow staff member. Please do not drop large items outside of the trash dumpster without approval from the maintenance director.

### Recycling

At YWAM Salem, we recycle. Recycling containers are located near the garbage compactor. Please save and put your METAL, PLASTIC, GLASS AND CARDBOARD in the appropriate bins. Cardboard needs to be flattened and goes in the marked metal dumpster. What you need to know about recycling:

- Rinse everything out – otherwise it is very messy for the rest of us and bugs will accumulate.
- Throw all “lids” in the garbage.
- Plastic – look on the bottom for a triangle with any number from 1-7 inside. If it is any number besides these, please throw them away in the trash and not recycling.
- Cans – please take off the paper.

## **HOUSING**

We want our campus to look nice and inviting to others. If you are living in staff housing, we ask you take care of your house and be good stewards. We encourage you to take ownership and bring transformation to improve these facilities. Each home has a house leader that you can defer to for housing needs and maintenance requests.

### House Deposits

For new members, there is a \$50.00 deposit for singles, \$100.00 for couples, and \$200.00 for families. This is to ensure that the rooms are being taken care of properly. This amount will be included in your first invoice. Upon your departure, you will have your room/house checked by Housing. If the room/house meets the standards of Housing, you will receive your housing deposit back. If not, the campus will use the deposit to clean, and replace anything that was not taken care of.

### House Fees

For single housing, there is also a \$10.00/person/month house fee to use for various items to fix up your house. Before using this money, the house must agree on what it will be spent on. There is also a \$5.00/person/month house fee to use on toilet paper, trash bags, dish soap, cleaners, etc. Please do not use campus housekeeping supplies. \*House fees are to be turned in on time each month. Please check with your house leader for the procedure they have set up for your house.

For family housing, if you live in a house with other families, you will also pay \$15.00 per month per family. This is \$5.00 for cleaning supplies for community areas and \$10.00 for house investments. You will be in charge of supplying all cleaning and bathroom supplies for your own unit.

If you live in a single family house, we expect you to invest back into the campus at the same rate that our other staff are. There is no fee that you have to pay, but you are in charge of buying all of your own cleaning supplies and making your house better then when you moved in.

### Painting your room/house

If you would like to paint any other color in your room, you are responsible for purchasing your own paint. You are also responsible in purchasing a neutral paint to repaint it before you exit that house. See Housing Representative for the exact color. Before you paint any common areas of the house, the colors must be approved by all house members and will come out of the house fee's collected.

### House Leaders

Each house has a house leader that is in charge of making sure the homes are being taken care of, the fees are being paid, things that need to be fixed are fixed, and that the homes look nice and presentable for guests and those living there. If you have any questions about your house, please contact your house leader.

### House Responsibilities

We want to allow you to have the responsibility of taking care of your house and have the privacy and freedom in doing so. Please take initiative to clean and organize on a regular basis. It is the responsibility of those living there to do daily or weekly chores such as mopping, dusting, vacuuming, etc. The house leader is in charge of scheduling meetings to figure out who will do what jobs. Please keep all community living areas neat and clean at all times. Please remember that your yard is also your responsibility. Each house needs to take care of pulling weeds, planting flowers, etc. to make sure the outside appearance of your home is the best it can be.

### Exiting Process

This process is for any time that you are changing your living arrangements, going on outreach, or leaving YWAM Salem for any other reason. You can find the papers for the exit packet on the Staff Resource Page. You must make an appointment at least one week in advance with a housing representative in order to get your room approved. Once you have it approved, you must fill out a Change of Status form (temporary leave) or an Accounting Exit form (permanent leave) and drop it in the accounting drop-box located on the Accounting door.

### Extended Leave of Absence:

If a staff is absent from their room for 30 days or more, they have the option of reserving their room. This means they pay a discounted price to hold the room while they are away. The staff that is leaving will need to submit a Change of Status to inform Admin and Accounting of the dates they are expecting to be gone.

DISCOUNTED RATES: SINGLE: \$150.00 COUPLES: \$350.00 FAMILIES: \$350 & kid's fees waived

### Subletting:

Staff are not allowed to sublet their housing at any time to staff or non-staff members.

Example of Subletting: What NOT to do.

'Joe' is going on Outreach for 2 months and asks 'Bob' to stay in his house or room while they are gone and pay the fees until Joe returns in that way holding Joe's place and covering his fees. Bob would then have to move out once Joe returns but Bob would not be guaranteed a place on campus as he had forfeited that when he moved into Joe's house.

In holding with YWAM foundational values of generosity and valuing the individual we want to be able to offer housing to as many staff as we can on an equal opportunity basis. And give staff the opportunity to save their housing by means of a discounted rate, as explained above in the Extended Leave of Absence.

## **GENERAL INFORMATION**

### Staff Resource Page

We have created a resource page for all our staff to access that has, all of our forms (time-off, maintenance requests, Housing requests, etc.) along with things like the staff contact list, base calendar, logos, information on documents on how to support raise and much more. Please check this page first for any and all forms or requests, it will most likely have what you need. You can access this by going to the link:

[www.staffresourcepage.ywamsalem.org](http://www.staffresourcepage.ywamsalem.org) or by going to the very bottom of the [www.ywamsalem.org](http://www.ywamsalem.org) website and selecting the 'Staff Resource Page' link.

### Mail Room

Mail is sorted in and taken out to USPS every afternoon except for Sundays. Staff and volunteers will receive a mailbox and code from personnel upon their arrival. Your mail should be addressed as follows:

Your Name

(school name, if applicable)

7085 Battle Creek Rd SE

Salem OR 97317

-You can place outgoing mail in the mailbag inside the large outgoing mailbox. If you would like to give mail to anyone on campus, you can put it in the in-house mail slot.

-You may only use the base address if you are currently full-time staff, a volunteer, or are attending a school. Change of addresses are done through your exit packet with the personnel department. Please do NOT change your address with the USPS or all mail addressed to YWAM Salem will be sent to you.

If you are leaving on an outreach you may have someone pick up your mail. Please fill out a form and submit to the mailroom via the in-house mail slot. If you receive a package, you will be notified by a pink slip in your box and you can pick up your package on the shelf outside the mailroom. If you were gone, the package may be kept inside the mailroom for security purposes. Find a mailroom staffer and they will retrieve your mail/package for you. Please place pink slips in the in-house mail slot.

Packages that arrive by FedEx or UPS will be delivered to the front office and then delivered to the mailroom. DO NOT sign for a package if you do not recognize the name. The front office staff are informed as to who and what to sign for. For security reasons, DO NOT take packages from the front office or mailroom and give to individuals.

#### Quiet Hours

Campus quiet hours are: Monday-Friday 10:00PM - 7:30AM // Saturday-Sunday 11:00 PM - 9:00AM

#### Laundry

If you are living in a house or dorm that does not have a washer and dryer, you may use the washers and dryers located in the laundry room on the boardwalk. It is \$0.75 per wash and \$0.50 per dry. Please do not use the laundry machines located in Pioneer, as they are for Hospitality & Kitchen use only.

#### Alcohol & Tobacco

We request that you refrain from any alcohol or tobacco use on the YWAM Salem premises. This is not meant to be legalistic, but is an attempt to live by the law of love "in honor preferring one another." For the sake of our calling, which is the discipling of others — we set aside anything that could cause a brother/sister to stumble and do everything possible to help him/her succeed in their walk with God and entry into their spiritual inheritance.

#### Best Firearm Practices

We encourage any and all staff that may own firearms to seek advice on how to store and handle them safely in a community environment, especially when living in shared housing. Please make sure that you are in communication with your housemates on this, as it does not only affect you as an individual but the safety of the campus as a whole and the families that live here. These are some links that give more information on safe firearm handling practices:

<http://www.projectchildsafe.org/news/ten-tips-firearm-safety-your-home>

<https://www.nrafamily.org/articles/2016/4/14/6-ways-to-safely-store-your-firearms/>

#### Audio & Visual Equipment

We have been blessed with amazing sound equipment. However, all equipment is off limits unless you are trained by the appropriate individuals to run it and have permission from appropriate individuals to run it. Please do not move cords, adapters, etc.

#### Ropes Course

Please do not be on the ropes course or use any of their equipment without permission. You must have a trained Ropes Course facilitator with you if you want to use the course or its equipment.

#### Prayer Chapel

The prayer chapel is available 24/7. This building has been built and designed for prayer and quiet times. There are small prayer rooms on both sides of the chapel. Please do not wear shoes on the carpet or take food or drinks into the chapel. The Prayer Chapel is reserved during Spring Break weeks and the Summer Quarter for Mission Adventures. You can reserve this space by filling out the Community Reservation binder located in the Hospitality office.

#### Using the Phone

The phone in the Hospitality/Community Life office is available for use by permission. Please find a staff member that is apart of the Community Life department to help you make a phone call.

#### Campus Internet

There is internet throughout the campus for staff & guests. Please do not give out staff internet passwords to students or guests. Staff each handle their own access to their house's wireless. However, not all houses have chosen to purchase their own internet. YWAM Salem does not provide internet for individual staff housing. Some houses do have the ability to access YWAM Salem's wireless network. If you have access you must use the YWAM Salem Guest network ONLY. YWAM Salem is not obligated to maintain or provide any staff housing access to our wireless network. For campus internet problems please submit an IT request online.

#### Pets

**There are no pets permitted anywhere on the YWAM Salem campus.** This includes the Pioneer dorms, the Harvest dorms, Hospitality Rooms, Private residences, Communal Houses and campus-owned trailers.

The only exception to this policy is that we will allow staff to have fish (only in staff housing - not staff living in dorms) in a 10 gallon tank or smaller. The fish tank must be freshwater only and contain no animals in the tank other than fish. This is permitted on the condition that the person or persons possessing the fish tank take full responsibility for any and all damage to YWAM Salem property caused by the fish tank.

Volunteers or Mission Builders who come with their own RV or trailer will be considered for an exception. This will be a case by case business and approval from the Volunteer Coordinator before arrival is a must. Pet(s) must remain inside their trailer at all times.

#### Family Guidelines

Children under 7 years of age must have parental supervision anywhere on the campus. Parents are responsible for and must watch their own children unless a verbal agreement with a person 13 years or older has been made.

#### Sexual Identity

Because YWAM functions as a family of ministries rather than a hierarchical structure, YWAM has not chosen to make any public statements regarding doctrinal or social issues, outside of adopting a Christian statement of faith and a set of foundational values.

We value each individual and respect the diversity of opinions of staff, speakers and students we have under the same Lord and the Holy Scriptures. In all effort to maintain an open conversation, diversity of opinions, and interaction with ongoing research from across the spectrum of professional and pastoral wisdom, our best possible interpretation of scripture leads us to believe the following:

We believe that Marriage unites one man and one woman in a lifetime commitment to each other (Genesis 2:23-24; Matthew 19:4-6). Marriage provides for intimate companionship, pure sexual expression (Genesis 2:25; Ephesians 5:31-33), procreation, and reflects the relationship of Christ and the church (Genesis 1:28; Proverbs 5:15-19; 1 Corinthians 7:1-5).

It should be emphasized that attraction falling outside of these God given boundaries is not in itself sin, therefore, we further believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any act of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance (Genesis 2:24; Genesis 19:5,13; Genesis 26:8-9; Leviticus 18:1-30; Romans 1:26-29; 1 Corinthians 5:1; 1 Corinthians 6:9; 1 Thessalonians 4:1-8, Hebrews 13:4).

#### Local Church

Our staff attend different churches in the Salem area, expressing a commitment to become a vital part of Christian community and a desire to build bridges of unity in the body of Christ.

### **EMERGENCY and MEDICAL INFORMATION and RESOURCES for Staff**

On our campus, we have several people who have been trained for Emergency Response. If there is an emergency, please call one of the people listed below:

EMERGENCY	911
Bennett Cowen	806.445.4900
Daniel DaSilva	503.931.8207
Chris Hazen	918.640.3343
Rhoda Scherrer	503.302.8242
Sue Hanson	503.910.9278
Marie Evensen	503.949.9787

#### Dentists:

Dr. Steven Cowgill  
2019 State Street  
Salem, OR 97301  
503-363-9637  
50% discount for YWAMers

#### Dental Urgent Care

Dr. NaXu  
1890 Lancaster Dr NE  
Ste 104  
Salem, OR  
503-587-9949

Hours: Monday – Friday, 8 am-11 am = dental hours

\$78 = exam, x-ray payment due day of appointment, plus cost for treatment

\$160 = cleaning, whole mouth x-ray (non-emergency)

Hospitals/Urgent Care:

Salem Hospital  
655 Winter St  
(503) 370-5200  
Hours: 24/7

Immediate Care and Medical Clinic  
3777 Commercial St. SE  
(503) 588-9026  
Hours: Monday – Saturday, 9 am- 3 pm; Sunday, closed

Salem Hospital Urgent Care Clinic  
1175 Leslie SE (corner of 12<sup>th</sup> St)  
(503) 370-5554  
Hours: Monday – Sunday, 10 am-9 pm Walk-ins: Only Monday – Friday, 9 am-5 pm

Salem FREE Medical Clinic  
1300 Broadway Street NE Suite 104  
Salem, OR 97301  
(503) 990-8772

Fire Alarm Procedure:

- Evacuate building at a brisk walk. DO NOT RUN!
- Assemble in closest open area; upper parking lot or grassed area.
- If in the MPR or Grandison Classroom, assemble at the volleyball court.
- Standby in the assembly area; follow instructions of Fire Captain or staff

Counseling Resources: (see staff contact list)

Vicky Hoffman  
Ron York

## **YWAM INTERNATIONAL**

YWAM is a highly-decentralized international movement of Christians from many denominations dedicated to presenting the person of Jesus Christ to this generation, to mobilizing as many as possible to help in the task, and to training and equipping believers for their part in fulfilling the Great Commission. As citizens of God's kingdom, YWAM staff seek to love, worship, and obey their Lord, to love and serve His Body, the Church, and to present the whole Gospel for the whole person throughout the whole world.

History

Youth With A Mission all began in 1956 when a 20-year-old American college student named Loren Cunningham spent some time in prayer while on tour with a singing group in the Bahamas. Laying back on his bed he saw what he called a "mental movie." There was a map of the world and waves were breaking all over it. The waves began to turn into young people, thousands of them, spilling on to every continent and sharing the good news about Jesus. The picture faded.



"Was that really you, Lord?" he asked. This idea, radical at the time, that young people could be missionaries, stayed with Loren. Four years later, in 1960, he started an organization with that idea expressed in its name: Youth With A Mission. Today, Youth With A Mission (YWAM) has grown into one of the world's largest Christian mission organizations. The story of how YWAM began and how it grew is a story of God's direction and God's grace in using ordinary people from countries all over the world.

### Statement of Faith

Youth With A Mission (YWAM) is an international movement of Christians from many denominations dedicated to presenting Jesus personally to this generation, to mobilizing as many as possible to help in this task, and to the training and equipping of believers for their part in fulfilling the Great Commission. As citizens of God's kingdom, we are called to love, worship, and obey our Lord, to love and serve His Body, the Church, and to present the whole gospel for the whole person throughout the whole world.

We of Youth With A Mission believe that the Bible is God's inspired and authoritative word; revealing that Jesus Christ is God's son; that people are created in God's image; that He created us to have eternal life through Jesus Christ; that although all people have sinned and come short of God's glory, God has made salvation possible through the death on the cross and resurrection of Jesus Christ; that repentance, faith, love and obedience are fitting responses to God's initiative of grace towards us; that God desires all people to be saved and to come to the knowledge of the truth; and that the Holy Spirit's power is demonstrated in and through us for the accomplishment of Christ's last commandment, "...Go ye into all the world and preach the gospel to every creature" (Mark 16:15).

### Commitment to Reach All Peoples

YWAM began with a vision. Loren Cunningham saw waves of young people who advanced in stages and eventually covered the whole earth. Not only did God give us our own specific revelation on reaching the whole world, but the universal call for God's people to bless every nation on earth is emphasized through the Bible. Therefore, the drive to reach every people is both our biblical responsibility, and inherent in our earliest roots as a mission, permeating our corporate calling.

God in His wisdom has built YWAM layer upon layer over the years in pursuit of that initial vision. First the enthusiasm and energy of young people were used in summer outreaches. Training soon became a part of the mix. We grew strong in the nations where people and money were initially available. God went on to add a great variety of activities over time as varied ministries were born. New nations weighed in, each with their particular contribution to make to the overall effort. The waves are growing and we are progressing toward the goal!

During the last several years, God has frequently confronted us with the specific challenge to reach all peoples. The Manila Covenant was embraced. The YWAM frontier missions movement was born. During a time of intercession, our International Executive Committee received the Red Sea from God and responded to it. Whether in King's Kids, a local base in South America, the University of the Nations, or anywhere else in our mission, you can't go very long without hearing someone excited about reaching the unreached. God is up to something and we don't want you to miss out!

The waves which will reach the farthest corners of the unreached world are growing. We strongly urge all YWAMers, in every ministry and location in the world, to consider how you can participate in reaching all peoples on earth with the gospel. How can you use the strengths which God has built into your particular ministry to help in achieving the goal of a church for every people? This is not something which we can leave with a sub-group of specialists. It belongs to all of us.

There is an enormous amount still to be done, but the impetus is building. We all belong to a mission with the Great Commission in our very blood. Everyone has a part to play. Every ministry has a contribution to make. Revelation 7:9 gives us a preview of the scene around the throne. People from every tribe, tongue, and ethnic group will be there. We, as a mission, have repeatedly promised God that we will work toward that scene. It is imperative that we channel our resources toward faithfully fulfilling YWAM's commitment to reach all peoples.

--YWAM Global Leadership Team, 1995

### University of the Nations

In 1978 the Pacific & Asia Christian University (PACU) was founded in Kona, Hawaii. PACU was founded to train students as Gospel messengers in all the foundational areas of society (referred to as "mind molders") worldwide. A development guide was written to create seven colleges and several multi-disciplinary centers that would educate and train students in these subject areas. A master plan for the campus was prepared by a team of planners and architects who carefully considered the best environment for implementing the founding principles of the University.

Schools were developed rapidly in many nations and on six continents. Many of these schools were linked with PACU. However, the regional and local names no longer reflected the worldwide scope and unity of the various higher education activities. The Board of Regents unanimously adopted the new name, University of the Nations (U of N), at their meeting in 1988. The name change took place officially on June 2, 1989.

The U of N is unique in its international missionary training scope with school locations in 101 nations on all continents. Because national accrediting agencies have major differences in their systems, the U of N has not, at present, applied for any one nation's accreditation. The school staff in U of N Colleges maintain high standards and are committed to excellence. The content of all U of N academic programs matches closely the needs of a Christian in his or her chosen work environment. Courses require serious commitment and diligence. The courses are taught by a combination of experienced U of N staff and visiting experts who are widely recognized in their fields of study.

### YWAM's Covenantal Framework

(A draft document compiled in 2013 by David Joel Hamilton)

#### *Our Foundational Covenant*

It was June of 1956. Loren Cunningham was in the Bahamas with four other young men to evangelize and gather young people together using their musical gifts. On a Wednesday at 3 pm, a few days before his twenty-first birthday, he was kneeling by the bed in the simply-furnished guest room of his missionary host. He was asking the Lord about the message he was to speak that evening. Then, as he looked up at the white walls, something unexpected happened.

He says, "Suddenly I was looking at a map of the world, only the map was alive and moving! I could see all the continents, and waves were crashing onto their shores. Each wave went onto a continent, then receded, then came up further until it covered the continent completely. The waves become young people-kids my age and even younger- covering all the continents of the globe. They were talking to people on the street corners and outside bars. They were going from house to house and preaching the Gospel. They came from everywhere and went everywhere, caring for people. Then just as suddenly as it had come the scene was gone."

God had spoken to Loren through this vision of the waves. This remarkable initiative by God to share His dream with Loren would lead to the launch of Youth With A Mission four years later. Within a generation millions of young people would have their lives touched by God because of this vision of the waves.

We are some of those young people. Our lives have been changed because of how God met Loren that day in the Bahamas. As we reflect back on that event, we realize that that moment had significant parallels to other moments throughout history; moments when God stepped in to share His heart and His purposes for the world. Indeed we have come to realize that this vision, this unexpected encounter, was a God-initiated, destiny-defining, foundational covenant that God gave Loren in order to birth a new missions movement.

What should that movement look like? What were the major elements of this covenantal vision?

First of all, it was about youth. This was both a concrete reality and it can also serve as a metaphor for something more. Concretely, if we ever move away from championing young people we have moved away from the call of God upon us as the YWAM tribe. Metaphorically, this is the language of missional de-regulation and innovation. Young people were not considered candidates for missions in the mid-twentieth century. It was simply not something that was done when Loren saw this vision. And so it is today that this covenantal vision continues to call us to do what is not being done by others in the church. It calls us to lead out apostolically to birth fresh, entrepreneurial initiatives in the Spirit in order to accomplish Great Commission goals. It calls us to a lifestyle of viral pioneering, co-creating with God, doing and encouraging others to do new things in new ways.

Secondly, it was about all and every. The waves of young people covered in every nation in all the continents. It is about being global, comprehensive, inclusive. If we ever lose sight of the "alls and the everys" we have lost sight of God's vision for us as a movement. This is not limited only to the geographic alls. It also includes every thematic all, as we move redemptively into all the spheres, all the languages, and all the various categories of human life and experience. As we do so, this covenant compels us to growth. It is about recurring and ever-expanding waves. This speaks of multi-generational re-iterations of the vision that expand in fractal-like multiplication. Each wave builds on that which has gone before. Each one makes fresh impact in new ways, reaching heights not previously achieved. It's never static. It's always dynamic, focused on going where we are not.

### *Our Covenant Renewal Documents*

Several times over our first half century of life there have been key moments in which we as YWAM have felt it fitting and beneficial to recommit ourselves individually and corporately to God's covenantal call upon us. These moments have been captured in documents which seek to reflect upon God's call, clarifying its full implications and unpacking fresh applications. These covenantal documents have sought to strengthen us in God's call and realign us with His purposes. They have been successful to the degree that they helped equip us to embrace His foundational covenant that birthed us as a missions movement.

### The Manila Covenant

In August, 1988 some 1500 YWAMers gathered in Manila for an international staff and leadership conference. As the event drew to a close they signed the twenty affirmations made in this covenantal document. It was a fitting finale to a landmark event. Called by Floyd McClung, it was the first such event led by a new generation of YWAM leaders. Highlights of the event included Kalafi Moala's message on the release of young people, women and third-worlders into missions leadership and our commitment to become two-thirds from the two-thirds world by the end of the twentieth century. Another significant milestone was the embrace of the new

name of the University of the Nations (formerly Pacific and Asia University), allowing for the global inclusion of all in this missions-multiplying university.

This covenant reaffirmed our commitment to young people, stating, *"We affirm the calling of the Lord upon our mission to mobilize youth for world evangelism. We express in this covenant our commitment to see young people mobilized in great numbers for world evangelism, and youthful, exuberant world changers be given every opportunity to take roles of leadership and influence in our mission."* It went on to affirm *"male and female in positions of leadership"* and that *"our staff and leadership should be...representative of all nations of the earth"* thus furthering the de-regulation of missions in innovative ways.

This document also highlighted the alls and every in various ways: it spoke of our commitment to *"evangelism, training, and ministries of mercy...so that by God's grace then the empowering of the Holy Spirit we will do all God asks of us to help complete the Great Commission."* It goes on to challenge us to reach the unreached with the grid of the *"nine frontiers of world evangelism"* and give ourselves to see Jesus as Lord over *"every sphere of life."* It urges us to the two-handed approach of the gospel, that is *"to love people in both word and deed in order to proclaim and demonstrate the Good News of the gospel"* through *"personal evangelism and...acts of mercy."* It concludes with a holistic call to the alls of the Christian Magna Carta.

### The Red Sea Covenant

In April of 1992, about a dozen YWAM leaders, forming the International Executive Committee gathered together in Sharm el-Sheikh, Egypt. At that time YWAM had only a limited ministry among Muslims. A year earlier at the International Strategy Conference in Foz de Iguaçu, Argentina, God had birthed in Lynn Green's heart the vision for the Reconciliation Walk. Then just a few weeks before this meeting in the Middle East, Gary Tissingh had an accident which resulted in the loss of sight in one eye. Tom Hallas - who also has sight in only one eye - was also present at these meetings. These personal physical needs caught the attention of the group in the place of prayer. The Spirit led them to reflect on the fact that many have come into that part of the world with only one eye for the Jews or only one eye for the Arabs. But if we wanted to reflect His heart of unconditional love for all peoples we needed to pray that we would have a two-eyed approach, a healthy, wholesome, inclusive approach, that would not exclude anyone from God's purposes. God underlined in prayer that any love that is limited by some human divide is not God's love. His love is limitless.

Although the words of the document do not reflect a direct commitment to the first element of our foundational covenant, the fruit of what emerged from this time certainly was evidence of new missional innovations. One of the concrete initiatives that was pioneered as a result of this covenant was the launch of the *30 Days of Prayer* movement. Another was the Reconciliation Walk which touched both Jewish and Muslim communities in extraordinary ways over the next several years.

The documents call *"to keep our vision whole, seeing both Jews and Arabs as God's beloved creation"* was exemplary of how we must embrace all peoples on every side of historic divides. What was true of this particular in the Middle East would serve to inform our attitude as we approached other binary conflicts: Japanese-Korean; Armenian-Turkish; Hutu-Tutsi. Instead of siding with any one side of an ethnic, national or linguistic divide, we were to embrace the attitude of all and every, seeking to be God's agents of reconciliation and redemption across every line that would otherwise separate us and limit our vision.

### The Nanning Covenant

Ten years later, in August of 2002, the Global Leadership Team would meet in Nanning, China. The events leading up to this gathering had been troubling. There had been a sense, shared by Loren Cunningham a year earlier at our GTL meetings in Nairobi, Kenya, that the mission was drifting from the vision and values that God had given us. Deviations from God's covenantal call which seemed minor at first were having profound impact on our lives and ministries. We were starting to act more like a corporation in which we defined our own destiny

rather than a missions movement committed to walk in the inheritance the Lord had established for us. Relationships had been affected. Fruitfulness was compromised. A time of missional re-alignment was needed.

But all was not lost. In July, at a prayer meeting held in the Cunningham's home convened by the Innovations for Transformation Centre, Loren sensed, "We have hit the rock!" This phrase referred to the story of some young boys who decades earlier found themselves adrift on a barge on the Niagara River. It seemed like the rushing water of the rapids was taking them to certain death as they approached the massive falls on the border between the USA and Canada. They began to pray in desperation. People along the river banks did likewise. It seemed like a hopeless situation. And then, just before the barge went over the falls, they hit a rock! The boat stuck there on the rock, on the very brink of disaster until rescuers were able to save the young men.

Fresh from this experience, Loren spent 3 weeks in Australia in route to Nanning: weeks of prayer and fasting. There the Lord gave him the "*Tripod Message*" which affirmed that if we were to remain an apostolic missionary movement we needed to emphasize the interplay of the individual's **freedom** in the Spirit to hear and obey God in a co-creative way, together with the role of spiritual **eldership** committed to advancing God's missional purposes, all held together by healthy, loving **relationships** under the Lordship of **Jesus** and guided by the **Word** of the Lord. This message was the key, opening message of the gathering in Nanning, laying a foundation for all that would follow.

The meetings would also be marked by the departure of Mercy Ships from the YWAM family of ministries (re-aligning our values), the adoption of the 4k framework (re-aligning our vision), and the selection of John Dawson as the next president of YWAM (re-aligning our relationships). The resulting document strongly underscored the two initial themes of our foundational covenant of the waves:

First of all, it was "*a call...for a renewed apostolic anointing*" in the mission because we "*deeply desire His blessings for a new surge of apostolic pioneering.*" This heart cry for Spirit-led, missional innovation affirmed our core commitment to champion young people, stating that we would "*encourage the newest to the oldest YWAMers to seek to know and obey His voice in the freedom of the Spirit, and to release them into the fullness of the promises of God.*"

Secondly, the call to the alls and everys was intentionally very strong in this covenant. Not only was 4k embraced with its focus on going where we are not, but the document concluded, "*we declare to God this day to be available at all times and in all places to His call and purpose in this 21st century, to be all that we can be and do all that we can do to fulfill His Great Commission here and everywhere.*"

### The Jubilee Covenant

This covenant was signed by more than 30,000 YWAMers and associates. This document was introduced at the UofN Workshop (held simultaneously in South Africa, Egypt, Switzerland, and the Ukraine) just prior to the fiftieth year. It was a marquis element of the 44 jubilee events held around the world in 2010. Though more individual and devotional in nature than our previous covenant renewal documents, this statement expressed a sense of hope and forward thrust which came as a result of the intentional re-alignment efforts of the preceding years:

The theme of missional innovation was encouraged through a declared awareness that "*God's Spirit is at work in amazing ways around the world*" and that we needed to be attentive to His call in "*such a time as this*" and be willing to "*follow Jesus wherever*" He would lead us.

The theme of alls and everys is evident in the opening declaration of purpose: "*that every individual might be redeemed and every society transformed by the Gospel.*" It is also underlined in the final commitment: "*to do everything I can possibly do to fulfill the Great Commission.*"

## *Concluding Reflection*

To the degree that these four covenantal renewal documents have helped us unpack and re-engage with the two overarching themes of the original, God-initiated, destiny-defining, covenantal vision of the waves, to that degree they have served us well as a mission.

As we go forward at the outset of the second half century of our movement's life, perhaps we will need yet again to create a covenant renewal document that will serve the emerging generation of leaders and propel us to the unfinished "alls and everys" of the Great Commission. As we do so now, we can act with greater awareness and intentionality as we have now more fully discovered and understood God's purposes for us as the YWAM tribe. May we ever continue to **expand** in our pursuit for **intimacy** (to know God) and **impact** (to make Him known) - not only in these days together, but in the years and decades ahead.

## 2014 Singapore Covenant Renewal

From August 27 to September 3, 2014 nearly 400 YWAMers gathered in Singapore as a family from 65 plus nations. Because God has acted in our midst, we want to respond to him and therefore **TOGETHER WE SAY:**

**Jesus, we declare our longing** to walk intentionally and continuously in your presence – both individually and corporately. Father, we affirm that you are our greatest good. Like Moses, we will go wherever you want to lead us as long as you, Holy Spirit, personally go with us, for it is your presence that we most cherish (Exo 33:15-16). As we do your bidding, we commit to do your work your way and never take your presence for granted. We will guard ourselves from inappropriate familiarity with your presence, for we do not want to touch the ark like Uzzah (2Sa 6:1-8). Rather we want to walk in the fear of the Lord. We want more than a brief, passing visitation from you, God, therefore we invite you to always dwell in our midst.

**Father, we celebrate the identity** you have given us as a multicultural and multi-generational global family. We recognize that YWAM exists because you have graciously spoken to us and included us in your purposes. Our family story began when you met with Loren in the Bahamas in June, 1956 and has continued to this very day. We acknowledge and affirm that because of your initiative, the vision of the waves has destiny-defining, covenantal implications for us.

We remember the testimony of this encounter. Loren said, "Suddenly I was looking at a map of the world, only the map was alive and moving! I could see all the continents, and waves were crashing onto their shores. Each wave went onto a continent, then receded, then came up further until it covered the continent completely. The waves became young people—kids my age and even younger—covering all the continents of the globe. They were talking to people on street corners and outside bars. They were going from house to house and preaching the Gospel. They came from everywhere and went everywhere, caring for people. Then just as suddenly as it had come the scene was gone."

We note that there are two key elements to this covenantal vision:

- First of all, it was about youth, something unheard of in missions practice at that time. Therefore we recommit ourselves afresh to champion young people and to do all that we can to deregulate missions, so that all may be included in God's kingdom purposes. We affirm our unqualified commitment to obey you, God, as you lead us to birth fresh, entrepreneurial initiatives in the Spirit in order to accomplish Great Commission goals. We will eagerly pioneer new things in new ways and encourage others to do the same as we listen to you, obey you and co-create with you those transformational activities which minister to the needs of the least, the last and the lost.
- Secondly, it was about waves. It is about recurring and ever-expanding waves, each one building on that which had gone before. These waves came from every continent and went to every continent. All were involved; all were impacted. Therefore we commit ourselves to the **alls and everys** of the Great Commission. We commit ourselves to go where we are not, including all people, using every God-inspired strategy to reach each and every person on earth with the proclamation, God, of your truth and the demonstration of your love.

**Holy Spirit, we acknowledge your presence in our journey** and your kind leading over these many decades. Often we have not done things as we ought, but you, God, have always been gracious and faithful towards us. At different points in our family story we remembered the covenantal vision you gave us and realized we had fallen short of your purposes for us. At times we repented and sought your face, and renewed our commitment to you and your purposes for us as a tribe within the family of God. On several of those occasions we wrote documents which served us as covenant renewals with you, affirming your original design for our family, reminding ourselves of how you called us both to missional innovation and to the alls and every of the Great Commission. We affirm these covenant renewal documents in our story:

- the Manila Covenant from 1988,
- the Red Sea Covenant from 1992,
- the Nanning Covenant from 2002, and
- the Jubilee Covenant from 2010.

To the degree that these four covenant renewal documents have helped us unpack and re-engage with the main themes of the vision of the waves, they have served us well as a mission. The first three documents were corporate in nature; the last one was more personal in its purpose.

It has been twelve years since our last corporate covenant renewal. At the time of the writing of the Nanning Covenant we recognized that we had drifted from your original purpose for us and from the values you gave us. Instead of functioning faithfully as a family within our missional domain we had put on "Saul's armor" of organizational hierarchy modeled after government and business paradigms rather than simply obeying the words you had given us.

In Nanning, Loren's "Tripod Message" affirmed that to be fruitful as an apostolic missionary movement we needed to emphasize three things:

- the individual's **freedom in the Spirit** to hear and obey God in a co-creative way,
- the role of **spiritual eldership** committed to advancing God's missional purposes, and
- **healthy, loving relationships**

all under your Lordship, Jesus, and guided by your word.

Since that time we have been on a journey of realignment with you, God, and your ways. In these past dozen years you have taught us many things. Some of the salient words you have given us have been documented in our "Signpost Messages" so that we as a people can pass them on faithfully to the next generations. You have taught us that eldership is not about guarding organizational positions, but about enthroning you as our one king. It is about circles of elders convening the family for events and converging together around the word of the Lord. It is your presence among us and your word to us that gives leadership over us. We remind ourselves that "the government will rest" on your shoulders (Isa 9:6) and therefore we are to build "altars of stone, not towers of bricks" (Gen 11). We do this as we seek to minister to you, Lord, waiting on you in an unhurried and humble way, listening to you together, cultivating a heart of unity and moving in a spirit of adoption. We belong to you, God, and to one another in this family.

**God, we embrace our call** to evangelism and training and mercy ministries. We recognize that these are not disjointed activities but are an integrated call which fulfills your heart for your people. We acknowledge that the goal of this call is to do all that we can in obedience to you, God, to see both individuals redeemed and societies transformed. This goal is set before us in Mark 16:15 and Matthew 28:18-20 and is reflected in our embrace of the Christian Magna Carta and the Seven Spheres of Society.

We affirm that the scope of our call is nothing less than that which was reflected in the original covenantal vision of the waves: the alls and every of the Great Commission. Therefore, we continue to embrace the challenge of the 4k framework and seek to pioneer where we are not.

Finally, we recognize that we are most truly who you want us to be, Lord, when we intentionally care, connect, serve and build.

Therefore, God, as the YWAM family we renew our covenant commitment with you, our heavenly Father, and ask you to work in us by the redemptive work of you Son and the powerful indwelling of your Spirit. Help us to be all you want us to be and do all you want us to do. We will continue to declare our longing for you and

celebrate whom you have called us to be. As we acknowledge your presence with us through all our journey, we embrace your call upon our lives. May you, Lord, be glorified and may your kingdom come. Amen.

## **YWAM Foundational Values:**

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. Based upon God's word, who He is, and His initiative of salvation through the atoning work of Jesus (His death, burial, and resurrection), the following responses are strongly emphasized in YWAM:

**Worship:** We are called to praise and worship God alone.

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

**Witness:** We are called to share the gospel of Jesus Christ with those who do not know Him.

**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.

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

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. Know God

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.

### 2. Make God known

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.

### 3. Hear God's voice

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.

### 4. Practice worship and intercessory prayer

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.

### 5. Be visionary

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.



#### 6. Champion young people

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 them, trust them, train them, support them, make space for them 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.

#### 7. Be broad-structured and decentralized

YWAM is broad-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 of accountability to a circle of elders.

#### 8. Be international and interdenominational

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 the health and growth of the mission.

#### 9. Have a biblical Christian worldview

YWAM is called to a biblical Christian 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 arena of society.

#### 10. Function in teams

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.

#### 11. Exhibit servant leadership

YWAM is called to servant leadership as a lifestyle, rather than a leadership hierarchy. A servant leader is one who honors the gifts and callings 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.

#### 12. Do first, then teach

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.

#### 13. Be relationship-oriented

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.

#### 14. Value the individual

YWAM is called to value each individual. We believe in 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.

15. Value families

YWAM affirms the importance of families serving God 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.

16. Practice dependence on God.

YWAM is called to practice a life of dependence upon God for financial provision. For individuals and YWAM corporately this comes primarily through His people. As God has been generous toward us, so we desire to be generous. YWAMers give themselves, their time and talents to God through the mission with no expectation of remuneration.

17. Practice hospitality

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 and campuses to serve and honor one another, our guests and the poor and needy, not as acts of social protocol, but as expressions of generosity.

18. Communicate with integrity

YWAM affirms that everything exists because God communicates. Therefore, YWAM is committed to truthful, accurate, timely and relevant communication. We believe good communication is essential for strong relationships, healthy families and communities, and effective ministry.

BEFORE THE MARION COUNTY HEARINGS OFFICER

In the Matter of the	)	Case No. CU 17-023
	)	
Application of:	)	Clerk's File No.
	)	
YOUTH WITH A MISSION	)	Conditional Use

ORDER

**I. Nature of the Application**

This matter comes before the Marion County Hearings Officer on appeal of the Planning Director's approval of the application of Youth With a Mission (YWAM) for a conditional use to expand and remodel the existing YWAM campus on 31.75 acres in an AR (Acreage Residential) zone at 6955 and 7085 Battle Creek Road SE, Salem, Marion County, Oregon (T8S, R3W, S25B, tax lots 100, 300, 400, 500, 600, 700, 800 and 1001).

**II. Relevant Criteria**

The standards and criteria relevant to this application are found in the Marion County Comprehensive Plan (MCCP) and the Marion County Code (MCC) title 17, especially chapters 17.119 and 17.128.

**III. Public Hearing**

A public hearing was opened on this application on August 30, 2017. The hearing was continued to September 13, 2017.

**IV. Summary**

1. The property is designated Rural Residential in the MCCP and zoned AR. Portions of the property are in the FEMA 100 year floodplain, the Mill Creek Basin floodplain, the Sensitive Groundwater Overlay zone, and the Geologically Hazardous Areas Overlay zone. Battlecreek, an MCCP-identified sensitive headwaters traverses the YWAM campus on the subject property. Surrounding uses consist of rural homes sites in the AR zone and farm properties in the SA (Special Agriculture) zone.
2. The Planning Director approved the conditional use application. The Planning Director's decision was appealed to the hearings officer and a hearing was opened on August 30, 2017. Testimony and evidence were taken, and the hearing was continued to September 13, 2017. During the interim, the hearings officer determined the Oregon Department of Environmental Quality and the Oregon Water Resources Department needed to be notified of

the continued hearing. The Planning Division sent notice to the two agencies. On September 12, 2017, applicant contacted the Planning Division withdrawing the subject application.

#### V. Additional Findings of Fact and Conclusions of Law

1. On September 12, 2017, applicant's attorney, Alan Sorem, submitted a letter to the Planning Division stating:

At the Hearing several local property owners brought forward concerns regarding compliance with the County's Sensitive Groundwater Ordinance and the adequacy of the water for the proposed expansion. In response to this feedback, Applicant has decided to withdraw the Application in order to allow for adequate time for a hydrogeological review. Therefore, as attorney for the Applicant, please consider this letter a formal notice of withdrawal for Conditional Use Case No. 17-023.

2. The hearings officer knows of no laws or rules that prohibit an applicant from withdrawing an application. Based on this withdrawal, the application will be dismissed.


#### VI. Order

It is found that applicant withdrew its application. Conditional use case 17-023 is **DISMISSED**.

#### VII. Appeal Rights

An appeal of this decision may be taken by anyone aggrieved or affected by this order. An appeal must be filed with the Marion County Clerk (555 Court Street NE, Salem) by 5:00 p.m. on the 28<sup>th</sup> day of September 2017. The appeal must be in writing, must be filed in duplicate, must be accompanied by a payment of \$500, and must state wherein this order fails to conform to the provisions of the applicable ordinance. If the Board denies the appeal, \$300 of the appeal fee will be refunded.

DATED at Salem, Oregon, this 13<sup>th</sup> day of September 2017.

  
Ann M. Gasser  
Marion County Hearings Officer



# Oregon

Kate Brown, Governor

## Department of Environmental Quality

Northwest Region Salem Office

4026 Fairview Industrial Dr. SE

Salem, OR 97302

(503) 378-8240

FAX (503) 373-7944

TTY 711

December 7, 2020

Donovan Wadsworth  
7085 Battle Creek Rd. SE  
Salem, OR 97317

RE: Site Evaluation  
Youth with a Mission - Salem Campus  
248-20-001003-EVAL  
T. 8S, R. 3W, Sec. 25B  
Tax Lots 100, 300, 400, 500, 600, 700, 800 & 1001  
Marion County

Dear Mr. Wadsworth,

I conducted a site evaluation for the property described above on October 23, 2020. Details on the findings and next steps outlined below and field worksheets. I evaluated 14 test pits and the soil notes are attached. We have found suitable soils for the proposal and details are described in this letter.

### **Proposal**

Youth with a Mission is planning a four-phase expansion of their facilities. The plan includes increasing occupancy over a four-year period with a final occupancy of 461 occupants and 90 day users. The proposed projected daily sewage flow is 24,400 gallons per day. The projected sewage flow was determined using Table 2 figures of 50 gpd/person (semi-permanent work camps) and 15 gpd/day user (schools/day workers).

### **History**

YWAM is a youth missionary training facility with a mix of day use and long-term residents. The campus has several structures including dormitories, staff houses, a dining hall and classrooms. Several existing individual onsite wastewater treatment systems serve the campus.

### **Site Evaluation Findings**

Soil Conditions Test Pits 1 - 14:

The test pits are suitable for the installation of an Onsite Wastewater Treatment System. See the enclosed field notes for a complete description of the test pit locations and soil horizon descriptions.

The site of these test pits are suitable for either a standard system or following treatment with a sand filter, recirculating gravel filter or alternative treatment technology system. The minimum drainfield requirements for these options are as follows:

**Conditions of Suitability – pending drainfield stakeout**

**Test Pits 1 – 14:**

**Initial System:** Standard - test pits 4 – 14

**Repair System:** Standard - test pits 4 - 14

**Peak Design Flow:** 24,400 gallons per day

**Drainfield sizing:** 125 linear feet per 150 gallons of projected daily sewage flow

**Drainfield:** 20,333 linear feet

**Trench depths:** Min/Max 18 - 30"

**Distribution method:** Equal

Minimum trench spacing 10' center to center

**Or**

**Initial System:** Alternative Treatment Technology, Conventional Sand Filter, or Recirculating Gravel Filter – Treatment Standard 1 for test pits 4 - 14 and Treatment Standard 2 for test pits 1 – 3.

**Repair System:** Alternative Treatment Technology, Conventional Sand Filter, or Recirculating Gravel Filter – Treatment Standard 1 for test pits 4 - 14 and Treatment Standard 2 for test pits 1 – 3.

**Peak Design Flow:** 24,400 gallons per day

**Drainfield sizing:** 50 linear feet per 150 gallons of projected daily sewage flow

**Drainfield:** 8,133 linear feet

**Trench depths:** Min/Max 18" - 18" (test pits 1 – 3) and 18" – 30" (test pits 4 – 14)

**Distribution method:** Equal

Minimum trench spacing 10' center to center

**System Design Considerations**

The minimum total septic tank volume must be twice the projected daily sewage flow. Please note: the system design must follow Large System Design Requirements in OAR 340-071-0520 and this includes a written assessment of the impact of the proposed system on the quality of public waters and public health, prepared by a registered geologist, or a certified engineering geologist qualified as a hydrogeologist. *The assessment should be submitted prior to making application so that DEQ can review the impact assessment and make any needed recommendations on whether additional treatment is needed other than indicated in this site evaluation report.*

The system designer must consider waste strength and design the septic system to meet the influent and effluent limitations established in a Water Pollution Control Facility permit. Please refer to the attached field worksheets and the preliminary site plan dated 12/7/2020, noting the approved drainfield areas.

An application for a permit must include projected wastewater flow data, using OAR 340-071-0220 (Table 2) for all potential sources of wastewater from the facility. The agent may also consider flow data collected from a similar facility.

A recorded one-party easement must be submitted on DEQ-approved form at time of permit application for all portions of the initial and replacement systems in which property lines are crossed.

Following the groundwater assessment outlined above, construction plans are required and must be prepared and stamped by a Professional Engineer; Registered Environmental Health Specialist; or Wastewater Specialist licensed/registered to practice in Oregon for review and approval by DEQ. A stakeout of the initial and future repair drainfields is required.

All other system components proposed for this project must meet the design and construction requirements (including drainfield) found in OAR 340-071 & 073.

If you disagree with the decision of this report, you may apply for a site evaluation report review. The application for a site evaluation report review must be submitted to DEQ in writing within 60 days after the site evaluation report issued date and must include the application fees in OAR 340-071-0140. A senior DEQ staff person will be assigned the site evaluation report review application.

If you have any questions about this letter, please contact me by email at [jessica.joye@deq.state.or.us](mailto:jessica.joye@deq.state.or.us) or by phone (503)378-5033.

Sincerely,



Jessica Joye, REHS  
Natural Resource Specialist 4

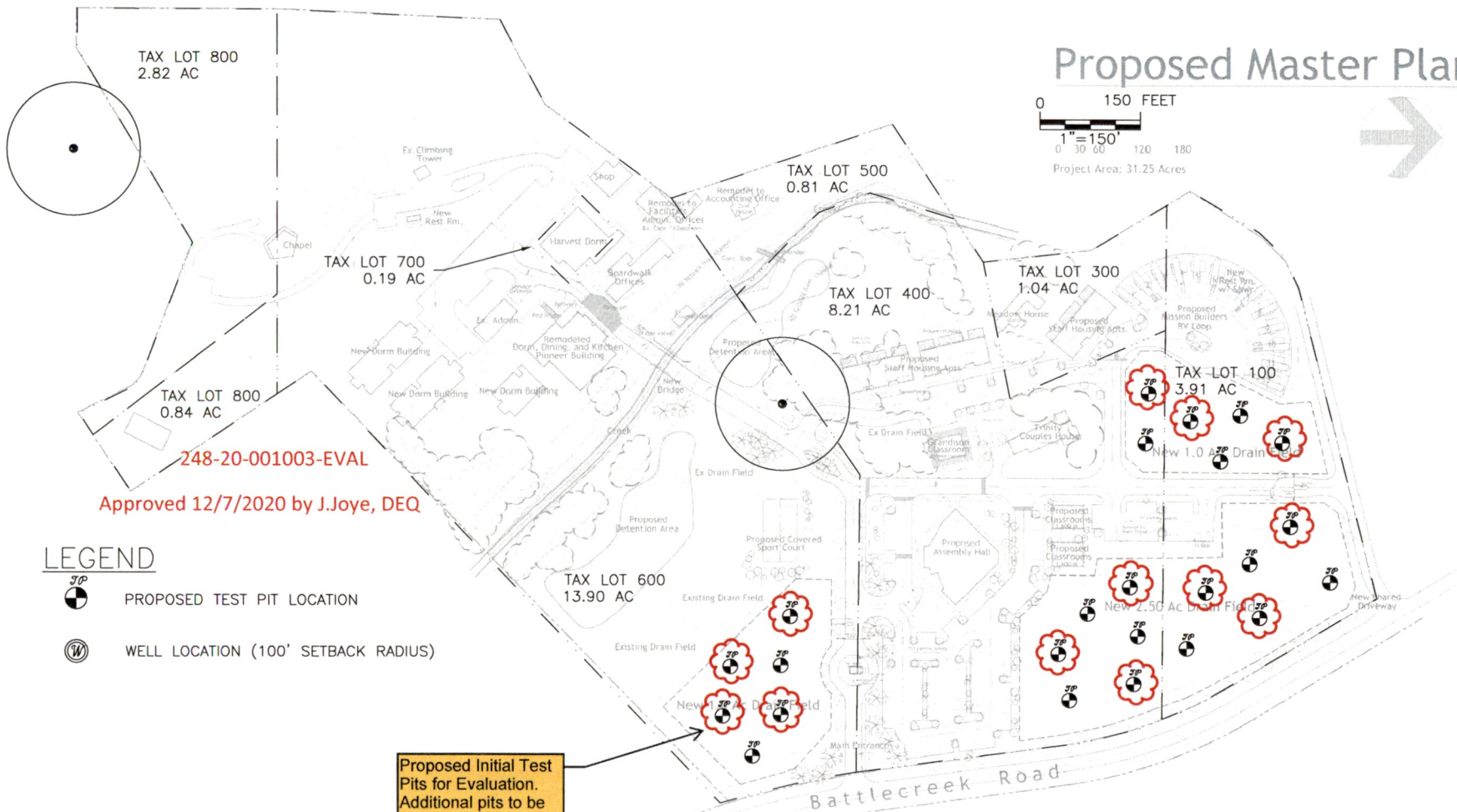
Encl: Preliminary site plan & test pit locations dated 12/7/2020  
Field worksheets dated 10/23/2020

Cc: File (w/enclosures)

Ec: Brian Rabe, Cascade Earth Sciences, [Brian.Rabe@valmont.com](mailto:Brian.Rabe@valmont.com) (w/enclosures)  
Chris Cotton, Cascade Earth Sciences, [Christopher.Cotton@valmont.com](mailto:Christopher.Cotton@valmont.com) (w/enclosures)

# Proposed Master Plan

0 150 FEET  
1" = 150'  
0 30 60 120 180  
Project Area: 31.25 Acres



248-20-001003-EVAL

Approved 12/7/2020 by J.Joye, DEQ

## LEGEND



PROPOSED TEST PIT LOCATION



WELL LOCATION (100' SETBACK RADIUS)

Proposed Initial Test Pits for Evaluation. Additional pits to be dug if dramatic variations observed in soils.

lenity  
architecture inc

1500 N. Harbor Court SE, Salem, Oregon 97302  
503.399.1090 503.399.0565 lenityarchitecture.com

Youth with a Mission

Salem, Oregon

REUSE OF DOCUMENTS: THIS DOCUMENT AND THE IDEAS AND DESIGN INCORPORATED HEREIN, AS AN INSTRUMENT OF PROFESSIONAL SERVICE IS THE PROPERTY OF CASCADE EARTH SCIENCES AND IS NOT TO BE USED, WHOLE OR IN PART WITHOUT THE WRITTEN AUTHORIZATION OF CASCADE EARTH SCIENCES

Youth with a Mission - Salem  
7085 Battle Creek Rd SE  
Salem, OR 97317

REV #	DESCRIPTION	BY	DATE

DES. BY: BTR1
DWG. BY: CSC1
CHK. BY: BTR1
DATE: 08/11/2020
JOB No.: 2020-0008



**CES**

CASCADE EARTH SCIENCES

Preliminary Site Development Plan

Preliminary Assessment of OWTS

SHEET

F1

5/1/2020 PROJECTS - PRELIMINARY (P) 248-20-001003-0000 Youth With a Mission - 0000/0000/0000/0000 8/25/2020 0000/0000





## State of Oregon Department of Environmental Quality Land Use Compatibility Statement

### What is a Land Use Compatibility Statement?

A LUCS is a form developed by DEQ to determine whether a DEQ permit or approval will be consistent with local government comprehensive plans and land use regulations.

### Why is a LUCS required?

DEQ and other state agencies with permitting or approval activities that affect land use are required by Oregon law to be consistent with local comprehensive plans and have a process for determining consistency. DEQ activities affecting land use and the requirement for a LUCS may be found in Oregon Administrative Rules (OAR) Chapter 340, Division 18.

### When is a LUCS required?

A LUCS is required for nearly all DEQ permits and certain approvals of plans or related activities that affect land use prior to issuance of a DEQ permit or approval. These permits and activities are listed in section 1.D on p. 2 of this form. A single LUCS can be used if more than one DEQ permit or approval is being applied for concurrently.

Permit modifications or renewals also require a LUCS when any of the following applies:

1. Physical expansion on the property or proposed use of additional land;
2. Alterations, expansions, improvements or changes in method or type of disposal at a solid waste disposal site as described in OAR 340-093-0070(4)(b);
3. A significant increase in discharges to water;
4. A relocation of an outfall outside of the source property; or
5. Any physical change or change of operation of an air pollutant source that results in a net significant emission rate increase as defined in OAR 340-200-0020.

### How to complete a LUCS:

Step	Who does it?	What happens?
1.	Applicant	Applicant completes Section 1 of the LUCS and submits it to the appropriate city or county planning office.
2.	City or County Planning Office	City or county planning office completes Section 2 of the LUCS to indicate whether the activity or use is compatible with the acknowledged comprehensive plan and land use regulations, attaches written findings supporting the decision of compatibility, and returns the signed and dated LUCS to the applicant.
3.	Applicant	Applicant submits the completed LUCS and any supporting information provided by the city or county to DEQ along with the DEQ permit application or approval request.

### Where to get help:

For questions about the LUCS process, contact the DEQ staff responsible for processing the permit or approval. DEQ staff may be reached at 1-800-452-4011 (toll-free, inside Oregon) or 503-229-5630. For general questions, please contact DEQ land use staff listed on our [Land Use Compatibility Statement page](#) online.

### Cultural resources protection laws:

Applicants involved in ground-disturbing activities should be aware of federal and state cultural resources protection laws. ORS 358.920 prohibits the excavation, injury, destruction, or alteration of an archeological site or object or removal of archeological objects from public and private lands without an archeological permit issued by the State Historic Preservation Office. 16 USC 470, Section 106, National Historic Preservation Act of 1966 requires a federal agency, prior to any undertaking, to take into account the effect of the undertaking that is included on or eligible for inclusion in the National Register. For further information, contact the State Historic Preservation Office at 503-378-4168, ext. 232.

## Land Use Compatibility Statement

Section 1 – To be completed by the applicant																																	
1A. Applicant Name: YOUTH WITH A MISSION	1B. Project Name: Water Storage Tank Replacement																																
Contact Name: Donovan Wadsworth	Physical Address: 7085 Battle Creek Rd SE																																
Mailing Address: 7085 Battle Creek Rd SE	City, State, Zip: Salem, OR, 97317																																
City, State, Zip: Salem, OR, 97317	Tax Lot #: 083W25B000600																																
Telephone: 859 302 2557	Township: 8S      Range: 3W      Section: 25B																																
Tax Account #: 532924	Latitude: 44.8506																																
	Longitude: -123.0024																																
<p>1C. Describe the project, include the type of development, business, or facility and services or products provided (attach additional information if necessary):</p> <p>At Youth With A Mission we have an existing water storage tank that is well past its life usage and needs replaced. Currently we are working with the Fire Marshall to determine what our fire suppression needs will be per code. Our current water storage tank is steel and provides water to not only our 32 acre campus, but also several of our neighbors. Once we determine the size of tank we need, working with Merrill Water Systems, we will proceed with engineering and design. Our new tank will be of cement design for longevity and minimal maintenance.</p>																																	
<p>1D. Check the type of DEQ permit(s) or approval(s) being applied for at this time.</p> <table border="0"> <tr> <td><input type="checkbox"/> Air Quality Notice of Construction</td> <td><input type="checkbox"/> Clean Water State Revolving Fund Loan Request</td> </tr> <tr> <td><input type="checkbox"/> Air Contaminant Discharge Permit</td> <td><input type="checkbox"/> Wastewater/Sewer Construction Plan/ Specifications (includes review of plan changes that require use of new land)</td> </tr> <tr> <td><input type="checkbox"/> Air Quality Title V Permit</td> <td><input type="checkbox"/> Water Quality NPDES Individual Permit</td> </tr> <tr> <td><input type="checkbox"/> Air Quality Indirect Source Permit</td> <td><input type="checkbox"/> Water Quality WPCF Individual Permit (for onsite construction-installation permits use the DEQ Onsite LUCS form)</td> </tr> <tr> <td><input type="checkbox"/> Parking/Traffic Circulation Plan</td> <td><input type="checkbox"/> Water Quality NPDES Stormwater General Permit (1200-A, 1200-C, 1200-CA, 1200-COLS, and 1200-Z)</td> </tr> <tr> <td><input type="checkbox"/> Solid Waste Land Disposal Site Permit</td> <td><input type="checkbox"/> Water Quality General Permit (all general permits, except 600, 700-PM, 1700-A, and 1700-B when they are mobile)</td> </tr> <tr> <td><input type="checkbox"/> Solid Waste Treatment Facility Permit</td> <td><input type="checkbox"/> Water Quality 401 Certification for federal permit or license</td> </tr> <tr> <td><input type="checkbox"/> Solid Waste Composting Facility Permit (includes Anaerobic Digester)</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Conversion Technology Facility Permit</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Solid Waste Letter Authorization Permit</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Solid Waste Material Recovery Facility Permit</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Solid Waste Energy Recovery Facility Permit</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Solid Waste Transfer Station Permit</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Waste Tire Storage Site Permit</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Pollution Control Bond Request</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Hazardous Waste Treatment, Storage or Disposal Permit</td> <td></td> </tr> </table>		<input type="checkbox"/> Air Quality Notice of Construction	<input type="checkbox"/> Clean Water State Revolving Fund Loan Request	<input type="checkbox"/> Air Contaminant Discharge Permit	<input type="checkbox"/> Wastewater/Sewer Construction Plan/ Specifications (includes review of plan changes that require use of new land)	<input type="checkbox"/> Air Quality Title V Permit	<input type="checkbox"/> Water Quality NPDES Individual Permit	<input type="checkbox"/> Air Quality Indirect Source Permit	<input type="checkbox"/> Water Quality WPCF Individual Permit (for onsite construction-installation permits use the DEQ Onsite LUCS form)	<input type="checkbox"/> Parking/Traffic Circulation Plan	<input type="checkbox"/> Water Quality NPDES Stormwater General Permit (1200-A, 1200-C, 1200-CA, 1200-COLS, and 1200-Z)	<input type="checkbox"/> Solid Waste Land Disposal Site Permit	<input type="checkbox"/> Water Quality General Permit (all general permits, except 600, 700-PM, 1700-A, and 1700-B when they are mobile)	<input type="checkbox"/> Solid Waste Treatment Facility Permit	<input type="checkbox"/> Water Quality 401 Certification for federal permit or license	<input type="checkbox"/> Solid Waste Composting Facility Permit (includes Anaerobic Digester)		<input type="checkbox"/> Conversion Technology Facility Permit		<input type="checkbox"/> Solid Waste Letter Authorization Permit		<input type="checkbox"/> Solid Waste Material Recovery Facility Permit		<input type="checkbox"/> Solid Waste Energy Recovery Facility Permit		<input type="checkbox"/> Solid Waste Transfer Station Permit		<input type="checkbox"/> Waste Tire Storage Site Permit		<input type="checkbox"/> Pollution Control Bond Request		<input type="checkbox"/> Hazardous Waste Treatment, Storage or Disposal Permit	
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**Section 2 – To be completed by city or county planning official**

Applicant name: <u>youth with a mission</u>	Project name: <u>Water Storage Tank Replacement</u>
Instructions: Written findings of fact for all local decisions are required; written findings from previous actions are acceptable. For uses allowed outright by the acknowledged comprehensive plan, DEQ will accept written findings in the form of a reference to the specific plan policies, criteria, or standards that were relied upon in rendering the decision with an indication of why the decision is justified based on the plan policies, criteria, or standards.	
2A. The project proposal is located: <input type="checkbox"/> Inside city limits <input type="checkbox"/> Inside UGB <input checked="" type="checkbox"/> Outside UGB	
2B. Name of the city or county that has land use jurisdiction (the legal entity responsible for land use decisions for the subject property or land use): <u>Marian County</u>	
2C. <input checked="" type="checkbox"/> This project is not within the jurisdiction of any other land use, zoning, or planning entity <input type="checkbox"/> This project is also within the jurisdiction of the following land use, zoning, or planning entity _____	
2D. Is the activity allowed under Measure 49 (2007)? <input checked="" type="checkbox"/> No, Measure 49 is not applicable <input type="checkbox"/> Yes, if yes, then check one:	
<input type="checkbox"/> Express; approved by DLCD order #:	
<input type="checkbox"/> Conditional; approved by DLCD order #:	
<input type="checkbox"/> Vested; approved by local government decision or court judgment docket or order #:	
2E. Is the activity a composting facility? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes; Senate Bill 462 (2013) notification requirements have been met.	
2F. Is the activity or use compatible with your acknowledged comprehensive plan as required by OAR 660-031? Please complete this form to address the activity or use for which the applicant is seeking approval (see 1.C on the previous page). If the activity or use is to occur in multiple phases, please ensure that your approval addresses the phases described in 1C. For example, if the applicant's project is described in 1C. as a subdivision and the LUCS indicates that only clearing and grading are allowed outright but does not indicate whether the subdivision is approved, DEQ will delay permit issuance until approval for the subdivision is obtained from the local planning official.	
<input type="checkbox"/> The activity or use is specifically exempt by the acknowledged comprehensive plan; explain:	
<input type="checkbox"/> Yes, the activity or use is pre-existing nonconforming use allowed outright by (provide reference for local ordinance):	
<input type="checkbox"/> Yes, the activity or use is allowed outright by (provide reference for local ordinance):	
<input type="checkbox"/> Yes, the activity or use received preliminary approval that includes requirements to fully comply with local requirements; findings are attached.	
<input checked="" type="checkbox"/> Yes, the activity or use is allowed; findings are attached. <u>CU17-023 attached</u> .	
<input type="checkbox"/> No, see 2D. above, activity or use allowed under Measure 49; findings are attached.	
<input type="checkbox"/> No, (complete below or attach findings for noncompliance and identify requirements the applicant must comply with before compatibility can be determined): Relevant specific plan policies, criteria, or standards:	
Provide the reasons for the decision:	
Additional comments (attach additional information as needed): <u>Approved pursuant to CU17-023 (attached)</u>	
Planning Official Signature: <u>Alyssa Schrems</u>	Title: <u>Associate Planner</u>
Print Name: <u>Alyssa Schrems</u>	Telephone #: <u>803-588-5038</u> Date: <u>11/10/20</u>
If necessary, depending upon city/county agreement on jurisdiction outside city limits but within UGB:	
Planning Official Signature:	Title:
Print Name:	Telephone #: Date:

**Alternative formats**

DEQ can provide documents in an alternate format or in a language other than English upon request. Call DEQ at 800-452-4011 or email [deqinfo@deq.state.or.us](mailto:deqinfo@deq.state.or.us).

Township: 25

Range: 3MSection: 25B

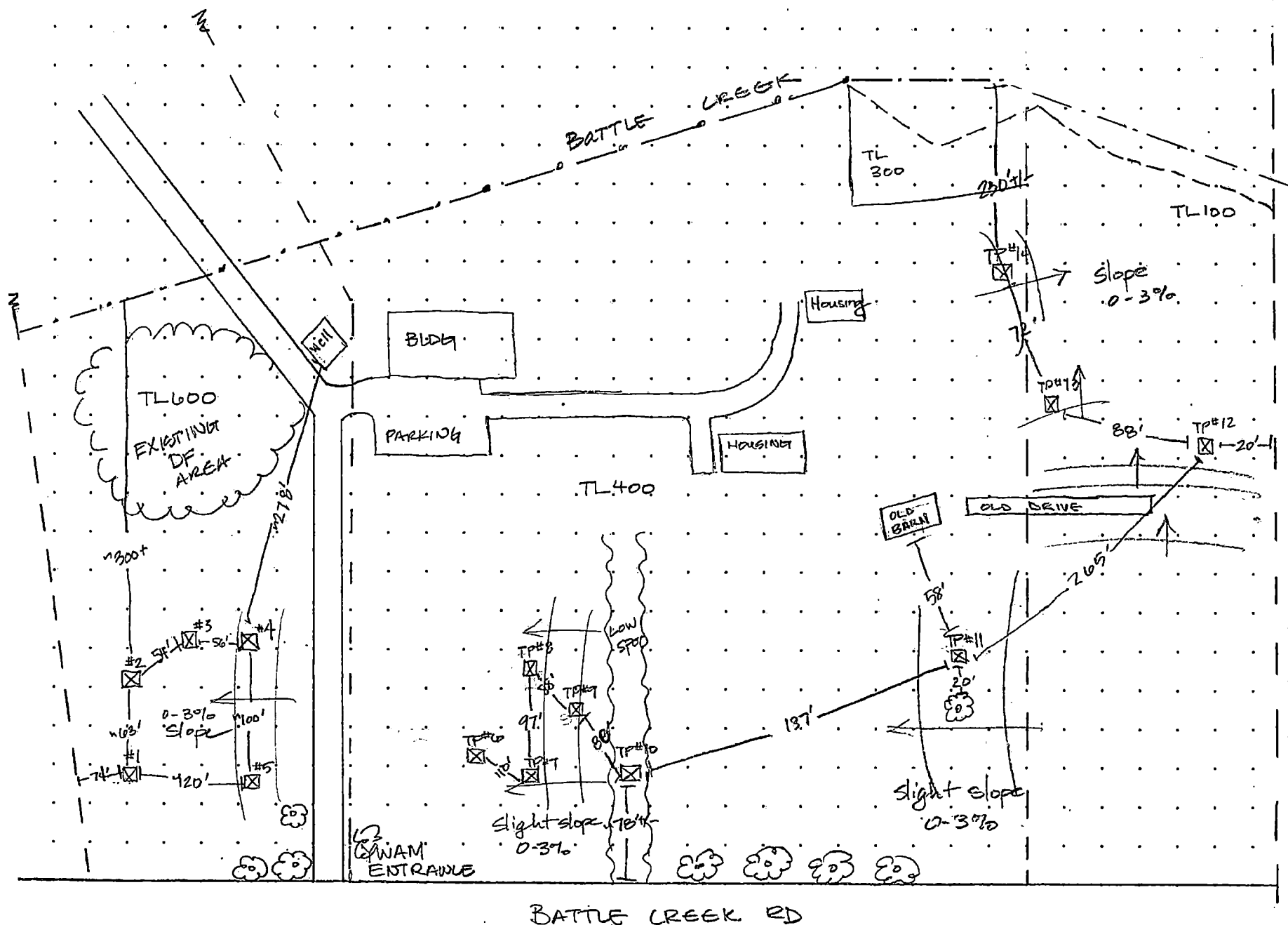
Owner/Applicant: Youth with a Mission

Inspection Date(s): 10-23-2020

Evaluator: J. Joyce

Application Number: 21-8-20-001003-EVAL

76x10ft's  
Property ID: 100,300,400,500,600  
700,800,1001



# SITE EVALUATION FIELD WORKSHEET

Township: 85 Range: 3W Section: 25B Tax lots  
 Owner/Applicant: YOUTH WITH A MISSION Property ID: 100, 300, 400, 500, 600, 700, 800, 1001  
 Inspection Date(s): 10-23-2020 Evaluator: J. Taje  
 Application Number: 24B-20-001003-EVAL

	DEPTH	TEXTURE	SOIL MATRIX COLOR AND CONDITIONS ASSOCIATED WITH SATURATION, ROOTS, STRUCTURE, EFFECTIVE SOIL DEPTH, ETC...
Pit 1	0 - 8"	SIL	7.5YR 3/2, 3, VF-f(R); 2, F-GR; Ø CAS; smooth bndry
	8" - 20"	SICL	5YR 3/3, 2, f(R); 2, M-SBK; Ø CAS; smooth bndry
	20" - 39"	SICL	5YR 3/4, common dep (5YR 5/1) @ 31"; 2, f(R) to 25"; 2, M-SBK; wavy bndry
	39" - 50"	SICL	5YR 4/4, many dep (5YR 5/1) @ 35"; 2, CO-SBK; wavy bndry
	50" - 62"	SIC	5YR 4/4, many dep (5YR 5/1) to 10"; 2, CO-SBK; H <sub>2</sub> O seep @ 62"
Pit 2	0 - 12"	SIL	7.5YR 3/2, 3, VF-f(R); 2, F-SBK; smooth bndry; Ø CAS
	12" - 26"	SICL	7.5YR 4/2, 2, f(R); 2, M-SBK; wavy bndry; Ø CAS
	26" - 41"	SICL	5YR 4/3, many dep (5YR 5/1) @ 30"; 2, M-SBK; wavy bndry
	41" - 48"	SIC	5YR 4/4, common dep (5YR 5/1) to 10"; 2, CO-SBK; standing H <sub>2</sub> O @ 48"
Pit 3	0 - 9"	SIL	7.5YR 3/2, 3, VF-f(R); 2, F-GR; smooth bndry; Ø CAS
	9" - 26"	SICL	5YR 3/3, 2, f(R); 2, M-SBK; wavy bndry; Ø CAS
	26" - 47"	SICL	5YR 4/4, 1, f(R) to 32"; many dep (5YR 5/1) @ 35"; 2, CO-SBK; H <sub>2</sub> O @ 50"
Pit 4	0 - 7"	SIL	7.5YR 3/2, 3, VF-f(R); 2, F-GR; Ø CAS; smooth bndry
	7" - 20"	SICL	5YR 3/3, 2, VF-f(R); 2, M-SBK; Ø CAS; wavy bndry
	20" - 48"	SICL	5YR 4/4, 2, f(R) to 32"; 1, f(R) to 10"; 2, CO-SBK; Ø CAS

Landscape Notes: Fairly level w/ slight slope Open, mowed area  
 Slope: 0-3% Aspect: E-SW Groundwater Type: PERM (TPs 1-3) TEMP (TPs 4-14)  
 Other Site Notes: Cloudy ~60°F

## SYSTEM SPECIFICATIONS

Design Flow: 24,400 gpd  
 Initial System: TPs 4-14; STDS (125'/150gpd) or ATT, SF, RGF (TSI) 50'/150gpd  
 Disposal Facility: 20,333 or 8,133 linear feet/square feet Maximum Depth: 30 inches Minimum Depth: 18 inches  
 Replacement System: TPs 1-3: ATT, SF, RGF (TS2) 50'/150gpd; TP 4-14: STDS or ATT, SF, RGF (TSI) 125' or 50'/150gpd  
 Disposal Facility: 20,333 or 8,133 linear feet/square feet Maximum Depth: 18" 30" inches Minimum Depth: 18" inches  
 Special Conditions: TPs 1-3 likely permanent H<sub>2</sub>O table influenced by Battle Creek; Lower elev.  
Easement required on DED - Approved form

# SITE EVALUATION FIELD WORKSHEET

Township: 86 Range: 3W Section: 25B Tax lots 100, 300, 400, 500, 600, 700, 800, 1001  
 Owner/Applicant: Youth With a Mission Evaluator: J. Joyce  
 Inspection Date(s): 10-23-2020 Application Number: 248-20-001003-EVAL

	DEPTH	TEXTURE	SOIL MATRIX COLOR AND CONDITIONS ASSOCIATED WITH SATURATION, ROOTS, STRUCTURE, EFFECTIVE SOIL DEPTH, ETC...
Pit #5	0-11"	SIL	7.5YR 3/2; 3-vf-f (roots); 2-f GR; smooth boundary $\phi$ CAS
	11"-20"	SIL	5YR 3/3; 2-f (roots); 2-m-SBK; smooth boundary
	20"-32"	SIL	5YR 3/4; 2-f (roots); 2-m-SBK; smooth boundary
	32"-45"	SIL	5YR 3/4; 1-f (roots) to 40"; 2-m-SBK; wavy boundary
	45"-57"	SIL	5YR 4/4; 2-m-SBK
Pit #6	0-10"	SIL	7.5YR 3/2; 3-vf-f (roots); 2-f GR; smooth boundary $\phi$ CAS
	10"-29"	SIL	7.5YR 3/3; 2-f (roots); 2-m-SBK; smooth boundary
	29"-40"	SIL	5YR 4/3; 1-f (roots); 2-m-SBK; smooth boundary
	40"-47"	SIL	5YR 4/4; 2-CASBK little bit of saprolite
Pit #7			
		Similar #7	
Pit #8	0-7"	SIL	7.5YR 3/2; 3-vf-f (roots); 2-f GR; smooth boundary $\phi$ CAS
	7"-15"	SIL	5YR 3/3; 2-vf-f (roots); 2-m-SBK; smooth boundary
	15"-25"	SIL	5YR 3/4; 2-f (roots); 2-m-SBK; smooth boundary
	25"-36"	SIL	5YR 4/4; 1-f (roots); 2-m-SBK; smooth boundary
	36"-52"	SIL + Sap	5YR 4/4 & 5YR 5/4; saprolite/fractured rock; clay films ESP @ 36" N55W

Landscape Notes: \_\_\_\_\_

Slope: \_\_\_\_\_ Aspect: \_\_\_\_\_ Groundwater Type: \_\_\_\_\_

Other Site Notes: \_\_\_\_\_

## SYSTEM SPECIFICATIONS

Design Flow: \_\_\_\_\_ gpd

Initial System: \_\_\_\_\_

Disposal Facility: \_\_\_\_\_ linear feet/square feet Maximum Depth: \_\_\_\_\_ inches Minimum Depth: \_\_\_\_\_ inches

Replacement System: \_\_\_\_\_

Disposal Facility: \_\_\_\_\_ linear feet/square feet Maximum Depth: \_\_\_\_\_ inches Minimum Depth: \_\_\_\_\_ inches

Special Conditions: \_\_\_\_\_

# SITE EVALUATION FIELD WORKSHEET

Township: 8S Range: 3W Section: 25B Tax lots: Property ID: 100, 300, 400, 500, 600, 700, 800, 1001  
 Owner/Applicant: Youth with a MISSION Evaluator: J. Toye  
 Inspection Date(s): 10-23-2020 Application Number: 248-20-001003-EVAL

	DEPTH	TEXTURE	SOIL MATRIX COLOR AND CONDITIONS ASSOCIATED WITH SATURATION, ROOTS, STRUCTURE, EFFECTIVE SOIL DEPTH, ETC...
Pit #1	0-9"	SICL	7.5YR 3/2; 3, vf-f (roots); 2, f-LR; smooth bndy $\emptyset$ CAS
	9"-23"	SICL	5YR 3/3; 2, vf-f (roots); 2, m-SBK; smooth bndy
	23"-38"	SICL <sup>+</sup>	5YR 3/4; 2, f (roots) to 35"; 2, m-SBK; wavy bndy
	38"-56"	SIC+SAP	5YR 4/4 & 5YR 5/4; Saprolite/frac. rock; clay films ESD @ 38" Weak MSN
Pit #2	0-11"	SICL	7.5YR 3/2; 3, vf-f (roots); 2, f-LR; smooth bndy $\emptyset$ CAS
	11"-27"	SICL	5YR 3/3; 2, f (roots); 2, m-SBK; smooth bndy
	27"-37"	SICL	5YR 3/4; 1, f (roots) to 33"; 2, m-SBK; wavy bndy
	37"-51"	SIC+SAP	5YR 4/4 & 5YR 5/4; Saprolite/frac. rock; clay films; ESD @ 38" Weak MSN TP in low swale/drainage?
Pit #11	0-10"	SICL	7.5YR 3/2; 3, vf-f (roots); 2, f-LR $\emptyset$ CAS
	10"-24"	SICL	5YR 3/3; 2, f (roots); 2, m-SBK
	24"-30"	SICL	5YR 3/4; 1, f (roots) to 33"; 2, m-SBK
	30"-54"	SIC+SAP	5YR 4/4 & 5YR 5/4; Saprolite/frac. rock; clay films; ESD @ 38" Weak MSN
Pit #12	0-7"	SICL	5YR 3/2; 3, vf-f (roots); 2, f-LR; smooth boundary $\emptyset$ CAS
	7"-24"	SICL	5YR 3/3; 2, f (roots); 2, m-SBK; smooth boundary
	24"-36"	SICL	5YR 4/3; 1, f (roots); 2, m-SBK; wavy boundary
	36"-54"	SICL	5YR 4/4; 1, f (roots) to 38"; 2, m-SBK

Landscape Notes: \_\_\_\_\_

Slope: \_\_\_\_\_ Aspect: \_\_\_\_\_ Groundwater Type: \_\_\_\_\_

Other Site Notes: \_\_\_\_\_

## SYSTEM SPECIFICATIONS

Design Flow: \_\_\_\_\_ gpd

Initial System: \_\_\_\_\_

Disposal Facility: \_\_\_\_\_ linear feet/square feet Maximum Depth: \_\_\_\_\_ inches Minimum Depth: \_\_\_\_\_ inches

Replacement System: \_\_\_\_\_

Disposal Facility: \_\_\_\_\_ linear feet/square feet Maximum Depth: \_\_\_\_\_ inches Minimum Depth: \_\_\_\_\_ inches

Special Conditions: \_\_\_\_\_

# SITE EVALUATION FIELD WORKSHEET

Township: BS Range: 3W Section: 25B Tax lots: 100, 300, 400, 500, 600  
 Owner/Applicant: Youth with a Mission Evaluator: J. Joye Property ID: 700, 800, 1001  
 Inspection Date(s): 10-23-2020 Application Number: 24B-20-001003-EVAL

	DEPTH	TEXTURE	SOIL MATRIX COLOR AND CONDITIONS ASSOCIATED WITH SATURATION, ROOTS, STRUCTURE, EFFECTIVE SOIL DEPTH, ETC...
Pit 13			Similar #12 Ø CAS Ø ESD ISSUES
Pit 14			Similar #12 Ø CAS Ø ESD ISSUES
Pit 3			
Pit 4			

Landscape Notes: slightly undulating slope (13-14)  
 Slope: 0-3% Aspect: \_\_\_\_\_ Groundwater Type: \_\_\_\_\_  
 Other Site Notes: Cloudy ~60°F

## SYSTEM SPECIFICATIONS

Design Flow: \_\_\_\_\_ gpd  
 Initial System: \_\_\_\_\_  
 Disposal Facility: \_\_\_\_\_ linear feet/square feet Maximum Depth: \_\_\_\_\_ inches Minimum Depth: \_\_\_\_\_ inches  
 Replacement System: \_\_\_\_\_  
 Disposal Facility: \_\_\_\_\_ linear feet/square feet Maximum Depth: \_\_\_\_\_ inches Minimum Depth: \_\_\_\_\_ inches  
 Special Conditions: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_



**From:** Ed Mingo <[ejmingo@yahoo.com](mailto:ejmingo@yahoo.com)>  
**Date:** January 28, 2021 at 11:40:11 AM PST  
**To:** Development YWAM Salem <[development@ywamsalem.org](mailto:development@ywamsalem.org)>  
**Subject:** Approval Letter

Samuel Matthias  
Youth With A Mission  
6955 & 7085 Battle Creek Rd SE  
Salem, OR 97317

Dear Samuel

I understand that YWAM has made a recent appeal of your approval of a Conditional Use Permit to expand the YWAM campus. I live at 7089 Battle Creek Rd. and am happy to hear that the county planners are considering approving your impressive master plan that I looked at several months ago. Because your property borders ours we have looked at such things as water usage, traffic and noise. Because we live right next door I wanted it known that the activity level and noise is minimal and of no bother to us. As to traffic and accidents, we have lived here since 1997 and I have witnessed only one accident and I was a passenger in the car. A deer ran out in front of the vehicle at night, we slammed on the breaks hitting but not crippling the deer but the vehicle behind us was traveling a bit too fast and hit the car I was in. As to water level, I have all the water I need. As to activity level, the staff and visitors have always been kind and congenial. We feel safe and enjoy our privacy. The one response years ago of the Turner fire department was expeditious.

In closing, I would like to say that because I live right next door, please take into consideration all my comments to all involved. Let it be known that I stand in favor of YWAM being granted a conditional use permit to expand their facilities, activities and infrastructure.

Let me know if I can be of further help.

Sincerely,

Edward J Mingo