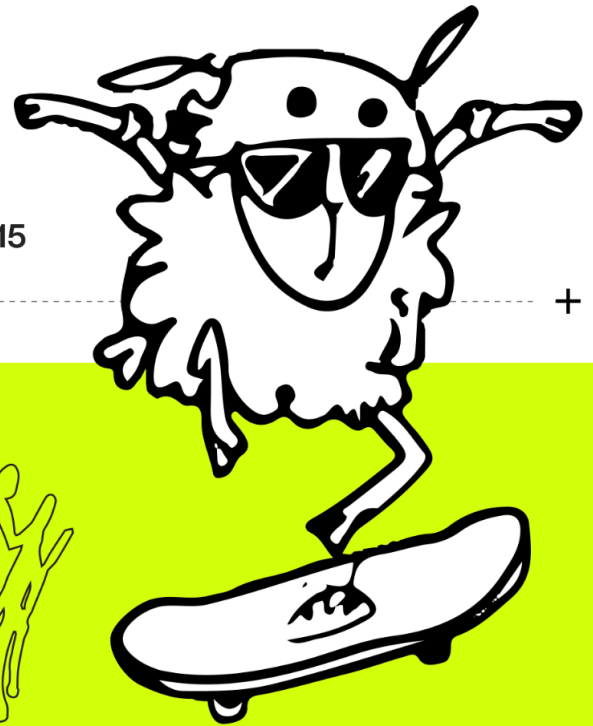


+ PLAYBOOK — 2024 +

[Servant Leader]

VOUS CHURCH — EST. 2015



IF YOU'RE TOO BIG TO SERVE — YOU'RE TOO SMALL TO LEAD

Dear Friend,

Welcome to the VOUS Church Family!

We are honored that you have expressed interest in being a part of the team. We truly believe that when we push aside our personal preferences to serve the local church the world can be forever changed by the love of Jesus. We are called to serve like Jesus did and it is an honor to be a part of the story He is telling throughout history. We make no apologies for being over the top thrilled to pour out our very lives to share the message of Hope found in Him.

We love the way Romans 12 states it:

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don’t become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You’ll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you.”

We believe as we fix our eyes on Jesus even the most ordinary tasks become worship to our God! He takes our daily lives and flows His love through all we do! This manual has been created to help you with any questions you might have and to instruct you in some of our procedures and responsibilities. Don’t hesitate to reach out if you have any questions. We want you to know that we are thankful for you - welcome to the family!

The best is YET to come!

A handwritten signature in cursive script that reads "Rich + DC".

Rich & Dawnchere Wilkerson

Lead Pastors, VOUS Church

VOUS MISSION

To bring people that are far from God close to God.

VOUS VALUES

Jesus: Is Our Message

The purpose of VOUS Church is to share the hope of Jesus. Jesus is our message. We are Jesus people, not religious people. Methods will come and go, yet our message will remain the same.

People: Are Our Heart

Our heart is for ALL people. All people are loved by Jesus. We make no apologies for being specifically focused on reaching those far away from God. We desire to bring the broken home at all costs. We believe that our light is best seen in the night.

Generosity: Is Our Privilege

Generosity is about giving more than what is required. We see generosity as a privilege. We're generous with our time, talents and treasure. We go first in our giving. God has given richly towards us, it's our honor to give back to Him.

Excellence: Is Our Spirit

We are going to always do the best with what we have. We're on time, engaged and prepared. We don't do things halfway. If we're gonna do it, it's to the best of our ability.

Servant Leadership: Is Our Identity

If you're too big to serve then you are too small to lead. We believe the greatest leadership is service to others. Every leader is a servant first. From the parking lot to the pulpit, everyone serves. Every role is different but they are all important. If you ain't helping, you ain't helping!

Honor: Is Our Calling

We are vocal with our honor, meaning we are not stingy with our words. We submit to leadership and are thankful for spiritual authority. We choose joyfully to submit to those God has placed over us. We honor and care for those God has placed under us.

Passion: Is Our Pursuit

Everything we do, we do it with passion. From our worship to our service we do it with Holy Spirit Energy. Passion drives us. Passion for Jesus. Passion for people. Passion for His church.

VOUS LEADERSHIP MOTTO

I am a leader

I am a person of influence

Today I choose to be a blessing

With God's help, there is nothing that I cannot do

Instead of being reactive, I will be proactive

I know the answer

I am the solution

VOUS SPIRITUAL FORMATION

Encounter: That you would learn the spiritual journey God has for each of us - to encounter Jesus,

Establish: That through your team, you would connect to and help foster a community,

Equip: That through your team you would continue to discover your personality and gifts at work, see how they point to your purpose in life and your best fit in your ministry while also equipping the members on your team,

Empower: That through your team you would be able to connect to the other opportunities at VOUS to live out your purpose and use your gifts serving others and also empowering those on your team

4 REALMS OF INFLUENCE

As a Servant Leader your influence goes farther than you know. Understanding the influence you have in the different realms of your life is important so that you can continue to help to grow the church and push it forward.

These 4 Realms of Influence are:

City - People in Miami: The city is not going to come to us and we influence them by encouraging them to come into our world. What relationships do you have outside of the church?

Crowd - People in Church: The crowd are the weekly attendees who are not on team but show interest by being in the room. As a team leader, you help shape the face of VOUS. We influence them by modeling what it looks like to be a part of the church not just by our words but by our actions. Does what you do reflect what you believe and value?

Church - People on Team: The church are the people who showed increased commitment by signing up to be a part of what we are doing. Learn what people need so that you can help them grow. We influence them by coaching them through celebration and correction. Are you having developmental conversations with those you lead?

Core - Key Servant Leaders: The core are the relationships with the greatest investment and greatest return. These are the faithful and reliable people on team. The Core builds the Church, the Church impacts the Crowd, the Crowd reaches the City. We influence them by holding them accountable. Do you know who your key servant leaders are and are you investing in them?

LEADERSHIP LAYERS

We lead more effectively when we know what is expected of us. Clarity on the roles in each Leadership Layer helps individuals lead confidently. What are you empowered to do? What are you entrusted with? Who do you report to with successes and challenges? The descriptions below help leaders stay in their lane and thrive in their leadership. 4 leadership layers exist at VOUS across ALL Departments. Below are the layers and their descriptions.

Coordinator Responsibility: Develop Leaders and strategy within selected ministry (i.e. Kids, Worship, Production)

Additional note: Coordinators can be either Staff or Servant Leaders

Expectation: Develop Leaders + present strategy

Team Leader Responsibility: Oversee an entire ministry area (i.e. parking, audio, legends)

Expectation: Develop Leaders

Service Leader Responsibility: Facilitate the process within a ministry team (i.e. 10am Welcome Team)

Expectation: Prepare SLs to execute the ministry plan

Servant Leader Responsibility: Execute the ministry plan

Expectation: Serve people and recruit more SLs

TEAM CULTURE

EACH LEADER REPRESENTS THE WHOLE TEAM

When you step into a leadership position you no longer represent only yourself. Your attitude, actions and integrity are a walking billboard seven days a week for our church community. Be aware that even when you don't think others are watching, you are setting an example.

DISCUSSIONS ARE FOR DECISION MAKERS

When we discuss issues we discuss them with the appropriate people who can actually make decisions regarding the issue.

LEADERS GO FIRST

As leaders at VOUS Church we set the tone for those we lead by exemplifying that which we expect. We arrive before other team members, we have a can-do attitude and are willing to not just talk the talk but walk it out. Be aware that much more important than what you are saying are the actions and attitude with which you lead.

INSPECT WHAT YOU EXPECT

When you give a task be sure to follow up with clear feedback. We are robbing team members of growing by not celebrating the wins and explaining what they could improve. There should be a good mix of both. Without followup there is no opportunity for growth. Confrontation is a healthy and necessary part of leadership.

LEADERS WORK WITH MARGIN

Rosters, confirmation and team calendar updates are to be done in advance so that team members can plan their schedule accordingly. No need to rush and pull something together when we could plan a month out and enjoy the process. Rosters should be done a minimum of two weeks beforehand. Purchase Requests must be turned in a minimum of two weeks before needed.

LEADERS OVER-COMMUNICATE

Leaders understand that we speak the culture not just think it. We check, double-check, and triple-check for important details and confirmations to ensure we as a team are prepared for our responsibilities. We teach others how to speak and think the culture. With rosters we prepare weeks in advance but then reconfirm the week of to be sure.

BE A PEACEMAKER

You are not a pot stirrer. You are a peacemaker. A listener. A truth speaker in love. A criticism killer. A gossip squelcher. A defender of those in leadership. Leaders always understand there are two sides. Before you react to a conversation, consider both sides to the story and remember we are all on the same team.

ASK BEFORE YOU CORRECT

No matter how much of the story you know, as a leader, always ask what happened before you correct. Listen to hear, do not listen to respond. Then respond with respect, speak the truth in love and make it clear what your expectations are for moving forward.

A PROBLEM IS A GREAT OPPORTUNITY FOR A SOLUTION

Leaders are not intimidated, frustrated or overwhelmed by unexpected problems. Instead they put all their energy and focus toward finding a solution. Getting a “no” is not the end of the story. We keep seeking, thinking, collaborating and hustling until we make it happen. Sometimes the best solutions emerge just minutes before the deadline, so we don't give up and we let our joy be our strength.

EMBRACE EXCELLENCE NOT EXCUSES

Leaders do not make excuses but instead are committed to teach the culture. Taking the time to RSVP, communicating lateness, using CCB etc. is a learned habit and pushback is expected from new servant leaders who are not used to the system. We don't crumble and lower our standard, we have healthy conversation to explain the why behind the what. The system does not make serving complicated, the system makes serving a success! And yes, this includes our amazing creative community

LEADERSHIP IS A PRIVILEGE

We don't “have” to do this, we “get” to do this. Expectations create excellence - without boundaries, deliverables and timelines we cannot progress. Standards are set so that we have a reproducible culture that represents the heart of VOUS Church wherever and whenever we may gather.

LEADERS CELEBRATE RELATIONSHIPS

Leaders develop real relationships with team members and create a culture of celebration. Prayer requests, praise reports, birthdays, coffee dates, brainstorming sessions and dinners are just a few of the wonderful ways we are able to support and celebrate one another.

DELEGATE BUT DO NOT DUMP

Leadership should allow others to take on tasks within the weekly schedule of teams but should not dump responsibilities without the proper training, communication and planning. Our job as leaders is to set team members up for a win, to trust them with little as they begin the journey. As they grow we continue to entrust them with more. Time proves commitment and responsibility.

LEADERS OVER-COMMUNICATE

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teach others how to speak and think the culture. With rosters we prepare weeks in advance but then reconfirm the week of to be sure.

THIS IS “OUR” TEAM

When referring to the team we lead, it is not “MY” team. It is “OUR” team. What we are a part of is much greater than the role we play. We share wins, losses, responsibilities and celebrations together!

SUNDAYS ARE FOR SERVICE

Meetings with team members should not take place in the cafeteria or anywhere else while there are services going on. Full focus is on service and we want to keep the main thing the main thing.

LEARN TO SWOT

Each team makes a SWOT analysis after every event or gathering. This allows for healthy dialogue and quick feedback. Your SWOT can be simple bullet points or some can provide further detail if a point needs explanation.

S - Strengths

W - Weaknesses

O - Opportunities

T - Threats

VOUS HOUSEKEEPING

Opportunity, Responsibility, Accountability

Luke 12:48 MSG

"From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked."

Great gifts mean great responsibilities; Greater gifts, mean greater responsibilities!

At VOUS, we are committed to knowing what we are doing, but also being aware of what we're not doing. Both are crucial!

We have ONE vision at VOUS - To bring people that are far from God, close to God. Division begins when there are two different visions happening. We don't want to do a bunch of good ideas, we want to do a few God ideas.

Here is what we focus on as Servant Leaders of VOUS Church:

We Think Like A Leader

- Leaders are always thinking about involving people
- The tasks we are responsible for are not just about the work. They are a way to involve and minister to people
- We are called to maximize what is around us and what is given to us

We Build Team

- We are a Servant Leader run organization
- We should always be at a point where we need more people
- People's investment heightens with their involvement

We Understand Our Culture

- We're committed to and promote our ministry model
- VOUS Church is not "pick up" sports. We are a real team with real plays.
- There are 2 forms of ministry at VOUS Church - TEAMS and CREWS.
- Some things we need to know about Teams
 1. We don't start teams without approval
 2. We don't do a Team meeting without approval. It's not about control, we're just trying to run the plays that have been designed.
 3. Changing language always needs approval
- Some things we need to know about Crews
 1. People can't start a crew without approval
 2. People can't do whatever they want in their Crew
 3. Crews and their leaders need to be connected to church

Communicate, Enforce and Represent our Position

- If we want people to flourish, we have to focus on these things
- We have a choice - we can choose to withdraw from or deposit to

Serving on Sundays

- **Team Huddles** - During huddles teams are able to connect, share important information, celebrate praise reports, and pray for any needs. These are key moments of connection that build strong team continuity.
- **Team Rally** - At team rallies, all Servant Leaders gather together with the Servant Leaders of their location to be encouraged, stay informed about what is coming up in the life of VOUS Church and set the atmosphere for the day. Team Leaders are responsible for sharing the meeting information for team rallies each week.

Scheduling Day & Response to Service Requests

- Location Operations Leads are responsible for creating and sending schedules to the team on Scheduling Day using **Community Church Builder (CCB)**.
- Communication is key within any team or organization. It is much better to err on the side of over-communicating rather than under-communicating. The expectation is to have all servant leaders being responsive to service requests as soon as they possibly can. A responsive team is a healthy team.

Midweek Serving

Key midweek events:

- **Team Night** - Once a SZN.
- **Heart & Soul** - Once a SZN.
- **Team Conference** - Once a year in October
- **ILMC** - Once a month
- **VOUS Girl** - Twice a year
- **Prayfirst**- 21 days of prayer and fasting happens twice a year. Each 21 days has 2 Prayfirst gatherings. A total of 4 in the year.
- **VOUS Con** - VOUS Convention happens once a year in June, but it requires months of preparation from all teams.

Serve One, Sit One Policy

It is our recommendation that servant leaders serving on our Operations, VOUS Kids, & Creative teams serve one service and sit one service within a block when there are at least two services taking place consecutively.

In the event that there are not two services within a block, it is our recommendation that servant leaders serve two out of the four Sundays in a month (or three potentially, in the case of a 5th Sunday in a month). It is important that every servant leader takes time to sit and receive in a service.

Statement of Faith

Doctrine can be defined as a set of beliefs and principles. Our doctrine of God should lead to a deeper love and understanding of God. Right believing leads to right living.

Below are statements of faith that we believe as a church:

Jesus Christ

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, performed miracles, died on the cross for mankind and thus, atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory.

John 1:1, 14, 20:28; I Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; I Timothy 2:5

Holy Bible

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible and inerrant.

2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5; Romans 16:25-26

Trinity

There is one God, eternally existent in three persons: Father, Son and Holy Spirit. These three are coequal and co-eternal.

I John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11

Virgin Birth

Jesus Christ was conceived by God the Father, through the Holy Spirit (the third person of the Trinity) in the virgin Mary's womb; therefore, He is the Son of God.

Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Luke 1:27-35

Redemption

Man was created good and upright, but by voluntary transgression he fell; his only hope of redemption is in Jesus Christ, the Son of God.

Gen. 1:26-31, 3:1-7; Romans 5:12-21

Regeneration

For anyone to know God, regeneration by the Holy Spirit is absolutely essential.

John 6:44, 65; Matthew 19:28; Titus 3:5

Salvation

We are saved by grace through faith in Jesus Christ: His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts.

Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22

Repentance

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. Thus, through repentance we receive forgiveness of sins and appropriate salvation.

Acts 2:21, 3:19; I John 1:9

Sanctification

Sanctification is the ongoing process of submitting to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a Godly life.

I Thessalonians 4:3, 5:23; II Corinthians 3:18, 6:14-18, II Thessalonians 2:1-3, Romans 8:29,12:1-2, Hebrews 2:11

Jesus' Blood

The Blood that Jesus Christ shed on the Cross of Calvary was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and our sins, enabling all those who believe to be free from the penalty of sin, which is death.

I John 1:7; Revelation 1:5, 5:9; Colossians 1:20; Romans 3:10-12, 23, 5:9; John 1:29

Jesus' Christ Indwells All Believers

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to him thus making Jesus the Lord of their life as well as Savior. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead.

John 1:12; John 14:17, 23; John 15:4; Romans 8:11; Revelation 3:20

Baptism in the Holy Spirit

Given at Pentecost, it is the promise of the Father, sent by Jesus after His Ascension, to empower the Church to preach the Gospel throughout the whole earth.

Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5, 2:1-4, 17, 38-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6

The Gifts of the Holy Spirit

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, demonstrate the validity of the resurrection, and confirm the power of the Gospel. The Bible lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gift in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters.

Hebrews 2:4; Romans 1:11, 12:4-8; Ephesians 4:16; 1 Timothy 4:14; 2 Timothy 1:6-7; I Corinthians 12:1-31, 14:1-40; I Peter 4:10

The Church

The church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ.

Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23

Sacrament

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water in the Name of the Father and of the Son and of the Holy Spirit.

Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48

The Lord's Supper

A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross.

Matthew 26:26-29; I Corinthians 10:16, 11:23-25

Marriage

We believe marriage is defined in the Bible as a covenant, a sacred bond between one man and one woman, instituted by and publicly entered into before God.

Matthew 19:4-6

Healing of the Sick

Healing of the sick is illustrated in the life and ministry of Jesus, and included in the commission of Jesus to His disciples. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the Cross and one of the gifts of the Spirit.

Psalm 103:2-3; Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; I Corinthians 12:9, 28; Romans 11:29

God's Will for Provision

It is the Father's will for believers to become whole, healthy and successful in all areas of life. But because of the fall, many may not receive the full benefits of God's will while on Earth. That fact, though, should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

Spiritual

John 3:3-11; 2 Corinthians 5:17-21; Romans 10:9-10

Mental and Emotional

2 Timothy 1:7, 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3

Physical

Isaiah 53:4,5; Matthew 8:17; 1 Peter 2:24

Financial

Joshua 1:8; Malachi 3:10-11; Luke 6:38; 2 Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10, 84:11; Philippians 4:19

Resurrection

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the cross. In addition, both the saved and the lost will be resurrected; those that are saved to the resurrection of life and those that are lost to the resurrection of eternal separation.

Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; 1 Corinthians 15:42, 44; Philippians 1:21-23, 3:21

Heaven

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ.

Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16; 1 Peter 1:4

Hell

After living one life on earth, the unbelievers will be judged by God and sent to Hell where they will be eternally separated from God.

Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11, 20:12-15, 21:8

Second Coming

Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures.

Matthew 24:30, 26:63-64; Acts 1:9-11; 1 Thessalonians 4:15-17; 2 Thessalonians 1:7-8; Revelation 1:7

VOUS Church Covenant

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Growth Track stepTwo, I now feel led by the Holy Spirit to unite with VOUS Church family. In doing so, I commit myself to God and to the other members to do the following:

I will protect the unity of my church

By acting in love toward other members. By refusing to gossip. By following the leaders.

So let us concentrate on the things which make for harmony, and on the growth of one another's character. Romans 14:19

Live in complete harmony with each other—each with the attitude of Christ toward the other. Romans 15:5

Have a sincere love for other believers, love one another earnestly with all your heart. 1 Peter 1:22

Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs. Ephesians 4:29

Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you. Hebrews 13:17

I will share the responsibility of my church

By praying for its growth and health. By inviting the unchurched to attend. By warmly welcoming those who visit.

*To the church...we always thank God for all of you and continually mention you in our prayers.
1 Thessalonians 1:1-2*

*Go out into the country...and urge anyone you find to come, so that the house will be full.
Luke 14:23*

So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified. 1 Peter 1:22

I will serve the ministry of my church

By discovering my gifts and talents. By being equipped to serve by my pastors. By developing a servant's heart.

Serve one another with the particular gifts God has given each of you. 1 Peter 4:10

So Christ himself gave...pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up. Ephesians 4:11-12

*Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus...taking the form of a bondservant.
Philippians 2:4-5, 7*

I will support the testimony of my church*

By attending church and VOUS Crews faithfully. By living a godly life. By giving regularly.

They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Acts 2:42

Let us not neglect our meeting together...but encourage one another. Hebrews 10:25

*But whatever happens, make sure that your everyday life is worthy of the Gospel of Christ.
Philippians 1:27*

Servant Leader Expectations

Qualifications and Leadership Commitment

“The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things. Let them prove themselves first. If they show they can do it, take them on. No exceptions are to be made for women— same qualifications: serious, dependable, not sharp-tongued, not overfond of wine. Servants in the church are to be committed to their spouses, attentive to their own children, and diligent in looking after their own affairs. Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith.”

1 Timothy 3:8-13 The Message

Team:

- Is sincere, worthy of respect and of a good reputation
- Tithes regularly to VOUS Church
- Has a genuine desire to serve and minister to other people
- Leads, motivates, and teaches other people
- Creates positive group dynamics and resolves conflict within the group

Leadership Honor Code Commitment

As an essential part of the VOUS Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at VOUS Church.

While serving the Body of Christ as a servant-leader at VOUS Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, VOUS Church leaders are to maintain a disciplined life of Bible reading, prayer and fasting. You must also refrain from such things as:

- Profanity
- Dishonest gain

- Indulging in much wine or other alcoholic beverages
- Illegal drugs
- Pornography
- Sexual immorality

All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the VOUS Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

Abuse Policy Acknowledgment

I understand that VOUS Church is a safe place for children and vulnerable adults and that VOUS complies with all Federal and State laws regarding reporting suspected child abuse. As a part of the VOUS Team, I understand that suspected abuse is to be reported to the team leader who oversees the area in which I serve. I also understand the 4 types of abuse defined below:

Physical: a physical act directed at a child or vulnerable adult that causes injury.

Sexual: contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos or other communication methods.

Emotional: acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional or mental disorders.

Neglect: failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent or caregiver if abuse is suspected. As a part of the VOUS Team, I agree to comply with this policy and report any suspected abuse to the team leader who oversees the area in which I serve.