



Policy and Guidelines for Ministry Leaders

It is of great importance to the Staff and Partners of Victory Church to provide a safe and secure environment for all ministry participants, especially children 0-18 years of age. Additionally, it is the desire of Victory Church leadership to minimize both the ministry and worker's vulnerability to unwarranted accusations. Furthermore, we desire people of all ages to grow in their relationship with God and each other. In order to provide these things, the following procedures have been adopted and are enforced.

Christian Standards

Persons desiring to partner with the ministry team at Victory Church must:

1. Have a personal relationship with Christ. How can a person lead a child to Christ without accepting Him as their personal Lord and Savior?

John 3:16 For God so loved the world that he gave his only begotten son that whosoever believe in him should not perish but have everlasting life.

2. Have regular church attendance. A ministry worker needs to lead by example.

Hebrews 10:25 Let us not give up meeting together, as some are in the habit of doing, But let s encourage one another- and all the more as you see the day approaching.

3. Be encouraging in speech. Always speak with uplifting, positive words.

Ephesians 5:4 Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving.

4. Be an example of Christian Character. They should not be involved with drugs, alcohol, pornography or sexual relationships that are not in line with God's Word as with the relationship of Marriage and their own spouse.

1 Corinthians 6:19-20 Your body is the temple of the Holy Spirit who is in you, whom you have from God, and are you not your own? For you were bought at a price; therefore glorify God in your body and in your spirit which are God's.



5. Be responsible in Leadership. This involves attending planning meetings and and leaders' training meetings. Always communicate with others clearly. Please plan events with other church events and activities in mind. Get clearance for activities through the Lead Pastor or designated approved leader.

Honor ALL people. Love the brotherhood. Fear God. Honor the King.

6. Be faithful in commitments. When you give your word, keep it. If you say you will do something or be somewhere, please follow through with it. If there is a change of plans, communicate early in the process so others can have time to make necessary changes.

Moreover it is required in stewards that one be found faithful.

7. Be respectful of Authority in word, action and attitude.

Obey those who rule over you, and be submissive, for they watch out for your souls as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you.

8. Be in partnership with parents. Parents are your best resource. You, as a Leader/Teacher/Aid, need to be in full communication with parents/guardians.

Listen to counsel and receive instruction that you may be wise in your latter days.

9. Be Teachable. Being able to take advice or learn a new way of doing things is a sign that you are wise.

By pride comes nothing but strife, but with the well advised is wisdom.



Practical Guidelines

1. All those wishing to be a part of the ministry must complete a Ministry Application. This includes the right of the church to perform any confidential background checks it deems necessary. (i.e. references and/or criminal background check.
2. A waiting period consistent with regular church attendance may be required before becoming active in children's ministries. However, if someone has been faithful at another church and is transferring membership to Victory Church, the waiting period may be waived.
3. All programs for children and youth will at all times observe the Church's Christian Standards and Practical Guidelines for Volunteers/Employees for ministry with children and youth. Candidates must also agree to abide by the Church's Code of Ethics.

MINISTRY COVENENT

I have seriously and prayerfully considered this opportunity for service and the outline of duties set before me. I accept this responsibility and, by the help of the Lord, I will faithfully fulfill my duties and abide by the terms of my appointment.

The spiritual well-being of each member is the primary concern of Victory Church. As a member of the ministry team, I will seek to bring about the salvation of each unsaved pupil and to encourage Christian growth for those who are saved. I will be an example in conversation, behavior and devotional life.

I will avail myself every opportunity for personal improvement and will carefully prepare for the performance of my task. In order for the work of the Lord to be successful, the unity of workers is required. Therefore I will manifest a cooperative spirit toward the program, leadership and my fellow workers. I will abide by the policies of Victory Church and will support the responsibilities given to me.

Signed _____ Date _____