



VOLUNTEER POLICY

Thank you so much for your willingness to partner in ministry with us at Village Bible Church! We are excited for the opportunities that lie ahead to share the love of Jesus with so many!

Introduction and Purpose: The VBC Volunteer Policy outlines the guidelines and expectations for volunteers at Village Bible Church. This policy ensures a safe, enjoyable, and enriching experience for all participants, including guests and volunteers/staff.

Eligibility Requirements:

- Volunteers must have completed 5th grade (unless serving with a parent or guardian)
- Church membership is required for all teaching, financial, small group, and worship leading roles.
- All other volunteer roles must be active attendees of Village Bible Church.

Application Process:

- Volunteers must submit this completed, signed form prior to serving.
- This registration form may include personal information, contact details, relevant experience, and availability.
- Volunteers who are 18 years and older and serving with kids or students must also complete our Village Kids/Students Volunteer Application¹, background check, sexual abuse awareness online training, and reference checks. Our security team must also complete this process.

Volunteer Roles and Responsibilities:

- Volunteers may serve in various roles and will be given a job description² that delineates all expectations for their area of service.
- Each volunteer will report to the coordinator or director of the specific ministry.

Child Protection: Village Bible Church is committed to providing a safe environment for children.

Volunteers must:

- Report any suspected child abuse or neglect to your Ministry Director or VBC Staff.
- Follow the church's child protection policy³ and procedures in case of any incidents or emergencies.
- All volunteers and staff are mandated reporters.

¹ VillageBible.Church/Volunteer

² Job Descriptions Link - TBA

³ VillageBible.Church/Policy

Training and Orientation:

- Training may include VBC-specific guidance, child protection training, emergency procedures, and program details.
- Volunteers are expected to familiarize themselves with their role as well as any curriculum and provided materials to fulfill their specific area of ministry.
- Some training may occur in person while other training may be in the form of printed materials.

Schedule and Attendance:

- Volunteers must commit to the agreed-upon schedules.
- If unable to attend or participate in their time of service, volunteers should provide advance notice and follow substitute protocols within the stated job description.

Communication and Collaboration:

- Volunteers are encouraged to maintain open communication with other volunteers, and church staff.
- Volunteers should promptly report any concerns, suggestions, incidents, or conflicts to your ministry director or staff.

Discipline and Termination:

- Any violation of the VBC Volunteer Policy may result in disciplinary action, up to and including termination of volunteer involvement.
- The church will ensure a fair and transparent investigation process for addressing any complaints or allegations.

Confidentiality and Data Protection:

- Volunteers must respect the privacy and confidentiality of all personal and sensitive information shared while serving
- Volunteers should comply with all applicable data protection regulations and handle any data securely.
- Photo permission - You may be photographed, filmed, and audio recorded with the understanding that all photographs and videos may be used for Village Bible Church publications.

Policy Review and Updates:

- This VBC Volunteer Policy will be reviewed periodically and updated as necessary to ensure compliance with legal requirements and best practices.
- By volunteering for VBC at Village Bible Church, volunteers agree to abide by this policy and support the church's mission of creating a safe, welcoming, and Christ-like environment.

VBC Volunteer Code of Conduct:

As volunteers for Village Bible Church, it is essential to uphold lifestyle practices that align with the Membership Commitments⁴, Teaching Positions⁵ and Doctrinal Statement⁶ of the church. These practices reflect our commitment to creating a safe, welcoming, and Christ-like environment for all members and attenders. It is important to note that the following list highlights specific behaviors that are considered out of step for VBC volunteers. By adhering to these guidelines, we ensure that VBC remains a place of love, respect, and spiritual growth for everyone involved.

All volunteers are expected to adhere to the following code of conduct:

- A desire to see people grow in their faith and relationship with God.
- Sufficient maturity to lead others, show good judgment and cope with the stresses of ministry.
- Minimum age - completion of 5th grade (unless serving with a parent or guardian)
- Able to communicate in verbal and written form, and able to adjust communication to the appropriate age.
- Demonstrate professionalism, respect, and kindness towards others.
- Use electronic devices strictly for program-related purposes during times of serving.
- Dress modestly and appropriately for each volunteer setting.
- Follow set scheduling protocols.
- Good interpersonal skills.
- Good general overall health and hygiene.
- A willing attitude and a teachable spirit.

There are practices that the Bible speaks to be out of place within the life of Christian ministry. While some of these may be endorsed and affirmed in the world today, we recognize volunteering in the church makes every volunteer a representative of Village Bible Church and the God whom we serve. Therefore, the following practices are out of place for any volunteer:

- **Abusive Behavior:** Volunteers are expected to refrain from engaging in any form of abusive behavior. This includes physical, emotional, or verbal mistreatment of others. Leviticus 18, 1 Timothy 5:22, and 1 John 3:3.
- **Gambling:** Volunteers are required to abstain from participating in gambling activities while volunteering. Proverbs 15:27.
- **Occultic Practices:** Volunteers are prohibited from engaging in occultic practices, as they are contrary to biblical teachings. These practices are outlined in Deuteronomy 18:10-11, Acts 13:6-9, and Galatians 5:19-21
- **Physical Violence:** Unless in self-defense or defense of others, all volunteers must refrain from resorting to physical violence. The scriptures emphasize the importance of peace and non-violence, as mentioned in Leviticus 18, 1 Timothy 5:22, and 1 John 3:3.
- **Sexuality and Identity:** Volunteers are expected to uphold biblical teachings regarding sexuality, relationships, and identity. The following scriptures provide guidance in this regard:

⁴ VillageBible.Church/Membership

⁵ VillageBible.Church/Positions

⁶ VillageBible.Church/Doctrinal

- **Adultery:** Exodus 20:1, Leviticus 18, Romans 7:3, 1 Corinthians 5:1-2, 9-13, Ephesians 5:3-5, and Hebrews 13:4.
- **Pornography:** Philippians 4:8, Colossians 3:5, and 1 John 3:3.
- **Fornication** (premarital sexual relationships): Acts 15:29, Ephesians 5:3-5, and Hebrews 13:4.
- **Same-sex, transgender practices, and relationships:** Leviticus 18, Romans 1:26-27, Genesis 1:27, Deuteronomy 22:5, and 1 Corinthians 10:8.
- **Sexual Assault, Abuse, or Harassment:** Volunteers must not engage in any form of sexual assault, abuse, or harassment, as it contradicts the teachings found in Leviticus 18, 1 Timothy 5:22, and 1 John 3:3.
- **Racist Conduct or Comments:** Volunteers are expected to treat all individuals with respect and equality, regardless of their race or ethnicity. The scriptures emphasize the importance of abstaining from racist conduct or comments, as stated in James 2:1-4 and Colossians 3:10-11.
- **Substance Abuse:** Volunteers must refrain completely from the use of non-medical cannabis (marijuana) or illicit use of substances and from drinking alcohol to the point of drunkenness. This practice aligns with the teachings found in Philippians 4:8, 1 Timothy 5:22 and 1 John 3:3.
- **Theft or Fraud:** Volunteers are strictly prohibited from engaging in theft or fraud. The scriptures emphasize honesty and integrity, as reflected in Exodus 20:15, 17, and Matthew 5:37.
- **Use of Profane, Abusive, or Slanderous Language:** Volunteers are expected to use language that is uplifting and edifying. The scriptures encourage the avoidance of profane, abusive, or slanderous language. Ephesians 4:29 and Colossians 3:8.

It is important to note that any other behaviors or activities deemed inconsistent with biblical moral standards will be addressed by the VBC Ministry Director, Staff or VBC Leadership. By adhering to these guidelines, we ensure that Village Bible Church remains a place where God's love and teachings can be experienced by all participants.

Conclusion:

In closing, we express our profound gratitude to all volunteers who wholeheartedly embrace and commit to upholding the principles outlined in the VBC Volunteer Policy. By adhering to these guidelines, you are not only ensuring the safety and well-being of all participants but also cultivating an environment where God's love and teachings can be experienced by everyone at Village Bible Church.

Your dedication to maintaining this policy will have a transformative impact on the lives of those involved at Village Bible Church. It will create an atmosphere of trust and respect, allowing each individual to grow spiritually and flourish in their relationship with God and one another.

Together, by living out these principles, we are shaping Village Bible Church into a place where the transformative power of God's grace and truth is evident, and where all participants can feel valued, supported, and encouraged on their faith journey. Thank you for your unwavering commitment to this policy and for your vital role in making Village Bible Church a beacon of God's grace and truth. May God bless you abundantly as you serve in the spirit of love, integrity, and compassion!

By signing below, I acknowledge that I have read, understand, and agree to abide by the terms and conditions outlined in this policy.

STUDENT'S NAME

DATE

STUDENT'S SIGNATURE

PARENT'S NAME

DATE

PARENT'S SIGNATURE