



**"We exist to glorify God and enjoy Him!"**

1 CORINTHIANS 10:31 & PSALM 73:25-26

# **VOLUNTEER**

## **PLAYBOOK**

***Who do you play for?***

Life is  ***better*** AROUND THE  
CAMPFIRE  
e320.church

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WHERE DO YOU START?

women

MEN

MISSIONS

Mountaineers

HUDDLE GROUPS

Wildlife  
6TH - 12TH GRADE

camo KIDS  
HIDING GOD'S WORD IN OUR HEARTS  
1ST - 5TH GRADE

EXPLORERS  
3 YEARS - KINDER

Critter Care  
BIRTH - 2 YEARS



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# Beliefs & FAQ's

## God?

God is the creator and ruler of the universe. He has eternally existed in three persons – the Father, the Son, and the Holy Spirit. These three are co-equal and are one God.

(Genesis 1:1, 26-27 & 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 1 Corinthians 13:14)

## Man?

Man is made in the spiritual image of God, to be like Him in character. He is the supreme object of God's creation. Although man has tremendous potential for good, he is marred by an attitude of disobedience toward God called "sin." This attitude separates man from God.

(Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1-2)

## Eternity?

Man was created to exist forever. He will either exist eternally, separated from God by sin or in union with God, through forgiveness and salvation. To be eternally separated from God is hell. To be eternally in union with Him is eternal life. Heaven and hell are places of eternal existence.

(John 3:16; John 2:25; John 5:11-13; Romans 6:23; Revelation 20:15; 1 John 5:11-12; Matthew 25:31-46)

## Jesus Christ?

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to heaven's glory and will return again to earth to reign as King of Kings and Lord of Lords.

(Matthew 1:22-23; Isaiah 9:6; John 1:1-5 & 14:10-30; Hebrews 4:14-15; 1 Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; 1 Timothy 6:1)

## Salvation?

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works – only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life by faith.

(Romans 6:23; Ephesians 2:8-9; John 14:6 & 1:12; Titus 3:5; Galatians 3:26; Romans 5:1)

## Eternal Security?

Because God gives man eternal life through Jesus Christ, the believer is secure in salvation for eternity. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian.

(John 10:29; 2 Timothy 1:12; Hebrews 7:25 & 10:10-14; 1 Peter 1:3-5)

## Holy Spirit?

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian seeks to live under His control daily.

(2 Corinthians 3:17; John 16:7-13 & 14:16-17; Acts 1:8; 1 Corinthians 2:12 & 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:1)

## **The Bible?**

The Bible is God's word to all men. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is truth without any mixture of error.

(2 Timothy 3:16; 2 Peter 1:20-21; 2 Timothy 1:13; Psalm 12:6, 119:105, 119:160; Proverbs 30:5)

## **Communion?**

Communion, or the Lord's Supper, is an ordinance given to all believers by Jesus Christ to remember His sacrifice for us and to symbolize the new covenant. The elements of bread and wine or juice, are symbols of Christ's broken body and shed blood. Communion is not a means of salvation. Rather, it is a testament of a believer's faith in the atoning work of the cross.

(Matthew 26:26-30; Mark 14:22-26; Luke 22:19-20; 1 Corinthians 11:23-29)

## **Creation?**

Biblical creation is supernatural. In plain language it was a miracle. Creation was by direct acts of the Creator as opposed to some naturalistic process. "In the beginning God created the heaven and the earth" (Gen 1:1). Creation took place in the beginning and was finished and complete. Creation was not spread out over a major portion of the supposed evolutionary vast time history of the universe. Creation was by the word of the Creator. The Creator spoke things into existence. In Genesis 1, we read of a series of "And God said" statements. Also, we read in Ps 33:6 & Ps 33:9, "By the word of the LORD were the heavens made; and all the host of them by the breath of His mouth. For He spoke, and it was done; He commanded, and it stood fast."

## **Tithe?**

The word, "tithe" literally means tenth or 10%. A tithe is the first 10% of your income. An offering is anything you give above and beyond the 10%.

Why do we tithe? The Bible says, the purpose of tithing is to teach you always to put God first in your lives. (Deuteronomy 14:23 TLB) Tithing is a reminder that God is the supplier of everything we have. It is also God's personal invitation to an outpouring of His blessing in your life. In Malachi 3:10 (NLT), God says this: "Bring the whole tithe into the storehouse, that there may be food in My house. Test Me in this," says the LORD Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will not be room enough to store it." This is the only place in Scripture where God tells us to put Him to the test. In other words, He's saying, "Go ahead. I dare you. See if you can out-give Me."

## **Is God wise? Do you trust Him?**

These are two fundamental questions behind the act of giving. If God is wise, then you should listen to what He says about financial stewardship. If you trust Him, then you should trust Him with all aspects of your life, including your finances. So, go ahead. Accept God's invitation to put Him to the test. Start tithing faithfully and watch what He does in and through your life.

## **Marriage?**

We believe that marriage has been instituted and ordained by God, and that marriage is defined as the exclusive conventional union of one man and one woman in which such union is a lifetime commitment. A civil government's sanction of a union will be recognized as legitimate marriage by the church, only to the extent that it is consistent with the Biblical definition of marriage.

(Genesis 2:24; Matt. 19:4-6; Mark 10:6-9)

## **Sexuality?**

We believe that legitimate sexual relations are exercised solely within marriage. Hence, sexual activities outside of marriage, including but not limited to, adultery, premarital sex, homosexuality, and pedophilia, are inconsistent with the teachings of the Bible and the church. Further, transgender behavior and the creation and/or distribution and/or viewing of pornography are incompatible with the biblical witness.

(Hebrews 13:4; 1 Cor. 6:9-10; 1 Thess. 4:3-5; Eph. 5:5)

## **Family?**

We believe that the roles of husbands, wives, fathers, mothers, and children are clearly stated in the Scriptures, including the principles of discipline, instruction, and correction. When found to conflict with laws and/or social norms, we will follow the biblical principle.

(Eph. 5:22-33; Col. 3:18-21; 1 Pet 3:1-7; Eph. 6:1-4)

## **Baptism?**

Baptism by immersion symbolizes the death, burial, and resurrection of Jesus and is your public declaration that you have accepted Jesus Christ as your personal Savior. Baptism does not save you, but shows the world that you have already been saved. And while baptism is not required for salvation, it is a biblical command and demonstrates your love and obedience to Christ.

(Colossians 2:12; Acts 2:41; Ephesians 2: 8-9; Matthew 28:19-20)

## **What's the deal with baptism?**

After you begin a relationship with Jesus, it starts the process of a life-long relationship with God. That relationship involves a continual process of getting to know Jesus and taking next steps in your relationship. In the book of Acts, the very first step to reflect this desire in your life to follow Jesus, was through baptism.

## **What's the meaning of baptism?**

1.) It illustrates Jesus' death, burial, and resurrection.

“Christ died for our sins...He was buried...and He rose again.” (1 Corinthians 15:3-4)

“For when you were baptized, you were buried with Christ, and in baptism you were raised with Christ.” (Colossians 2:12)

2.) It's a living picture of my new life as a follower of Jesus. (Romans 6:4)

Baptism doesn't make you a follower of Jesus, it demonstrates that you already have decided to follow. It's important to understand that baptism does not secure a relationship with God (it doesn't help you get in with God). That relationship with God happens only by grace through your faith in Jesus and what He did for you on the cross.

“For it is by grace you have been saved, through faith...it is the gift of God, not by works, so that no one can boast.” Ephesians 2:8-9 Baptism is like a wedding ring—it is the outward symbol of the commitment you make in your heart. It's an outward expression of an inner change.

## **Why should I be baptized?**

At Sportsman's Church, we believe that baptism is a great way to let others know of your commitment to follow Jesus. As soon as you have decided to follow Jesus by personally accepting what He did for you on the cross, you can be baptized.

It follows Jesus' example. (Mark 1:9)

We are baptized because Jesus expected it and it demonstrates that we're really following His lead.

(Matthew 28:19-20; 1 John 2:3)

You are welcome to be baptized as soon as you have believed! (Acts 2:41)

## **Why baptism by immersion?**

(Being "dunked" under the water)

Jesus was baptized that way. (Matthew 3:16)

Every baptism in the Bible was by immersion. (Acts 8:38-39)

The word "baptize" actually means "to dip under water".

Immersion best symbolizes a death and resurrection.

"The old life has passed away and a new life has begun!" (2 Corinthians 5:17)

## **What if I was baptized as an infant?**

In the Bible, men and women were baptized following their belief in Jesus. We believe that baptism is for those who have made a personal decision to trust Jesus alone for their salvation. An infant, although treasured by God, is not yet capable of making that decision. Infant baptism is a ceremony intended to emphasize a commitment between the parents and God, on behalf of the child. During this ceremony, the parents promise to raise their child in the faith until the child is old enough to make his own personal decision about Jesus.



# PERSONAL HEALTHCARE BEST PRACTICE

*Do you have any of the following:*



***Fever***

Yes  No



***Cough***

Yes  No



***Shortness of Breath***

Yes  No



***Sore Throat***

Yes  No



***Runny Nose***

Yes  No



***Feeling Unwell***

Yes  No

If you answered YES to any of the above, we ask you to please stay home and let your ministry team leader know so they can help mobilize our Care Team when necessary!

# ***OUR VOLUNTEER VISION***

Every person will have the opportunity to meet Jesus Christ and follow Him.

# ***OUR VOLUNTEER MISSION***

Introducing others to Jesus Christ and helping them grow in their faith.

We accomplish our VOLUNTEER mission by...

- ***praying*** for people
- ***going*** where they are
- ***building*** personal relationships with them
- ***winning*** the right to be heard
- ***providing*** experiences that are fun, adventurous, and life changing
- ***sharing*** our lives and the Good News of Jesus Christ with others
- ***inviting*** them to personally respond to this Good News
- ***loving*** them regardless of their response
- ***nurturing*** others so they might grow in their love for Christ and the knowledge of God's word and become people who can share their faith with others
- ***helping*** people develop the skills, assets and attitudes to reach their full God-given potential
- ***encouraging*** others to live connected to the Body of Christ
- ***working*** with a team of like-minded individuals - volunteer leaders, team members, and staff

# ***OUR VOLUNTEER VALUES***

- Living according to and communicating the whole Gospel of Jesus Christ
- Carrying out our mission under the authority of Scripture and relying on the Holy Spirit to empower our ministry
- Encouraging the welfare and spiritual health of those who do this ministry, that they may minister out of a consistent and growing relationship with Christ and His followers
- Researching and developing innovative approaches to reach uncommitted, disinterested people and engaging those growing in Jesus
- Reach others of all social, cultural, economic and ethnic backgrounds
- Observing the highest standards of stewardship of all the resources placed in our trust

# What is a Volunteer Leader?

*Colossians 1:27*

A few benefits of being a **Leader** are that you will...

- Have more fun, more joy, more adventure, and more satisfaction (John 10:10)
- Get to know Jesus Christ more intimately (John 8:12)
- Use YOUR strengths and gifts as your platform for ministry (1 Cor. 12)
- Develop friendships with other Christians (Acts 2:42-47)
- Learn how to live like Jesus did (1 Cor. 9:25)

**Leaders** desire to ...

- Grow in their love of God and others with a team of Leaders (Matt 22:37-40)
- Spend time with a specific group (Matt 28:19-20)
- Reach others by going to where they are with other Leaders (John 1:14)

**Leaders** commit to...

- Living like we are with Jesus every day (Mark 3:13)
- Taking care of priorities (family, academics, occupation, social relationships) (Ephesians 5:1-2)
- Regularly attend (Eph. 3:7-11)
- Pursuing relationships with others in their world regardless of their beliefs (2 Cor. 5: 14-15)
- Praying for others (Matt 19:13a)
- Attending team planning times
- Adhering to policies, expectations, and principles
- Preparing for and excellently executing all commitments (Matt. 5:37)

**Leaders** will be trained in ....

- Relating to both Christian and non-Christians
- Studying, applying, teaching, and sharing the Word of God
- Planning and executing events to maximize their effectiveness

**Leaders...**

- Are all ages, come from all backgrounds, and have diverse occupations
- Work with Staff to determine your specific time commitments and expectations
- Do challenging, necessary, rewarding, and eternally significant work

# Volunteer Leadership

The foundation of our ministry is volunteer students and adult leadership. We are committed to providing mature men and women who can serve Christ's church with their gifts, abilities, talents, and personalities in a unique manner.

*Here are the basic qualifications for serving as a volunteer leader.*

1. A solid commitment to Jesus Christ as Lord and Savior, along with a demonstrated pattern of spiritual growth.
2. Must subscribe to Statement of Faith, Our Volunteer Mission, and Faith and Conduct Policies.
3. Must be willing to submit and adhere to the policy of 'personal and public conduct'.
4. A commitment of involvement for at least one year in the ministry area.
5. Must have a basic desire to relate the Gospel to others through building friendships
6. Regular involvement in church life where spiritual growth and fellowship are experienced.
7. Go through an **initial interview process as well as yearly evaluation** by the staff and/or another experienced leader for continual development of strengths and identification of areas in which growth is needed.

These qualifications are not meant to intimidate. We are not looking for “perfect” people.... Just people committed to growing in their life with Christ. It is an issue of your passion and heart.

We need folks who have a heart for Christ and a heart for others to know Him. In return, a Leader may expect that we will challenge them to serve the Lord to their maximum ability as a uniquely gifted member of the body of Christ. We will equip you to do so, as best we can.

# ***Volunteer Leader Job Description***

## ***Purpose***

To present the Gospel of Jesus Christ so that others may be able to know and respond to Him.

## ***Job Title***

Volunteer Leader

## ***Relationships***

Supervised by ministry coordinators. Will work closely with a volunteer leadership team. Will have personal friendships with others in our area of ministry. Will primarily minister to others of one's own gender, especially with older kids.

## ***Responsibilities***

Contact Work: Team leaders send reminders/encourage other volunteers.

Group: Regularly help prepare, attend and participate in group meetings

Leadership: Attend any Leadership and team meetings.

## ***Weekly Time Commitment: an average of 1.5-5 hours per week***

Breakdown:

Contact Work	15 minutes-1 hour per week
Group	30 minutes-2.5 hours per week
Preparation	15 minutes-2 hours per week

## ***Training and Support Provided***

1. A pastor and/or a team coordinator will train you.
2. You will have fellowship with leaders from your team and the group.
3. You will be challenged to grow spiritually.

## ***Qualifications***

1. A growing relationship with Jesus Christ.
2. Ability and desire to communicate with those you serve.
3. Willingness to be trained, and to submit to authority.
4. Regularly Involved.
5. Willingness to make a one year commitment to ministry.

# ***Personal Conduct for Volunteer Leadership***

The standard of conduct of every volunteer leader is of utmost importance. We do not believe in legalism. In other words, that spirituality in our leaders cannot be guaranteed by them making them follow a list of Do's and Don'ts we set forth. Individual maturity dedicated to pleasing God is expected of its people, not merely conformity to super-imposed standards.

However, we must remind ourselves that we are working with those who do not know Jesus, very young believers in Jesus, and those growing in Jesus of all ages. This fact must have tremendous significance in deciding what we should do. People look to us for leadership and as examples of followers of Christ.

Every supervisor of volunteer leaders will be expected to call in to question any practice he or she considers harmful to the work. He or she should ask if the person involved has applied the following Scriptural principals to his or her own satisfaction. We are people who want the very best for our mission, the family, ourselves as individuals and for everyone to whom we go. Therefore we commit all aspects of our lives to the cause of Jesus Christ.

## We will strive for EXCELLENCE!!!

This honors God and inspires people. "Whatever you do in word or deed..." (Col. 3:17) This is attractive. In planning, presentation, and behavior we love enough to carefully and critically evaluate, encourage and gently correct one another.

The Word of God speaks quite clearly regarding several principles which apply to ministry, here are just a few:

*Whatever you are doing...do everything in the name of the Lord Jesus. Col. 3:17*

*Cause not one of these little ones to stumble. Matt. 18:6*

*Be like men waiting for their Master to return. Luke 12:36*

*The fully trained disciple will always be like his teacher. Luke 6:40*

*Be on your guard against hypocrisy. Luke 12:1*

*Owe no man anything except to love one another. Romans 13:8*

*This makes me determined that, if there is a possibility of me injuring my brother, I will have none of it as long as I live for fear I might do him harm. I Cor.8:13*

*Let us, therefore, stop turning critical; let us be critical of our own conduct and see that we do nothing to make a brother stumble or fall. Romans 14:13*

*After all, the kingdom of heaven is not a matter of whether you get what you like to eat and drink but of righteousness and peace and joy in the Holy Spirit. If you put these things first in serving Christ, you will please God and are not likely to offend men. Romans 14:17-18*

\*\*\*Based on these biblical principles and due to the sensitive nature of our ministry with others, it is imperative to “spell out” a few specific guidelines for our Staff and Leaders to follow:

2 adult supervision: No volunteer will be allowed to be alone with a student in an isolated place. In situations that require personal conferences, the meeting is to be conducted in view of other adult volunteers. It is always preferred that a volunteer of the same gender minister to students.

No child or teenager is to sit on the lap of an adult or vice versa. The only exception would be the parent of the child and those in Critter Care (0-2 years).

No frontal hugs. Hugs are a beautiful way to show love, support, and to comfort children. However, we must keep our hugs shoulder to shoulder.

Because of the relational strain upon the team and others, there should be no dating among volunteers on the same team; unless discussed previously with the supervising Staff.

All volunteers enrolled in school must maintain a 2.0 average/passing average in order to work in our student and children ministries. If placed on probation, you must notify your team leader and refrain from serving until the probation is removed. Keep first things first.

Due to the struggle and confusing messages that many people face with alcohol in our communities, we ask that you consider to not consume alcohol publicly where high school, middle school, and elementary age children will be influenced by you or others and could be persuaded to drink alcohol and violate the laws of Texas. We are asking you to consider the body of Christ over your personal desire to consume alcohol publicly when you could or might be the stumbling block for them to sin. Due to the laws of this state no one under 21 may drink alcohol. When a leader is publicly intoxicated at a public event we will want to be made aware of the situation and visit with the individual about being able to continue to serve in a leadership role.

Everything speaks. Communication is not just verbal. How we talk, how we dress, who we spend our time with and where we spend our time all communicate what is important to us.

Appropriate attire. Our volunteers will be dressed modestly not just when they are serving, but when they are around our children. Clothes are not to be revealing or in any way draw attention to the breasts, buttocks, or genital area. We want to be good examples of how to honor our bodies and do not want to be a distraction to any child or adult.

Marriage is a sacred institution ordained by God that illustrates the Gospel in a profound way. *Marriage always comes before ministry.* If we disregard this principle we will send the wrong message to the people we minister to.

God ordained sex to be a beautiful expression of love and commitment between a man and a woman – within marriage. Let's keep it there.

Boundaries: Ministry is a hole of human need that can consume all aspects of your life. Draw boundaries ... and keep them.

Know the principles in this policy. If you have questions or concerns about its content talk them through with your staff or team leader ***before you sign the acknowledgement!***

# ***Sexual Conduct Policy***

*God's people have been called to the highest standards of sexual morality and conduct. This is particularly important for those in ministry. Trust must never be violated by staff or volunteers. Cases of sexual misconduct have profound effects on victims as well as offenders. Therefore, we have developed this sexual conduct policy for all persons involved. Every attempt has been made to address both the biblical and legal concerns.*

## **The Pastoral and Biblical Challenge**

An understanding of appropriate sexual conduct comes from the Scriptures that affirm intimate sexual activity between married heterosexual partners. The teaching of the creation narratives (Genesis 1–2) is clear that God created humankind as male and female in the image of God in order to reflect the glory of God to the rest of creation (Genesis 1:26–27). In the Gospels, Jesus affirms this creation purpose by citing the creation narratives in His dispute with the Pharisees over the nature and purpose of marriage (Matthew 19:5; Mark 10:7–8).

## **Sexual Conduct for Staff and Volunteers**

In offering a model for sexual conduct, Scripture also draws boundaries outside of which God's purposes for our lives are not fulfilled; men and women are to engage in intimate sexual activity with each other exclusively in the context of the heterosexual marriage covenant (Genesis 2:23–25). Sexual activity, either of a heterosexual or homosexual nature, outside of such a marriage covenant is therefore not in accord with God's creation purpose.

We do not in any way wish to exclude anyone from being recipients of ministry of God's grace and mercy as expressed in Jesus Christ. We must, however, clearly state that individuals who are sexually active outside of a heterosexual marriage relationship should not serve as staff or volunteers in the mission and work of the Church.

## **Cases of Sexual Misconduct**

Current staff and volunteers who engage in sexual activity outside of a heterosexual marriage relationship will be in violation of this policy and subject to termination. As in all things, we believe in the forgiveness of sin and unconditional love for all people.

## **Illegal Sexual Activity**

In the event that a staff or volunteer is involved in sexual relations or activities that constitute sexual offenses as defined by federal or state law, we will act quickly and decisively in cooperation with authorities to ensure the law is upheld and kids are safe.



## Summary

It is critical to the mission and ministry that staff and volunteers conform to the highest standards of sexual morality and conduct. In their work with and in their private lives, staff and volunteers shall not engage in any relationship or activity that constitutes sexual misconduct, including but not limited to the following:

1. Sexual relations or activities with any person outside of the marriage covenant.
2. Sexual relations or activities that constitute sexual offenses as defined by federal or state law (laws defining offenses under state law vary from state to state).
3. Relationships or activities that may not involve sexual contact (e.g., pornography, sexting, or romantic or sexually suggestive relationships with other leaders or kids) but are contrary to the theological and moral affirmations of the Church.

## Reporting Procedures

Due to the sensitive nature of sexual misconduct, and out of concern for the safety and privacy interests of all involved, requires that when staff or volunteers become aware or have reasonable cause to suspect that another staff or volunteer is engaging in sexual misconduct, the staff or volunteer must report such misconduct immediately and in strict accordance with the following procedures. If uncertain as to whether or not a behavior is misconduct, call the lead pastor.

1. The staff or volunteer must immediately provide an accurate and verbal report of all relevant details to the immediate supervisory staff member or next line supervisor of the volunteer or staff person suspected of sexual misconduct. If the staff or volunteer has a concern that the matter might not be adequately reported by such supervisor to the lead pastor, he or she may contact an elder asap.
2. Any supervisor who receives a report of possible sexual misconduct must then:
  - a. Immediately contact the lead pastor (Glen Dry at 361.894.6200).
  - b. Provide the lead pastor with a verbal account of the report received from the staff or volunteer.

Until a course of action is developed by the lead pastor and/or elders, staff and volunteers with knowledge of the sexual misconduct must refrain from:

1. Contacting the person alleged to have engaged in sexual misconduct.
2. Investigating the case, or discussing the details of the case with any person other than appropriate personnel, as described above.

Any communication with the press or report to governmental agencies must be coordinated in advance with the lead pastor or his or her designee and the elders.

# ***Sexual Harassment Policy***

*It is our intent to provide a work environment free from verbal, physical and visual forms of sexual harassment. All staff and volunteers are to be sensitive to their co-workers. We will not allow any form of sexual harassment. No staff or volunteer may engage in sexual harassment of any other staff or any other person associated with the Church.*

Unwelcome or unwanted sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, such as sexual jokes, gestures, graffiti, posters or other writings, or touching or other physical conduct, constitute sexual harassment when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or any other association with the Church.
- b. Submission to or rejection of such conduct by an individual is used as a basis for employment or personnel decisions affecting such individual.
- c. Such conduct has the purpose or effect of unreasonably interfering with an individual's ministry performance or creating an intimidating, hostile or offensive ministry environment. If a staff member or volunteer feels that he or she has been subjected to or is a victim of sexual harassment, the staff member or volunteer should confront the harasser and clearly let him or her know that the behavior or particular form of harassment is not acceptable nor tolerable. This person may also directly report the harassment immediately to the staff or volunteer's supervisor, the lead pastor and/or elders.

Others who have observed sexual harassment should report the harassment **immediately** to the staff or volunteer's supervisor, the lead pastor and/or elders.

If a report of sexual harassment is mistaken or inaccurate but is made in good faith, the staff or volunteer making the report will not be subjected to any form of disciplinary action for having made the report.

The Church will review each report of harassment and, if deemed necessary, support an investigation. Once the review and any necessary investigation is completed, the Church will take appropriate action to remedy or eliminate any sexual harassment found to have occurred and/or to prevent future harassment.

The Church will seek to maintain confidentiality in the review and investigation process as far as maintaining confidentiality is not inconsistent with investigating the report of harassment, eliminating or remedying any sexual harassment found to have occurred or preventing future harassment. Others will be informed of the report and any necessary investigation only if their involvement, in the opinion of senior leadership, is necessary to the review or investigation of the harassment report or to eliminating or rectifying any sexual harassment found to have occurred or to preventing future harassment.

The Church may, in its discretion, transfer, relocate or suspend any staff or volunteer alleged to have committed sexual harassment, pending a review or investigation of a sexual harassment report. Any staff or volunteer who engages in sexual harassment, fails to cooperate in a review or investigation of a sexual harassment report or otherwise violates or acts in a manner inconsistent with this policy and procedure may be immediately terminated or subjected to disciplinary action, at the discretion of the Church.

# ***Conflict Resolution Guidelines***

## **Note**

Regarding problems concerning sexual misconduct or sexual harassment, refer to the Sexual Misconduct Policy and the Sexual Harassment Policy. A different set of procedures is required.

*The Church encourages staff and volunteers to openly and honestly discuss problems and to resolve them early using the guidelines below.*

## **Goals**

That staff and volunteers would commit to and practice biblical principles of communication and conflict resolution.

That we would strive to maintain unity through honest, loving communication in difficult situations.

That we would encourage and support one another.

That gossip and negative attitude toward other volunteers would not be tolerated

## **Biblical Foundation**

"If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector." Matthew 18:15-17

"Therefore, if you are offering your gift at the altar and there remember that your brother has something against you leave your gift there in front of the altar. First go and be reconciled to your brother; then come and offer your gift." Matthew 5:23-24

"Therefore each of you must put off falsehood and speak truthfully to his neighbor, for we are all members of one body. In your anger do not sin . . . Do not give the devil a foothold." Ephesians 4:25-27 (See also Galatians 6:1-2; Ephesians 4:15-16)

# ***Conflict Resolution Process Guidelines***

## ***(Here's what it looks like)***

### **Step One**

- A. First, before involving anyone else, go directly to the person you have offended or who has offended or created conflict with you. Before you go, prayerfully identify the specific issues that are creating the conflict for you; think of possible solutions to the problem and what you would like to see happen in the future. Admit your own responsibility in the conflict.
- B. Contact the other person to schedule a convenient time and appropriate place to meet for discussion as soon as possible.
- C. When you meet, first spend some time in prayer. Then share in a caring manner the conflict as you have identified it from your point of view. Then listen carefully and seek to understand the other person's point of view on the problem. Brainstorm together on possible solutions to the conflict, and come to an agreement on resolution.
- D. If resolution does not seem possible, and it would help to have a third party involved, ask a peer, mutual friend or supervisor for assistance in this process. Work through Step One A, B and C again.

### **Step Two**

- A. If you are still dissatisfied after going through the complete process in Step One, present the problem in writing to your immediate supervisor or your next most immediate supervisor who is not involved in or part of the conflict. Clarify the conflict as you see it, the steps taken so far, reasons why Step One did not resolve the problem and your suggested solutions or next steps in the process.
- B. The supervisor will investigate the problem and provide you with a timely response, further process to follow and/or a final decision if needed.
- C. If a pastor is the creator or offender in the conflict, and it has not been satisfactorily resolved using Step One above, then you may appeal to any elder. If any two of the elders (including the offended party if he/she is an elder) agree that the conflict has not been satisfactorily resolved, and that elder level involvement is necessary and appropriate, then you as the offended party may appeal to the lead pastor

**If the above procedures are not followed and dissent results, you may be subject to disciplinary action or termination.**

*If you feel this process is not adaptable to your particular situation or has not proven successful, you may contact your team leader, an elder, then the lead pastor if necessary.*

*The Church does not intend by this policy to create a contract of employment or volunteer leadership position. We may modify this procedure at any time or determine that it should not be applied in particular cases.*

## **Liability & Medical Release**

Permission is granted for myself/my child to receive medical care if: (1) such care is deemed necessary by the persons in charge of the event; (2) the proposed medical treatment or procedures are immediately necessary and any delay occasioned by an attempt to obtain my parental consent would reasonably jeopardize the life, health, or well-being of the child affected; (3) I cannot be personally contacted.

I further Agree not to hold the church or any of its paid staff or volunteers responsible for any accident that may occur on the way to, from, or during and event. I indemnify, defend, and hold harmless the church for all claims made and liabilities assessed against them as a result of any event or activity. I release the church and all medical providers from liability in acting on my/ my child's behalf in this regard and rendering such medical treatment. I assume the risk and financial responsibility for any injury resulting from any event or activity.

Furthermore, I understand and assume the expenses of any property damage caused by myself/my child. Should it be necessary that my child be returned home due to disciplinary action (when on trips), I will be contacted by the leaders and will be responsible to pick my child up and assume the cost of transportation.

### **Experience Excellence (EE) Liability Waiver Son Valley Ranch Property**

Please read carefully! This is a legal document that affects your legal rights!

This Release and Waiver of Liability is executed in favor of Experience Excellence, a nonprofit association, and their directors, officers, employees, and agents (collectively, "EE").

The Guest hereby freely, voluntarily, and without duress executes this Release under the following terms:

**Release and Waiver:** Guest does hereby release and forever discharge and hold harmless EE and its successors and assigns from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from Guest's Activities with EE. The Guest understands that this Release discharges EE from any liability or claim that the Guest may have against EE with respect to bodily injury, personal injury, illness, death, or property damage that may result from Guest's Activities with EE, whether caused by the negligence of EE or its officers, directors, employees, or agents or otherwise. Guest also understands that EE does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical, health, or disability insurance in the event of injury or illness. **Medical Treatment:** Guest does hereby release and forever discharge EE from any claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with the Guest's Activities with EE. **Assumption of Risk:** The Guest understands that the Activities include work that may be hazardous to the Guest, including, but not limited to, construction, loading and unloading, and transportation to and from the work sites.

Guest hereby expressly and specifically assumes the risk of injury or harm in the Activities and releases EE from all liability for injury, illness, death, or property damage resulting from the Activities.

**Insurance:** The Guest understands that, except as otherwise agreed to by EE in writing; EE does not carry or maintain health, medical, or disability insurance coverage for any Guest. Each Guest is expected and encouraged to obtain his or her own event, liability, medical or health insurance coverage. **Photographic Release:** Guest does hereby grant and convey unto EE all right, title, and interest in any and all photographic images and video or audio recordings made by EE during the Guest's Activities with EE, including, but not limited to, any royalties, proceeds, or other benefits derived from such photographs and recordings.

**Other:** Guest expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Texas, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Texas. Guest agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable.

# Serve Teams

Mark 10:45

Sheila Krog - Critter Care & Explorers

Lexi Smith - Camo Kids

Haynes Searcy - Wildlife & Huddles

Jamie Happel- Mountaineers

Glen & CherylInn Dry - Marriage

Kim Searcy - Women

Daniel Villarreal - Men

Daryl Smith - SheepDogs

Walter & Tammi Dixon - Archery

Marci Graber - Music

Eric Roddy - Fishing & Landscaping

Oscar Pulido - Veterans

Greg & Daniella Shelby - Overcoming Obstacles

Glen Dry - Feed the Need

Larry & Karen Hable - Christ's Kitchen

Jacob Greiner - Audio/Visual

## Deacons

Tommy Webb

Walter Dixon

Nick Koehl

Eric Roddy

Jonathan Graber

## Elders

Glen Dry

Josh Sevier

Daniel Smith

Craig Roddy

## Support

Ali Sevier - operating

Rebecca Gregory - pastoral support

Danette Koehl - communications

## Special Teams

Rebecca Gregory - Care

Kelly Webb - Care

Larry Hable - Stewardship

## Church Plants

David Loa - Biker Church

Tim Williams - The Vine Church

**“We exist to glorify  
God and enjoy Him!”**

1 CORINTHIANS 10:31 & PSALM 73:25-26

**E320 Church**  
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Victoria, TX 77904