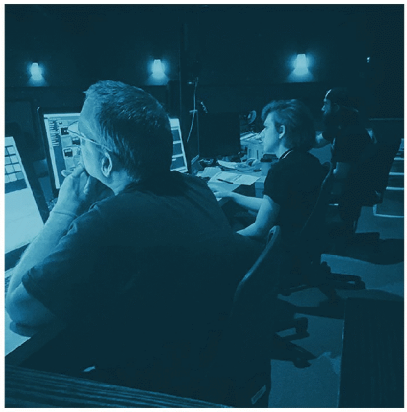
Generations Church

VOLUNTEER HANDBOOK



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Welcome

We are glad you have chosen to serve at Generations Church (GC). The staff and leaders of the church are excited about your decision and highly value your service.

What you are Reading

This Handbook is intended to answer some of the commonly asked questions about volunteering at GC and to provide guidance as to what GC expects from you as a volunteer. It also includes what you can expect from GC. These guidelines do not attempt to cover every situation that may arise during your service.

We begin now with the most important and basic beliefs we hold: Our Core DNA a What We Believe. These are the beliefs we ask you to hold in mind as you serve.

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Generations Church Core DNA

Our Vision

To lead 10,000 un-churched people in Brunswick County to become fully devoted followers of Jesus Christ.

Our Mission

To invite people to take their next step with God.

Our Core Values

Biblical Authority

- God speaks to us through the Bible and we recognize it as the final authority for our lives.

Full Devotion to God

- We believe the Christian life involves intimacy with God and complete surrender to His will.

Cultural Relevance

- We believe in building bridges to communicate the good news of Jesus Christ with the ever-changing culture.

Commitment to Excellence

- Excellence honors God and inspires people.

Authentic Community

- We believe that life-change happens best in small groups.

Intentional Apprenticeship

- We are responsible to pass along to others the knowledge, skills, and opportunities that have been entrusted to us.

Family Partnership

- Our family ministries partner with parents for the spiritual growth of their children.

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OUR BELIEFS

ABOUT THE SCRIPTURES

We believe the entire Bible is the "God-breathed" words of God and that men were moved by the Spirit of God to write the very words of Scripture. Therefore, we believe the Bible in its original state to be without error. We believe the Bible has been reliably preserved for us today.

ABOUT GOD

We believe in one God who exists in three distinct persons: Father, Son, and Holy Spirit. We believe that Jesus Christ, the Son, became flesh to reveal God to man and to become the Savior of a sin-filled world.

ABOUT JESUS

We believe that Jesus Christ was conceived by the Holy Spirit and born to the Virgin Mary. He led a sinless life, took on Himself our sins and punishment, died and rose again, and is our only Mediator and Advocate with God the Father. We believe He will return again to establish His kingdom.

ABOUT THE HOLY SPIRIT

We believe in the present ministry of God the Holy Spirit, by whose indwelling the Christian is enabled to and gifted to live a God-honoring life.

ABOUT HUMANITY

We believe that humanity was created in the image of God to have a close relationship with Him but became alienated in that relationship through sinful disobedience. As a result, mankind is incapable of regaining a right relationship with God through his own effort.

ABOUT SALVATION

We believe that the blood of Jesus Christ, shed at the cross, provides the sole basis for the forgiveness of sin by satisfying God's holy justice. Therefore, salvation occurs only when a person places his or her faith in the death and resurrection of Christ as the sufficient payment for his or her sin. Furthermore we believe in the eternality of the soul. Those who have trusted Christ will inherit eternal life and those who have rejected Him, eternal death. Baptism is an act of obedience, and an outward identification with Christ, though it is not an action that leads to or finalizes salvation.

ABOUT THE CHRISTIAN LIFE

We believe that all those who call themselves Christians should live for Christ and not for themselves. By obedience to the Word of God and daily yielding to the Spirit of God, every believer should mature and begin to reflect the image of Christ their Lord. The Christian's faith is exemplified in active concern for others.

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ABOUT CHRISTIAN MARRIAGE

We believe that marriage is a sacred covenant designed by God to model the love of Christ for His people and to serve both the public and private good. Marriage is intended by God to be a thriving, lifelong relationship between a man and a woman. Christians are bound by God's marriage design and minister in Christ's name to all who live outside of that design.

ABOUT THE CHRISTIAN CHURCH

We believe that the church is the body of Christ, of which Jesus Christ is the head. The members of the church are those who have trusted by faith the finished work of Christ's sacrifice on the cross. The purpose of the church is to glorify God by loving Him and by making Him known to the lost world. We believe in the spiritual unity of believers in our Lord Jesus Christ, with equality across races, genders and classes.

Roles and Responsibilities of GC Ministry Volunteers

You read earlier that our mission is to invite everyone to take their next step with God. We encourage you to take your next step with God through your service at GC. We hope you will grow in knowing Christ and be fulfilled through your work at GC.

To be a volunteer, you should see GC as your home church where you worship regularly. Our volunteers sustain the church with their time, talent, money, and loyalty. The GC leadership team is your leadership team.

Here are some general guidelines for your service. A good overall guideline is to not do anything that runs counter to Scripture or the laws of the land. We are peace-filled people who live and present the grace and truth of the Gospel.

The people we serve depend on us and the people with whom you serve depend on you. Whether it's for training meetings, fellowship times with fellow ministry team members, or during your scheduled time of service, good attendance is a commitment you will need to take seriously.

We understand that emergencies and some absences will happen, but it is important for you to inform your ministry leader ASAP if you are unable to fulfill your commitment and to follow the guidelines they have set.

Our dress code is simple - It is expected that volunteers will dress in a manner that is clean, neat, appropriate and modest.

We believe that effective communication honors God and is essential to our continued success. Any concerns about your volunteer service or suggestions for improving operations should be discussed with your ministry leader.

Privacy and confidentiality are essential when it comes to the history, records and conversations of people at GC. Please exercise privacy and confidentiality no matter who you are talking to (friends, family members, news media, etc.). If anyone requests information from you, your answer should be, "Church guidelines don't allow me to give out information." You can also suggest that the person inquiring talk to your Ministry Leader or inquire at the church office.

Our facilities are smoke-free. No smoking is allowed inside any building or in entryways to the buildings and where fresh-air intake vents may be located. Also, consumption of alcohol is not allowed on church grounds.

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What You May Expect During Your Ministry Service

Invitation, Placement and Orientation

- The "front door" for volunteer service at GC is Next Steps, which is offered the first Sunday of every month.
- Potential volunteers will be interviewed informally. All potential volunteers will complete a form providing personal information, spiritual background, and references. They will read this handbook, complete an application and a criminal background check at this point and again at the end of every third year of service. All information related to background checks will be held in strictest confidence.
- A ministry position that matches qualified volunteers will be found. The church desires to recruit and place volunteers according to their skills, talents, experience, and spiritual gifts so that volunteers find meaningful ministry opportunities that enrich their lives.
- Once placed with a ministry team, your ministry leader will orient you further to the workings of the team, schedules, common practices, your specific job and how to do it.

Training, Resources, & Development

It is our desire that you be equipped to fulfill your duties. GC will assist you in determining the right volunteer ministry position. Once a ministry position is determined, you will receive training, and expectations and guidelines for serving within that area of ministry. Infractions in guidelines or policies may lead to your dismissal. You will also receive ongoing support from your Ministry Leader and are encouraged to share with your leader any ideas or concerns for your area of service.

A Harassment-Free Environment

GC is committed to providing an environment free of sexual harassment, as well as harassment based on factors such as race, physical or mental disability, marital status, age, and sex. The GC Harassment Policy and the process to express a grievance is posted on the bulletin board in the church office.

Whistleblower Policy

Volunteers and GC church staff are encouraged to disclose any wrongdoing that may adversely impact Generations Church, the church's attendees, employees, or the public at large. The GC Whistleblower Policy is posted on the bulletin board in the church office.

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What about Resignation or Dismissal?

Volunteers who desire to leave their ministry positions should attempt to give at least a two-week notice of their intent to resign. This allows ministry leaders time to recruit new volunteers to fill vacant positions.

If you are experiencing dissatisfaction or discontentment within your ministry position, please discuss your concerns with your ministry leader. They may be able to adjust conditions in order to make your volunteer experience more effective and enjoyable.

Finding the right fit in ministry can be very fulfilling and rewarding. If you feel the ministry in which you are serving is not the right fit, talk to your Ministry Leader. They will be glad to help direct you to an area of service that may be a better fit for both you and GC.

Dismissal from a volunteer ministry position at GC is a rare occurrence; however, it may occur. Reasons for dismissal may include, but are not limited to:

-Repeated infractions in guidelines and responsibilities

-Serious offenses

General Safety & Security Standards Procedures

As a volunteer, those worshipping with us may look to you for direction in an emergency. The Safety and Security Team volunteers will give us all direction in any such circumstance. You should know and follow all common sense and posted safety and fire regulations. Report any unsafe conditions, equipment, or practices to your ministry leader. First-aid supplies are located in many areas of the church spaces. Become familiar with these locations.

Vehicle Use & Driving Records

You only need to be concerned with this section if you need to drive a vehicle owned by GC or use a personal vehicle while conducting church business or ministry. If you do, the following information needs to be on file in the church office:

- Driver's license number, expiration date, and any restrictions,
- A record check with the Bureau of Motor Vehicles,
- Proof of insurance, if your personal vehicle is used for church business or ministry.

All information about your driving record will be kept confidential. It is your responsibility to keep information up-to-date, including reporting to your ministry leader any moving violations or changes in driving status within five (5) days of the violation or change or before you drive for GC again, whichever is sooner. If you accumulate more than two moving violations in any vehicle—personal or church-owned—it will be up to the church's insurance carrier to decide if you can continue driving for the church.

Thank you for taking your 'Next Step' with God in serving at Generations Church. We look forward to working with you in building relationships with others.

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