



One Heart, One Mind

Our Core Values & Mandatory Requirements for Staff and Volunteers

1 Corinthians 1:10

Now I plead with you, brethren, by the name of our Lord Jesus Christ, that you all speak the same thing, and that there be no divisions among you, but that you be perfectly joined together in the same mind and in the same judgment.

Ephesians 4:3

'..endeavouring to keep the unity of the Spirit in the bond of peace.'

OUR CORE VALUES

Our Core Values help define who we are as a local body, guide decisions we make, the goals we set and what we become as we journey together.

OUR THEME - JESUS

We do not preach ourselves, but JESUS CHRIST.

In everything JESUS CHRIST must be pre-eminent.

We lay aside SELF, ORGANIZATION name, so that JESUS CHRIST will be glorified.

OUR CONTENT - THE WORD

It is the WORD of God that transforms, not our good ideas.

Present the uncompromised, undiluted WORD in relevant and meaningful ways.

OUR METHOD - HOLY SPIRIT POWER

While we use tools (media, technology, etc.) we depend not on our intellectual prowess

or persuasive presentations, but on the work and ministry of the HOLY SPIRIT to transform lives.

OUR PASSION - PEOPLE

We are here not to build a ministry or an organization. We are here to build PEOPLE.

OUR GOAL - CHRISTLIKENESS

We work to help people move to CHRISTLIKENESS in all things, in all areas of life.

We love, we pursue, we are patient, we correct and we discipline, to see CHRISTLIKENESS formed in us.





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OPPORTUNITY

Without any form of partiality we provide OPPORTUNITY for everyone to live, love and serve as part of this local community of believers.

UNITY

In everything we do we work at strengthening UNITY within us as a local church and within the larger Body of Christ which we are part of.
Anything that brings division or strife is rejected.

INTEGRITY

INTEGRITY is doing what is right before God and man at all times and in all matters. That's the way we work.

EXCELLENCE

We pursue EXCELLENCE in all we do by giving our very best because we do what we do for the King Himself.

PIONEERING

We are a PIONEERING people, ready to go where others may not have gone; willing to break new ground and traverse uncharted paths.
We stay on the leading edge of what God is doing.

RELATIONSHIPS

We value the RELATIONSHIPS we have with each other and with the extended Body of Christ.
We invest into and do our best to nurture meaningful RELATIONSHIPS.

ONE HEART, ONE MIND

The Leadership at All Peoples Church, Bangalore has laid out the following mandatory requirement of its Staff and Volunteers who serve in the church and its ministries.

Our objective in these mandatory requirements is to establish standards – so that we as a ministry team will always, at all times, (A) walk in unity and (B) communicate the same message to the congregation and to the world.

We address four main areas that we require our staff and volunteers to give attention to
(A) Personal life example (B) Respect for church community (C) Respect for delegated leaders
(D) Right attitudes.

While these may seem small and trivial matters, we must maintain a common standard that we all adhere to. Not doing so causes us to tend to pull in different directions and send a discordant message to the church congregation and to the world.



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A, PERSONAL LIFE EXAMPLE

While we know that none of us are perfect, we must all constantly work on developing godly character, growing in godliness and maintaining a godly life example.

Personal spiritual life

- We require each staff and volunteer to take responsibility for their own personal walk with God, their personal spiritual growth and development through the personal disciplines of Bible reading, prayer, Christian fellowship and witnessing.
- Two situations that we must avoid (a) replacing personal spiritual growth with time spent on christian ministry activity and (b) measuring spiritual well-being by results seen in ministry. Many times God works “in-spite of” us and not “because of” us. So we cannot measure our personal walk with God entirely by what happens in ministry.

Code of conduct at church services/APC Events

- We require regular attendance at Sunday church services unless there are legitimate reasons (e.g. sick, on travel). Please keep your Team Leader and/or APC Pastoral team informed.
- At church services and church events (Elevates, seminars, camps, etc.) we require you to be seated inside the venue participating in the worship and paying attention to the word being preached, etc., unless there is a specific task that has been assigned to you which necessitates you to be outside the venue.
- We require you to be punctual.
- We require all APC staff and volunteers to carry their Bible to church events, preferably in printed form.
- We require you to be dressed appropriately with modesty. [Please see <http://www.ucg.org/christian-living/modest-example-what-your-clothes-say-about-you/>]
- At APC our way of greeting between opposite genders is limited to a handshake. We require that our staff and volunteers maintain this way of greeting and be sensitive to the cultural backgrounds of those present at the service/event.
- No alcohol. No Smoking.
- Worship Team: The members of the Worship Team involved in leading worship must be seated on the front row during the service in which they are leading worship.

Agreement with Statement of Faith and teaching

- We require our staff and volunteers to maintain agreement with APC’s statement of faith and all that is taught and preached from the pulpit.
- If you disagree with APC’s statement of faith or with the teaching/preaching from the pulpit, you are requested to discuss these issues directly with APC’s pastoral team for clarification. It is considered inappropriate to make derogatory statements, loose remarks regarding the teaching/preaching from the pulpit.



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B, RESPECT FOR CHURCH COMMUNITY

- We require all APC staff and volunteers to refrain from listening to or participating in any form of gossip of believers at church and from promoting division and disunity through their words or actions. This includes gossiping, back-biting, story-telling about the pastoral team or members of the congregation.
- We require all APC staff and volunteers to refrain from distributing flyers/promotional materials at church services and events. Distribution of marketing/promotional flyers/brochures of personal business, ministry, or other services/products is not allowed without prior approval from the pastoral team.
- We require all APC staff and volunteers to refrain from using their role at APC to solicit/promote personal ministry agendas, or private business ventures, etc.
- We require that all APC staff and volunteers to avoid borrowing money from members in the church congregation.

C, RESPECTING DELEGATED LEADERS

- At APC we have a strong sense of delegating ministry leadership to people we consider faithful and able. APC's leadership supports the leaders they have appointed 100%. We require that all APC staff and volunteers respect leaders who have been delegated with specific roles, responsibilities and authority in their ministry areas. This includes submitting to their leadership, working in cooperation with them, not speaking ill of them, and not demeaning them in any way by word or action. We believe in the Matthew 10:40 principle of leadership.
- If any APC staff or volunteer has an issue or problem with any one of APC's delegated leaders, the individual must discuss this problem directly with APC pastoral team. The individual must not engage in spreading ill-feeling, gossiping, back-biting or demeaning the individual leader in any way.

D, ATTITUDES AS A VOLUNTEER

- Our attitude matters. As staff and volunteers, we must see the opportunity given to us to serve at APC as a privilege and an honour – and not something we are entitled to, regardless of our skills, talents or capabilities.
- We are not doing the church or the pastors a favour through our service. We are doing what we are doing completely as unto the Lord, for His pleasure and for His glory.
- We require all APC staff and volunteers to maintain a heart of humility, submission to the leadership, and sincerity in seeking to glorify God alone.

The Leadership at APC considers these small matters serious enough, that a recurrent breach of any of these mandatory requirements will have us relieve the concerned individual from their role and responsibility as staff or volunteer at All Peoples Church.

If you are unwilling to follow these mandatory requirements, you are requested to please notify your immediate Team Leader or the APC Pastoral team so that you can be graciously relieved of your current role and responsibility (as staff or volunteer) at APC.



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We require all Staff and Volunteers to complete the section below and return it to the church office.

YOUR COMMITMENT TO APC'S ONE HEART, ONE MIND MANDATE

I have read and understood APC's One Heart, One Mind mandate as described by the requirements in this document. I agree to adhere by these standards as part of the ministry team at APC. I understand that the opportunity to serve at APC (either as Staff or as a Volunteer) is a God-given privilege and I will treat it with highest honour. I will give the best that I can, to serve God's people faithfully, with a pure heart, with sincerity and for God's glory.

Name:

Signature:

Church Location: North | South | Central | East | West
(Please circle)

Volunteering area/ministry:

Date: