



One Heart, One Mind – Volunteer Guidelines

Our Core Values & Mandatory Requirements for Staff and Volunteers

Volunteer at APC! Get involved! Stay connected!

Thank you for coming forward to serve — we're so glad you've taken this step! At APC, we believe serving is an extension of growing in Christ and building His church together.

To help ensure a healthy foundation, we ask that all volunteers regularly attend Sunday services and remain connected to the church community. For certain support teams — such as Ushering, hospitality, setup, greeting, and other similar roles — you are welcome to begin serving immediately.

However, if you're looking to serve in areas that involve spiritual leadership or teaching — such as Worship, Children's ministry or similar roles — we kindly ask that you attend the church consistently for 3 to 6 months and then go through the appropriate process (such as an audition, training, or serving under another leader) before stepping into those responsibilities.

We are excited to have you on board and to welcome you into our APC Volunteer family as we serve the Lord together.

From Ephesians 4, we see that every believer is indeed a minister - One who serves the Lord and His people with the gifts, resources and grace that the Lord makes available. One sure way to get to know people, get connected and to stay connected is to get involved by serving in church. There are ample opportunities – find out, get involved, stay connected!

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.





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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.

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

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.



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Ephesians 4:3

‘..endeavouring to keep the unity of the Spirit in the bond of peace.’

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.

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.
- We encourage volunteers to serve in no more than two teams, so that there is a healthy balance between serving and receiving. It is important that volunteers are not scheduled to serve every Sunday, but also have the opportunity to participate in the service and receive spiritually. At times, due to team requirements, volunteers may need to serve continuously for a few weeks. In such cases, volunteers are encouraged to revisit the Sunday service livestream to catch up on the sermon and worship. This practice should be followed by any volunteer who has missed attending the service on a particular Sunday.

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, conferences, camps, etc.) we require you to be seated inside the venue participating in the worship and paying attention



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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.

- Volunteers are encouraged to stay plugged into the church community and not attend services or events only when they are serving. They should not show up only to serve but also make it a priority to attend on other Sundays to participate in the service and receive spiritually. We want to avoid creating a culture where volunteers walk in only for their serving responsibilities but instead remain engaged in the life of the church beyond their roles.
- 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.
[Read the attached annexure at the end of this handout]

We request all volunteers to please adhere to the dress code:

For Men:

- Avoid shorts, any graphic tees, tight fitting shirts, ripped jeans.
- Avoid any tight or short, shirts or t-shirts.
- For Worship team, prayer team and anyone serving from stage, please avoid round neck T-shirts. You may pair it with a collared over-shirt.
- Note on footwear: Avoid wearing slippers or casual sliders.

For Ladies:

- Trousers or jeans with long loose-fitting tops, ensuring it's going well below your lower back and waist.
 - Sleeveless tops, short skirts, crop tops, shoulder slit tops NOT permitted.
 - Dresses must be maxi/ankle length, and dresses with slits on the side or back are NOT permitted.
 - Wear slips if fabric is thin.
 - Avoid low necklines (saris, blouses, tops, kurtas)
 - Leggings must be paired with knee-length or longer kurtas.
 - Hair, jewellery, makeup, and accessories should be modest and culturally appropriate.
- 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.



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- 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.

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.
- Commitment matters. When we commit to serving, we are expected to be faithful and dependable. This means showing up as scheduled, responding to team messages and coordination, being prepared, and carrying the right attitude of serving. Honouring our commitments reflects our sincerity in serving the Lord and supporting the team.
- 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.



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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.

We request all staff and volunteers to complete the form linked below, confirming that you have read and agree to the Volunteer Guidelines set by All People's Church, Bangalore.

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

Form: <https://forms.gle/nqRFd2n3gEM94uHR8>



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ANNEXURE

A Modest Example: What Your Clothes Say About You!

article by Amanda Stiver

What are some practical steps you can take to achieve an attractive but modest personal style?

"Your dresses should be tight enough to show you're a woman and loose enough to show you're a lady."

This great quote is attributed to Edith Head, top costume designer for both Paramount and Universal movie studios during the 20th century. Hundreds of films benefited from her creativity. Her statement here describes a way of dressing that can be summarized as "classy" or "tasteful." And it illustrates the fact that modesty is not a uniform or a one-size-fits-all proposition.

Modesty, in terms of decent attire, involves following guidelines. These allow us to wear clothes that express our personal style and taste but that still properly cover us, are gender appropriate and are respectful of those who see us on a daily basis.

Let me pare this down into some effective exercises you and I can regularly use to achieve our own personal, modest style.

1. Ponder modesty

What are some of the elements of modesty? Modesty is a way of practicing outgoing love toward others. A woman who covers her body appropriately is showing regard for her male acquaintances by not tempting them to lust. Likewise, a man who wears clothes that fit well but are not too tight helps his female acquaintances avoid impurity of thought.

What is modest on one person may not be modest on another. A dress that falls below the knee for a short woman can for a taller woman be too short, and therefore immodest. Thus, modesty is also an ability to discern appropriateness of personal style.

Modesty can also depend on the situation. Stretchy exercise shorts and a sleeveless top, while appropriate for freedom of movement and temperature comfort in a fitness class, are inappropriate for church services. In the Bible the priests at the temple of God in Jerusalem had special clothes to wear as part of worship services. This and other factors have led to the conclusion that we should maintain a high standard of dress in worship services today. That typically means wearing the best semiformal clothes we have available.

We need to be mindful that how we dress and carry ourselves will be connected to the message we represent as members of the Church of God. If we dress immodestly but talk about purity, we are guilty of a double standard!



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2. Dress like . . . a work of art?

The ultimate master artist of all time is the Eternal Creator God. Under the direction of God, the Father, Jesus Christ, long before He became human, made the entire physical universe and the spirit realm.

God shared some of His creative ability with us. Regarding the artisan Bezalel, who would construct the tabernacle of God in the wilderness, God stated, "I have filled him with the Spirit of God, in wisdom, in understanding, in knowledge, and in all manner of workmanship, to design artistic works" (Exodus 31:3-4, emphasis added). While this was a special case, all of us have been given certain talents.

So how do we employ whatever measure of artistic gifts we have to the way we dress ourselves and to modesty?

If you sew, apply those skills to adapt clothes that need a bit more coverage here or there. If you don't, ask someone who does to help you. And try to learn more about how things are made. Buying well-made clothes that are not overly trendy is a wise investment.

3. A matter of inches, not feet: the mirror test

Finally, take a few minutes once you are dressed for the day to stand in front of the mirror. Don't get me wrong, I'm not encouraging vanity! The mirror is your best tool to see what others will see when they look at you. Are you modest? Will you be disrespecting others and yourself if you go outside this way? Do you represent yourself, and your God, well?

Ladies, a few things to check:

- Is your chest area covered? Be cautious about cleavage. If needed, adapt a garment with a small swatch of fabric to make it modest.
- Are you showing midriff? Are your shorts too short? Is your skirt lingering far above the knee? If so, choose something longer. Likewise, if you have a nice skirt that is long enough while standing but rides up too high when you sit down, then carry a scarf or some other draping item with you to place over your legs while you are seated.
- Cover your shoulders or wear sleeveless tops with a wider strap as a means of showing respect at church services. Carry that scarf or a sweater with you for this purpose—besides, even on hot days overly air-conditioned buildings can be freezing!
- Check the fit of your sweaters, shirts, skirts, dresses and trousers—are they close fitting or skintight? Skintight clothes can be much too revealing. Stay in the middle range of fitted, semi-fitted and loose-fitted clothes.



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- Do your clothes fit in general? If you have a bit of extra weight, don't try to squeeze into too small a size (see the point above). If you've lost weight, take the seams in so that you present yourself well.

For gentlemen:

- Men need to watch the fit of clothes also. Pants and shirts that are far too tight are not appropriate!

- Check for shorts that gape or are too short. And be sure to wear clothes appropriate to the setting.

- On the other end of the spectrum, are trousers too baggy and underwear visible? Does this present a proper image for a follower of Christ? Hitch them up!

For everyone:

- Do your clothes match? Are they clean? Torn? If so, take a few seconds to address the problem.

- Sit, stand, bend over, squat, turn, dance, walk and jump in front of the mirror. The coverage of clothes changes as you move. You may discover an angle that will gather the wrong kind of attention and needs to be fixed. Also, analyse how you walk and carry yourself. Are you smiling, standing up tall, and do you seem like someone who stands for God's way of life?

These may seem tedious and nitpicky, but we say a lot by the way we dress. It is possible to remain stylish and yet modest, and it's usually just a matter of a few inches of fabric rather than yards of coverage. Modest attire is one of the easiest ways of showing love for fellow human beings by helping them to obey God's commandments and keep their thoughts pure.

Take a stand for good taste, style and God's way of life—set a modest example!