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Section 1: Introduction, Mission & Values

Section 1.1 Introduction

Nothing written in the Handbook abrogates anything written in the Bylaws, which define the legal nature of the non-profit corporation that is The Vineyard Church of Chester Springs (VCS). Rather, the Handbook functions as a supplementary ecclesiastical document that describes the way in which VCS operates as a church.

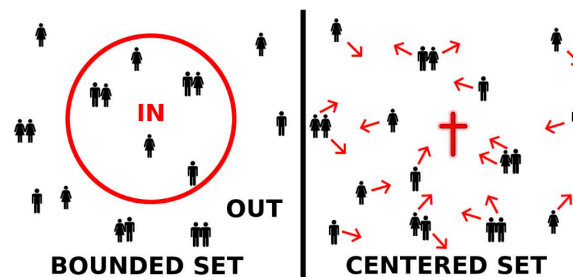
Section 1.2 Mission

The mission of the Vineyard Church of Chester Springs is: Love Like Jesus

Jesus' love is expressed in many ways: through compassion, grace, and forgiveness, but also through His calls to repentance, His challenges to religious leaders, and His teachings on the Kingdom of God. Like Jesus, we want to love people wholeheartedly while setting boundaries that reflect our values, which we draw from Scripture as we seek guidance from the Holy Spirit.

Learning to love like Jesus is a lifelong process. We've found that God cultivates all the Fruit of the Spirit through engagement in a local church: vulnerable, committed community that participates in healthy relationships, honest conversations, consistent engagement with Scripture, corporate worship, groups, and in serving others.

We hold in tension the radical welcome of Jesus and the new life he calls every person toward. We apply these tensions by allowing anyone to participate in the life of our church in a centered set model where your involvement is defined by a center (Jesus) and movement toward that center. Our partnership commitment helps define what it means to be moving toward Jesus together. It is our best attempt at simplifying Jesus' teaching and way of life, specifically as it intersects with a local church. Everyone is invited to worship, communion, baptism, participation in groups, and care for the poor. But for leaders and others given special spiritual authority, we employ a bounded set model, with a higher level of commitment.



We express our mission by embracing both the contemplative and charismatic.

CONTEMPLATIVE	AND	CHARISMATIC
Friends w/ God	Goal	Power of God
Intimacy	Worship	Exaltation
Transforming Love	Purpose of Bible Reading	Inspirational Truth
Listening	Showing Love	Big Prayers
Formation	Activity of Holy Spirit	Miracles
Peace	Posture	Zeal
Heart/Whispers	Way God Speaks	Prophetic/Wham!
Spiritual Practices	Primary Way to Relate to God	Experiences

Section 1.3 Values

Theology and Practice of the Kingdom of God

The Vineyard is a God-initiated, global movement of churches committed to the theology and practice of the kingdom of God, rooted in the vision of the Hebrew prophets, and fulfilled in the life and ministry of Jesus of Nazareth. We have been commissioned to proclaim the Good News of the kingdom, bearing witness to the already and not yet of the kingdom in words and deeds. The Vineyard is a movement distinctively centered in a renewed understanding of the centrality of the kingdom of God in biblical thought. We view the kingdom of God as the overarching and integrating theme of the Bible. From our beginnings, the Vineyard has been committed to the proclamation of the kingdom of God and to bearing witness to the deeds of the kingdom through healing (physical, emotional, and social), doing justice, and delivering those held captive by evil. Since the kingdom of God is the future reign of God breaking into the present through the life and ministry of Jesus, we are a forward-leaning movement emphasizing the ever-reforming nature of the church engaging the world in love.

We believe that the Bible's vision is for men and women to be a kingdom of prophets, priests & kings: equal in gifting, calling & authority as established in the garden, distorted by the fall, promised in the Old Testament and fulfilled in the New Testament.

Partner With The Holy Spirit

The Vineyard story is driven by the reality that God eagerly desires us to experience His presence, and then to partner with Him in His work of showing His love to the world.

We believe that the Holy Spirit distributes gifts among us, enabling us to encounter God's presence personally and corporately, and then to minister to the world around us in the power of the Spirit.

Because the Holy Spirit is active among us as God's people, and in the world around us, our job as Christians is to partner with the Spirit, giving God permission to move in our lives and gatherings. Allowing the Spirit to lead in our lives and in our churches is the first step toward experiencing the promised fruits of the Spirit (Gal. 5:22-23).

As communities of the Spirit, we are not simply implementing the best church strategies, trying to accomplish what is humanly possible. Rather, our mission involves praying and finding power from God Himself to accomplish what humans could never accomplish on their own.

We pray for the sick, we confront injustice, and we seek to hear the voice of God on behalf of others in a naturally supernatural way. It's a style of worship and ministry that emphasizes God's presence and power operating in everyday, ordinary life, rather than requiring extraordinary or contrived displays. It's about partnering with the Holy Spirit in a relaxed, low-hype way, allowing everyone to participate in God's work without feeling pressured to perform.

Application:

1. Provide regular prayer trainings that include the Vineyard's 5 Step Prayer model and hearing the voice of God
2. Creating significant space as part of our Sunday Worship Service for Ministry Time where words of knowledge are shared and people are invited to give/receive prayer.
3. Pray "come Holy Spirit" during our ministry time to welcome the power and presence of God.

Experience And Worship God

The kingdom of God is not a geopolitical territory, nor is it the people of God. Rather, the kingdom of God is a dynamic realm. When one enters the kingdom she/he experiences the dynamic reality which exists within the triune God - Father, Son, and Holy Spirit. This means that the experience of the kingdom of God (and thus, the experience of God's presence) is central to our faith and Christian life.

The primary place where that relationship is nurtured and developed is in the act of worship—both private and corporate. So, experience-based worship is the central activity of all that we do in the Vineyard. It is worship that causes all else that we do to become an act of worship. We experience God's presence as a palpable reality when we worship. As we worship, we become increasingly sensitive and responsive to the Spirit's presence so that we can do as Jesus did: "See what the Father is doing," (John 5:19) and support His work with our lives.

The experience of God flowing out of a life of worship affects all aspects of our life, so that all division between the secular and the sacred vanish.

We believe that the Spirit distributes His gifts to us, resulting in prophecy, prayer languages, healing, miracles, and many other gifts as we joyfully experience His presence.

We value an approach to God's presence that is respectful both of God and of those we are with. We eschew hype and other efforts to manipulate either God's presence or the response of others to His presence. We distinguish between the Holy Spirit and the human response which shares in all the beauty and brokenness of our humanity. We also believe that as we experience His presence through Christ by the Spirit we will be made more fully human and better reflections of the God-image that we were created to be.

Application:

1. Pastor/Director giving oversight will label songs as: Invitation/Call to Worship, Formation, Intimacy, Exaltation or "mixed." Worship leaders will build sets that include at least one intimacy song and one exhalation song.
2. Worship set is at the end of the service in order to maximize engagement and to facilitate opportunities for people to experience of God.

Engage In Compassionate Ministry

We lean toward the lost, the poor, the outcast, and the outsider with the compassion of Jesus as sinners whose only standing before God is utterly dependent on the mercy of God.

This mercy can only be truly received inasmuch as we are willing to give it

away. We believe that ministry in Jesus' name should be expressed in concrete ways through the local church.

The poor are to be served as though serving Jesus Himself. This is one of the distinguishing characteristics of a church expressing the love of Christ in a local community.

In all forms of ministry, compassion is a hallmark of the one who was moved with compassion Himself in the face of human need. This being the age of grace and "the year of the Lord's favor" (Luke 4:19), compassion should constitute the leading edge of our service to God, each other, and a broken world. As such, we seek to avoid unauthorized judgments of others, realizing that we are all fellow sufferers and strugglers with the rest of humanity.

Application:

1. 4Corners offerings collected weekly to support internal initiatives or external programs that care for the poor, the orphan, the widow and the immigrant.
2. Build local partnerships that provide opportunities for community service.
3. Provide funding to our Financial Assistance Fund.

Pursue Culturally Relevant Mission In The World

We want to reach those in its community not already reached by existing churches. To this end, we promote a creative, entrepreneurial, and innovative approach to ministry that is faithful to Jesus and expressive of His heart to reach those who are far away from God.

Application:

1. Embrace a centered set model for engagement in worship, communion, life group participation and community service.
2. Give regular invitations for individuals to "turn" their life toward Jesus and express new faith in baptism.
3. Prioritize partnerships that share about the love of God and person of Jesus.

Biblically Rooted

We hold a "high" view of Scripture, or in other words: the entire Bible is inspired and has authority. We don't want to fall into the two traps of either ignoring context (only reading "on the surface") or simply cutting out the parts of the Bible we don't agree with. Sometimes this means holding seemingly contradictory truths in tension. But often, what we perceive as contradictions can come from misinterpretation or our own lack of nuance. We also read the Old Testament in light of the New Testament. Jesus is the perfect picture of God, and it is to him that the Old Testament points, that the gospels testify, and the epistles (ie. Paul's letters) apply to the church.

Interpretive tools include a) historical context b) grammatical considerations in original language c) literary form d) theological reading of the whole Bible e) guidance of the Holy Spirit

Application

1. Standing during the weekly Sunday reading of scripture to embody our trust of the Bible.

2. Maintain a “Sunday Matrix” that shows the primary teaching text each week.

Discipleship through Formation

We want our discipleship to be focused on head and heart, especially in our capacity to love like Jesus. We want to, in the words of 2 Peter 1:5, make every effort to add to your faith goodness; and to goodness, knowledge; and to knowledge, self-control; and to self-control, perseverance; and to perseverance, godliness; and to godliness, mutual affection; and to mutual affection, love.

We focus on fostering the Fruit of the Spirit in our life: love, joy, peace, patience, kindness, goodness, gentleness and self control. We emphasize who we are becoming, not just what we know.

Applications:

1. Operate as an Emotionally Focused Hub Church
2. Second Session

The Church = The People

We see the church as the people. Church is not about a Sunday service, a building, or a program. God has gathered his people into a new family and sent them into the world on mission. Therefore, most of what God is doing through the church is happening at home, at work, in our neighborhoods, in groups, at school, and through community service.

The family of God includes people of all ages. Children play an important role in the life of the church, and we want them to grow in their faith.

Application:

1. Create predictable on ramps into groups that prioritize life sharing.
2. Encourage tripod formation (gatherings of 3-4).
3. Host monthly potlucks.
4. Invite children to worship and service whenever possible. Include elements in our Sunday service they can engage with.

Section 2: Board of Elders

Section 2.1 Recognition of VCS Bylaws.

Elder qualifications and duties are listed in the VCS Bylaws.

Section 2.2 Elder Commitments.

Elders will align and/or give ascent to the church’s core theological beliefs (1 Timothy 1:9) and governance as defined in the VCS bylaws and this Handbook, especially mission, values and commitments.

Section 3: Leadership Circle (Team)

Section 3.1 The Leadership Circle comprises individuals actively leading groups or teams and Elders. It also includes those actively pursuing leadership roles, with a period of discernment granted to individuals who have recently ceased leading. Advisory Team members, at the discretion of the Elders, are also included.

Leadership is synonymous with influence, not to be confused with delivering content, facilitating conversation/worship or administration (although leaders can do those things). Leaders are faithful, imitable and teachable (FIT). They are also people of character, fit our culture and competent (3 Cs). Being a leader is not a statement of “worth,” but rather of responsibility, investment and calling. Responsibility does not mean that the individual does all the work, but rather makes sure the work gets done. Leaders...

1. **Commit:** Leaders are expected to live out the Vineyard’s Leadership Commitment.
2. **Communicate Vision:** While the pastors articulate the big picture vision for the church, leaders are expected to hone that vision for the people they are leading and communicate it regularly. Vision should be shared with the overseeing director or pastor.
3. **Care:** Every leader has a pastoral role. In a real sense, leaders take responsibility to nurture the people they lead. This likely means checking in with people when the group gathers. It might mean meeting with people occasionally, sending texts or making the occasional phone call. Make yourself available when people are going through a rough patch. Leaders are expected to understand and set healthy boundaries. Crises should be communicated to overseeing pastor or director.
4. **Connect (Invite/Recruit):** Every leader is expected to gather people. This means that they have their eyes open for people they see as being a good fit to join the team/group they lead. It also means they seek out new participants and make sure they feel included. Finally, they help identify and train future leaders by bringing them to the attention of their overseeing director or pastor.

Section 4: Advisory Teams + Partnerships

Section 4.1 Advisory Teams

Financial Assistance Team (FAT)

The purpose of the Financial Assistance Team is to create an accountable, systematic means for addressing the needs of those in financial crisis or with significant financial strain. To steward our resources well while practicing generosity. The team will maintain a policy and procedures document with guiding principles.

The Financial Assistance Team will operate on two levels:

First, as an advisory team of three non-staff, elected persons, it will act as the decision-making body, and will have authority to designate how money in the “benevolence fund” (Financial Assistance Fund) is spent, at times in consultation with the overseeing staff member.

Second, in addition to making financial grants, the team may link those requesting assistance to additional resources for wrap-around, longer-term support, as applicable on a case-by-case basis.

Facility and Budget Team

The purpose of the Facility and Budget Team is to serve the elder team by:

1. Submitting a proposed budget each fiscal year to the elder team, reflecting the vision and values of the church.
2. Monitoring the budget throughout the year, reporting to the Elder Team when necessary/requested.
3. Ensuring facility and grounds are maintained, hiring contractors as needed.

Section 4.2 Partnerships

Convoy of Hope

One Day to Feed the World: one Sunday per year.

Disaster Relief: leverage 4Corners for domestic/international disasters as appropriate .

4Corners: include at least one 4Corners per year to support Convoy's Women's Empowerment Initiative.

Upper Darby Church

Regular, mutual opportunities for service and relationships will be overseen by a director or pastor.

Plan a yearly, overnight summer missions trip with additionally service opportunities as desired.

Urban Promise

Seek service opportunities for adults/children.

Section 5: Policies

Section 4.1 Child Safety Policy

General Purpose Statement

The Vineyard Church, Chester Springs (VC) seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing the below policies, our goal is to protect the children of VC from incidents of misconduct or inappropriate behavior while also protecting our staff and volunteers (workers) from false accusations.

Definitions

For purposes of this policy, the terms "child" or "children" include all persons under the age of eighteen (18) years. The term "worker" includes both paid and volunteer persons who are responsible for children during public worship services and events. The term "youth" refers generally to children and teens in 5th through 12th grade.

Selection of Workers

All persons who desire to work with the children participating in our programs and activities will be screened. This screening includes:

Six Month Rule

No applicant will be considered for any position involving contact with children until s/he has been involved with VC for a minimum of six (6) months. This time of interaction between our leadership and the applicant allows for better evaluation of the applicant's suitability for working with children. *Exceptions may be made for those who can supply written recommendation from their former pastor or children's ministry leader.

Written Application

All persons seeking to work with children must complete and sign a written application. The application will request basic information from the applicant and will inquire into previous experience with children, previous church affiliation, as well as disclosure of any previous criminal convictions. The application form will be maintained in confidence on file at VC.

Personal Interview

Upon completion of the application, a face-to-face interview *may* be scheduled with the applicant to discuss his/her suitability for the position.

Reference Checks

Before an applicant is permitted to work with children, at least two (2) references will be verified. These references should not be family members. Documentation of the reference checks will be maintained in confidence on file at VC.

Criminal Background Check

Background checks are required for all paid staff and for volunteers responsible for supervising children. Pennsylvania (PA) law requires: PA State Police Criminal Record Check; PA Child Abuse Clearance; FBI Clearance (fingerprinting) unless the applicant can sign the disclosure statement *23 Pa. C.S Section 6344.2* required by Child Protective Service Law.

Policies & Procedures Agreement

All applications and workers will agree to follow the policies & procedures outlined, including responding to medical and natural emergencies, and the prohibition of firearms in the classrooms.

Disqualifying offenses that will prohibit an individual from working with children will be determined by a staff pastor on a case-by-case basis in light of all the surrounding circumstances (severity & recency). Offenses involving violence may preclude someone from being permitted to work with children. Convictions for an offense involving children and/or sexual molestation will disqualify the applicant from working with children. The background check authorization form and results will be maintained in confidence on file at VC.

Two Worker Rule

A minimum of two workers will be in attendance when children are being supervised during our routine, public church services. During the drop off period, one approved adult may supervise if the door is propped open. Youth (5th-12th) classes may have only one adult (non-minor) teacher in attendance during the class session; in these instances, doors to the classroom should remain open and there should be no fewer than three (3) students with the adult teacher. We do not allow minors to be alone with one adult on our premises or in any church sponsored activity unless in a counseling or mentoring situation.

One of the volunteers must always be an approved adult. The second volunteer may be an approved youth (students 5th-12th grade) OR another approved adult. Youth must be at least three (3) school grades ahead of the class in which they serve (e.g., a 5th grader may assist in a classroom where all children are 2nd grade or below”).

Paid Childcare Worker

We recognize that there may be times when it is necessary or desirable for paid babysitters, some who are themselves under age 18, to assist in caring for children during programs or activities. Long term paid babysitters will be screened with an application and reference checks.

Check-in/Check-out Procedure

All children being checked into our Kids Wing during our Sunday morning VC worship services will complete the security check-in/check-out procedure. The child will be signed in by a parent or guardian, who will receive a sticker for the child similar to a claim check. The parent or guardian must present their matching sticker in order to sign out the child from our care. In the event that a parent or guardian is unable to present their sticker, the Children’s Director or Overseeing Pastor will be contacted. The Children’s Director or Overseeing Pastor will be

responsible for releasing the child to the care of a parent or guardian after discussing the surrounding circumstances with the parent or guardian.

Responding to Allegations of Child Abuse

For purposes of this policy, “child abuse” is any action (or lack of action) that endangers or harms a child’s physical, psychological or emotional health and development. Childcare workers may have the opportunity to become aware of abuse or neglect of the children under our care.

Pennsylvania law dictates that volunteer childcare workers in a church are considered mandatory reporters of child abuse as defined by the following: “an individual paid or unpaid; who, on the basis of the individual’s role as an integral part of a regularly scheduled program, activity or service, accepts responsibility for a child.”

Child abuse occurs in different ways and includes:

- Physical abuse – any physical injury to a child that is not accidental, such as beating, shaking, burns, and biting.
- Emotional abuse – emotional injury when the child is not nurtured or provided with love and security, such as an environment of constant criticism, belittling and persistent teasing.
- Sexual abuse – any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, and pornography.
- Neglect – depriving a child of his or her essential needs, such as adequate food, water, shelter, and medical care.

All approved childcare workers will participate in a training process for recognizing and reporting suspected child abuse. In the event that an individual involved in the care of children at VC becomes aware of suspected abuse or neglect of a child under his/her care, this should be reported immediately to their overseeing director/pastor for further action. *The approved procedure for reporting incidents is outlined in the VineyardKids Policy & Procedures Manual. A copy of the manual is available in each classroom.*

Section 6: Commitments

Section 5.1 Partnership Commitment

I am committed to our mission: Love Like Jesus.

*At the Vineyard-Chester Springs, partnership is based on honest intentions, grace, love and mutual respect. We don't want to micromanage each other's lives. We trust one another to keep our commitments consistently, not perfectly. We celebrate the mystery that despite our diversity and brokenness, it is by grace that we are all part of Jesus' body. We believe commitment to a local church is an important step in your spiritual journey: It's our way of saying "this is who we are" and "this is what we're asking," and your opportunity to say "yes, I'm in!" **What this commitment is not:** You can belong at the Vineyard without becoming a partner. We do not intend this commitment to be legalistic or guilt-producing. It has nothing to do with earning God's favor and you can participate in his Kingdom without becoming a partner.*

Love God.

- I trust Jesus to be the Lord of my life. This means I give up control, and instead follow his Spirit and his desires for every aspect of my being.

- I will participate regularly in weekend services to cultivate my spiritual health through hearing/reading God's word, worship, prayer and relationships.
- I am committed to developing a lifestyle characterized by financial generosity. I will faithfully give to my church. I will prayerfully seek God's guidance about giving a percentage of income and give sacrificially whenever God stirs me to give to additional needs or opportunities. I want my family and friends to witness the reality that I excel in the grace of giving (2 Cor 8:7; 2 Cor 9.7).
- I will find a place to serve at the Vineyard in a group or on a Sunday. We believe everybody gets to play! When I need help finding my place on the team, I will take initiative.

Love People.

- I will engage in authentic relationships, both during and beyond Sunday service. I will let others into my life and in turn help carry their burdens. I will seriously consider joining a Life group.
- I will help create a culture of radical welcome by choosing to withhold judgement and assumptions about people's behavior and motivation.
- I will make the first move to pursue reconciliation when relationships break down. I will think the best of others and offer forgiveness to those who hurt or betray me. I will embrace the pain of loving people over the temptation to withdraw or express my feelings in passive aggressive ways (i.e., gossip and slander) even if it involves the Vineyard's leadership (Matt 18:15-35; Col 3:13-14).
- I will intentionally invest in friendships with people who are not connected to a church. With those who are not yet following Jesus, I will show integrity, not hiding who I am nor what God is doing in my life.

Love Yourself.

- I will base my identity in God's unconditional love for me, not on my performance, or ability to earn his favor.
- I will grow in self awareness by paying attention to my inner life so that it is shaped more and more by Jesus and His love.
- I am committed to self care as a way to value myself like God does. I will work toward setting healthy boundaries in my life and take seriously the command to rest (sabbath) each week (Mark 2:27-28).
- I will journey toward becoming whole in my mind, body and emotions. Rather than make excuses for my shortcomings, I will be honest about my flaws, hang-ups, and brokenness and invite Jesus into them (2 Cor 4:7-12).

Section 5.2 Serve Team Commitment

I am committed to the Vineyard's mission: Love Like Jesus.

This document outlines the commitment to both character and practice that we want our Serve Team members to move toward. It's a way for us to acknowledge the influence and authority you hold, to say we believe in you and support you, and to clarify the "higher standard" to which those offering prayer, leading worship, or teaching our children during our public services are called. By signing, you acknowledge that you

desire and respect the responsibilities of the ministry area in which you are serving, including those listed on the appropriate Team Job Description. Specifically...

- I am a **committed partner** at the Vineyard Church in Chester Springs.
- I am committed to stay **connected to God**. I will do my best to cultivate healthy spiritual practices, both personal and corporate, that foster deeper relationship with Him.
- I am committed to live a life of **integrity, honesty and spiritual maturity**. I will be faithful in my **commitments and set good boundaries in my life so that I can keep them**.
- I am committed to live **life above reproach** (1 Timothy 3), specifically:

I will live within God's boundaries for my words and behavior. I will surround myself with the community I need to hold me *accountable* regarding any struggles/addictions I may have, and maintain a repentant posture when I falter. We recognize that it is not easy to walk in the ways of Jesus when it contradicts with the messaging of our culture, specifically in the the areas of social media and sexuality:

Regarding social media: I will refrain from posting slanderous, "mean-spirited," or objectionable content. I will be wise when posting sarcastic or politically/theologically charged content. I will be gracious and respectful when dialoguing with people I disagree with.

Regarding sexuality: I will submit my sexuality to the Lordship of Jesus, acknowledging that his design for sexual identity and activity is good. Specifically, I will strive for sexual integrity, as the Bible defines it. This means refraining from pre-marital sex, extramarital sex, homosexual practice, pornography addiction and embracing a transgendered identity (Matthew 5:27-30; 15:18-19; 19:4-6, Romans 1:24-28, 1 Corinthians 5-7)

- I will prioritize participation in a **Group (Life Group, spiritual friends, tripod)** where I will be honest about **my life and make space for others to do the same**.
- I am committed to promoting unity in the church. I will not participate in negativity, triangulation or gossip and I will discourage it in groups I am a part of. I will encourage others to engage in **biblical relationships and reconciliation** whenever possible (see our Partnership Commitment).
- I am committed to grow in my ability to identify and respond to the **movement of the Holy Spirit** in myself and others. I will prioritize ongoing prayer trainings when I can!

Section 5.3 Leadership Commitment

I am committed to the Vineyard's mission: Love Like Jesus.

Our staff pastors use the IRTDMN approach to developing leaders. This document outlines the characteristics of a leader that we will use to Identify (I), Recruit (R), Train (T), Deploy (D), monitor (M) and nurture (N) your growth.

Typically, leaders are invited to sign this commitment at the time they are deployed by the staff, but it may be used at any point as a step toward becoming a leader. It's a way for us to acknowledge the influence and authority you hold, to say we believe in you and support you, and to clarify the "higher standard" to which leaders are called. By signing, you in turn acknowledge that you desire and respect the responsibilities of a leader. For more information on how leaders function in our church structure, consult the document "Everybody Gets To Play".

What this commitment is not: You can belong and serve at the Vineyard without leading. We do not intend this commitment to be legalistic or guilt-producing. It has nothing to do with earning God's favor and you can participate in his Kingdom without being a formal leader at the Vineyard Church.

- I am a **committed partner** at the Vineyard Church in Chester Springs.
- I am committed to stay **connected to God**. I will do my best to cultivate healthy spiritual practices, both personal and corporate, that foster deeper relationship with Him.
- I am committed to live a life of **integrity, honesty and spiritual maturity**. I will be faithful in my **commitments and set good boundaries in my life so that I can keep them**.
- I am committed to live **life above reproach** (1 Timothy 3), specifically:

Regarding social media: I will refrain from posting slanderous, "mean-spirited," or objectionable content. I will be wise when posting sarcastic or politically/theologically charged content. I will be gracious and respectful when entering into dialogue.

Regarding sexuality: I will submit my sexuality to the Lordship of Jesus, acknowledging that his design for sexual identity and activity is good. Specifically, I will strive for sexual integrity, as the Bible defines it. This means refraining from pre-marital sex, extramarital sex, homosexual practice, pornography addiction, and embracing a transgendered identity (Matthew 5:27-30; 15:18-19; 19:4-6, Romans 1:24-28, 1 Corinthians 5-7).

- I will participate regularly in **Life Group** where I will let others into my life, carry one other's burdens and allow others to carry mine.
- I am committed to develop a lifestyle characterized by **financial generosity**. I will do this by giving faithfully and significantly to my church.
- I am committed to promoting unity in the church. I will not participate in negativity, triangulation or gossip and I will discourage it in groups I am a part of. I will encourage others to engage in **biblical relationships**

and reconciliation whenever possible (see our Partnership Commitment).

- I am willing to be **be coached and corrected** by the pastors/leaders of the Vineyard Church, maintaining an attitude of humility and teachability.
- I am committed to grow in my ability to identify and respond to the **movement of the Holy Spirit** in myself and others.
- When I need help (personally) or encounter challenging ministry situations, I will **seek help** from other leaders/pastors, and will surround myself with community to hold me accountable for struggles/addictions.
- I am committed to completing Vineyard's **Prayer Training** and will prioritize **ongoing leadership training** opportunities when they are offered.