



General Expectations

As Colossians 2 teaches, outward conformity to man-made regulations doesn't foster holiness. Therefore, we focus on standards that support spiritual growth, safety, excellence, and order. Below, each category outlines key points for clarity. You'll notice terms like "must" and "should" in this list, reflecting areas where personal growth is encouraged alongside non-negotiable commitments.

Spiritual Expectations

These points focus on your personal walk with God and the heart behind your ministry.

- **Attendance:**
 - Must be faithful in attending Sunday morning services. These gatherings provide vision, teaching, correction, and instruction (2 Timothy 3:16-17).
 - Faithfulness to the service you signed up for is essential.
 - **Must be supportive of Leadership and Direction:**
 - Follow leadership that is submitted to God and His Word, even when it may not align with personal preferences. (Hebrews 13:7, 13:17; 1 Thessalonians 5:12-13).
 - **Bible Life Circles:**
 - Should engage in a Circle for discipleship and relational growth, applying biblical principles to your daily life.
 - Ministry teams like the Worship Team may fulfill this requirement if they provide similar relational and instructional experiences.
 - **Must have Kindness and Mercy:**
 - Extend grace to others, recognizing we all have struggles and brokenness that God is healing.
 - **Must Pursue Unity:**
 - Foster unity of purpose and heart within the church. Address conflicts promptly, following the Matthew 18 model.
 - **Must have Flexibility and Humility:**
 - Remain flexible and selfless, putting God and others before personal preferences. Be willing to adjust ministry roles for personal or team growth.
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Safety Expectations

These standards aim to ensure physical, emotional, and spiritual safety for all involved.

- **Children's/Student Ministries:**



- Volunteers must pass a background check.
 - Volunteers must be members of Emmanuel for at least six months and in good standing.
 - **MUST NEVER be alone with a child.**
 - **MUST NEVER private message a child of the opposite sex.**
 - **Conflict Resolution:**
 - Address disputes quickly and biblically to maintain a safe and healthy ministry environment (Matthew 18).
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Excellence Expectations

These guidelines encourage high standards in service to honor God and represent Him well.

- **On-the-Job Training:**
 - Participate in a three-month probationary period and shadow a seasoned leader for mentorship.
 - **Timeliness:**
 - Arrive at least 10 minutes before your scheduled service time to prepare.
 - **Preparation:**
 - Approach your role prayerfully and with readiness to serve.
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Order Expectations

Order provides structure and clarity to our ministry efforts.

- **Giving:**
 - Should support the church financially through regular giving, demonstrating a commitment to its mission.
 - **Ministry Participation:**
 - Be consistent in your role and follow through on commitments.
 - **Clear Boundaries:**
 - Adhere to guidelines about appropriate interactions with children and other ministry participants.
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Above all, remember that your motivation for ministry should be rooted in your love for God and obedience to His calling. Let your service bless God and others while striving for spiritual growth, safety, excellence, and order.