



Volunteer Guidelines & Code of Conduct for the Fort McCoy project

We believe...

- In the headship order, that a man's head is to be uncovered while praying, and the woman's head is to be veiled, and her hair uncut, signifying our acceptance of God's order as taught in 1 Corinthians 11
- In total non-resistance, without any acts of retaliation, demonstrating the love of Christ in our daily walk as Jesus lived and taught. See Matt. 5:39-46; John 18:36; Rom. 12:19-21
- That the personal appearance and lifestyle of Christian men and women should be modest, free from worldly fashion and adornment, and maintaining simplicity in all areas of life. See Rom. 12:1, 2; James 4:4; I John 2:15-17

We ask that you represent these views while serving with ARC Ministry even if you do not fully agree with them.

The purpose...

It is our desire that the following guidelines, not be viewed as "another set of rules" but rather a source of freedom from the distraction of diversity, so you can focus on the great work that God has for you in ministering to the refugees. It is our desire to maintain a consistent witness, for our Lord, Jesus Christ and not be an offense to anyone. Please ponder this as you relate to the following items...

Dress Code...

We ask that you be sensitive to the middle east culture and be willing to sacrifice personal comfort for the blessing of others, so we are asking...

- The men to refrain from having long hair, and that they wear long pants, and full-button shirts that are not skin tight, and with sleeves that come to the elbows.
- The women to wear their hair up neatly under a headship veiling (based on 1 Corinthians 11) at all times. To wear long, modest dresses and to be covered to their ankles and elbows when on the Fort McCoy base. Dresses that come to mid-calf and fully cover the knees when sitting are required any time in public including around the Sparrow's Nest.
- We encourage sensitivity towards the refugees in the type of clothing we wear on the base. Please try to avoid expensive, name-brand clothing so we can better relate to the displaced people on their level.

Phone Use...

- While on duty, in Fort McCoy... phone use is for scheduling and contact with your team members only. Please remember, you are coming to minister to the refugees, not to keep an hourly connection with

the outside world of family and friends. We also ask that you do not take pictures. For the safety of the refugees there is no-tolerance for sharing photos on social media.

Personal Conduct...

1. For maximum impact among displaced people; your spiritual, emotional, and physical well-being is of utmost importance. Commitment to spending time with God, the ultimate source of life in all three areas, is not an option but is crucial to each individual's wellbeing.
 - a) Therefore we request that you be very intentional with your off-time and how you use it. We ask that you refrain from unprofitable activities such as watching movies or meaningless screen time, but rather spend your time in meaningful conversations, spiritual development, and rest time for your body, mind, and soul.
 - b) Follow the guidelines listed below for your "off" time...
2. Tobacco, drugs, alcoholic beverages and foul language mar the testimony of any professing Christian, please ask God to cleanse you, from the inside out if that is part of your life.
3. Please respect the personal conviction of all fellow volunteers. We come from various backgrounds and cultures. Serving is not the time to flaunt your liberties in music, dress, etc. but is a time to serve one another (Galatians 5:13) Team unity is our goal, and we can accomplish much more when we pull together.
4. We ask that no musical instruments be brought to the Sparrow's Nest.
5. If you are mature enough to volunteer, you are expected to be mature enough to take care of your own laundry and clean up behind you, including making your own bed each morning.
6. Due to the nature of our work, posting pictures of the base, pictures taken inside the base, photos of refugees with any spiritual context, or any personal information of refugees on social media or online is strictly prohibited.
7. Proselytizing is prohibited, but sharing your testimony when asked is part of letting our light shine for Jesus. Handing out any literature MUST be done very discreetly and carefully.
8. Respect for the authority of the board, team leaders, and house parents, is expected, regardless of your level of understanding of, or appreciation for what is being asked.

Off Duty Time...

- Please respect the "house guidelines" when at Sparrow's Nest
- Breakfast and supper will be provided at the Sparrow's Nest (unless otherwise noted) at a set time and is group time, not on an individual basis.
- You are required (unless sick) to be in attendance for the morning devotions and the evening debriefing, share and pray time.
- There will be wake-up (possibly 6) and curfew (around 10) times, please work with them to help things go smoothly for those in charge
- Please be in contact with those in charge for anytime spent away from "the Nest" including weekends.

By signing the application form I agree to abide by this code of conduct. Disregarding it in anyway may result in my time with ARC Ministry being terminated.