

I, \_\_\_\_\_ have read and agree with everything in:

- Statement of Faith
- Sanctity of Life Statement
- Statement of Principle
- Code of Counselling Ethics for Volunteers and Employees
- Volunteer Support Worker Commitment
- Stewardship Policy (Board Members Only)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## **VOLUNTEER SUPPORT WORKER COMMITMENT**

As a Volunteer Support Worker of the Pregnancy Care Centre, knowing that God has spoken clearly in His Word concerning the character and responsibility of a leader, I do solemnly commit myself to God, the Pregnancy Care Centre, and the women and babies we serve, to do the following:

1. I will seek to maintain a close, intimate walk with the Lord by regularly spending time alone with Him in His work and in prayer.
2. I will be a diligent student of God's Word and I will endeavour to walk continually in His Spirit.
3. I will pray regularly for those who serve with me as Volunteer Support Workers, as the Director, or as members of the Board of Directors. And, I will pray regularly for the clients of the PCC.
4. As I am able, and as I am led by the Holy Spirit, I support the work of the PCC financially with voluntary offerings, after my obligations to my church have been met.
5. I will faithfully serve each shift at the PCC I have agreed to work, unless I am hindered from doing so by a compelling reason such as illness or necessary travel. When unable to attend, I will notify the Director in advance, if possible, of the reason for my absence.
6. I will serve the PCC faithfully for the duration of the term that I have committed. And if able, and led by the Holy Spirit, I will renew my term on an annual basis.
7. I will prepare for each shift by submitting myself anew and afresh to the Holy Spirit, asking Him to use me as an instrument of blessing in the lives of my clients.
8. By the power of the Holy Spirit, I will refrain from expressing negative attitudes through criticism and complaint. Instead, I will be positive and encouraging, endeavouring to maintain the unity of the Spirit in the bond of peace.
9. I will maintain an open and teachable mind, and will accept willingly the lessons which can be derived from the PCC's annual evaluation of Volunteer Support Workers.
10. I will commit myself to attending in-service workshops offered throughout the year to help me become a better Volunteer Support Worker.

I have studied these statements of commitment, prayed about them, and I believe that God will have me serve as a Volunteer Support Worker according to these standards.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## **STATEMENT OF PRINCIPLE**

1. The Pregnancy Care Centre (PCC) is an outreach ministry of Jesus Christ through His Church. Therefore, the PCC, embodied in its volunteers, is committed to presenting the Gospel of our Lord in word and deed to those with issues related to crisis pregnancies. Commensurate with this purpose, those who labour as PCC board members, directors, staff and volunteers are expected to know Christ as their Lord and Saviour. Some non-Christian volunteers may serve at the Centre in non-client contact roles, at the discretion of the Director.
2. The PCC is committed to providing its clients with accurate educational information about prenatal development, abortion, and alternatives to abortion from a Christian perspective.
3. The PCC is committed to assisting women to carry to term by providing emotional support and practical assistance. Through the provision of God's people and the community at large, women and those involved with them may face the future with hope, and plan constructively for themselves and their babies.
4. The PCC does not discriminate in providing services because of race, religion, creed, national origin, age, gender, or lifestyle of its clients.
5. The PCC is committed to integrity in dealing with clients, earning their trust, and providing promised information and services. The PCC denounces any form of deception in its corporate advertising or conversation with clients, agencies or other individuals.
6. The PCC does not recommend, provide or refer for abortion or abortifacients. However, the PCC will not intimidate or judge a woman who chooses in favour of abortion, and will treat all clients with honesty, compassion and respect.
7. The PCC does not recommend, provide or refer single women for contraceptives. (Married couples seeking contraceptive counselling should be referred to their physician or pastor.)
8. The PCC offers basic client services free of charge.
9. The PCC is committed to creating awareness within the local community of issues related to crisis pregnancies and the sanctity of human life. However, a PCC will not become involved in political or lobbying activities in an attempt to influence public opinion on the issue of abortion and/or the rights of the unborn, and will comply with all restrictions on political activity that are established by Revenue Canada from time to time.
10. The PCC recognizes the validity of adoption as one alternative to abortion, but is not biased toward adoption when compared to other life affirming alternatives.

## **Statement of Faith**

We believe that:

1. The Holy Scriptures as originally given by God are divinely inspired, infallible, entirely trustworthy, and constitute the only supreme authority in all matters of faith and conduct.  
*2 Timothy 3:16-17; 2 Peter 1:19-21*
2. There is one God, eternally existent in three Persons: Father, Son and Holy Spirit.  
*Exodus 15:11; Psalm 83:18; Matthew 28:19*
3. Our Lord Jesus Christ is God manifest in the flesh; we affirm His virgin birth, sinless humanity, divine miracles, bodily resurrection, ascension, ongoing mediatory work, and personal return in power and glory.  
*Matthew 1:18-25; Hebrews 1:1-3; 1Thessalonians 4:13-17; Titus 2:13*
4. The salvation of lost and sinful humanity is possible only through the merits of the shed blood of the Lord Jesus Christ, received by faith apart from works, and is characterized by regeneration by the Holy Spirit.  
*Ephesians 2:8-9; Titus 3:4-7; Acts 4:12*
5. The Holy Spirit enables believers to live a holy life, to witness and work for the Lord Jesus Christ.  
*Acts 1:8; Romans 8:1-27*
6. The Church, the Body of Christ, consists of all true believers.  
*1 Corinthians 12:1-27; Colossians 1:18*
7. Ultimately God will judge the living and the dead, those who are saved unto the resurrection of life, those who are lost unto the resurrection of damnation.  
*John 5:28-29; 2 Corinthians 5:10; Revelation 20:11-15*
8. Sin is the transgression of the law of God, which is summarized in the Ten Commandments and that being under grace does not invalidate the Ten Commandments as a rule for life.  
*Matthew 5:17-20; John 14.15*

## **CODE OF COUNSELLING ETHICS FOR VOLUNTEERS AND EMPLOYEES**

I commit to the following Code of Ethics:

1. I choose to examine and evaluate human ideologies and counselling theories and tools as to their consistency with the Bible and my conscience, as enlightened by the Holy Spirit.
2. I will be non-discriminatory, and I will not discriminate our services on the basis of race, religion, creed, national origin, age, gender, or lifestyle.
3. I will respect the intrinsic worth of all persons we have the opportunity to serve.
4. I will maintain the highest standard of honesty and integrity in fulfilling my responsibilities, and I will never knowingly misrepresent our services to a client, agency, or any other individual.
5. I will ensure that clients review and sign a CAPSS approved Client Services and Disclaimer Form before commencing counselling or support services.
6. I will endeavour to ensure that the client understands that all intake material is given voluntarily and that the client understands the purpose for which this information will be used.
7. I will endeavour to provide a safe, private setting for counselling.
8. I will not provide, recommend, or refer for abortion or abortifacients.
9. I will not intimidate or judge a woman who chooses to pursue an abortion, and will treat her with dignity, compassion and respect.
10. I will not provide, recommend, or refer single clients for contraceptives.
11. I will not provide or consent to the giving of names of relatives, friends or colleagues seeking adoption to a client considering relinquishing a child.
12. I will preserve the client's right to confidentiality, and will not release any identifying information verbally or in writing without the client's signed permission (excepting the threat of suicide, homicide, suspected child abuse, or when required by law).

13. I will immediately report the sexual or physical abuse of a child to the police or other child protection authorities (subject to Provincial requirements).
14. I will ensure that client files are secured in a locked file cabinet, that no files are taken home, that no files are left unattended on the premises where there may be public access, and that all private or confidential computer information is secured.
15. I will not (as a male counsellor) counsel or provide services to a female client unless a female volunteer or female staff person is also on the premises.
16. I will not inappropriately touch a client or convey any message that might be interpreted as an expression of sexual feelings for the client.
17. As an active volunteer or staff member, and due to the dynamics involved in the counsellor-client relationship, I will not enter into a dating or intimate relationship with a client, or former client who has used our agency's services within the preceding two years.
18. If I do not have the skill level required to provide the needed help for a client, I will refer the client to another counsellor or agency.

Adopted from the CAPSS™ Code of Counselling Ethics for Volunteers and Employees  
July 2001

## **SANCTITY OF LIFE STATEMENT**

In accordance with the CAPSS Statement of Faith, it is acknowledged and declared that human beings are made in the image of God, and have intrinsic value and significance from conception to natural death. There is therefore a sacredness and dignity attached to all persons including male and female, unborn, aged, physically challenged, mentally handicapped, and any person who is devalued ("*the least of these*") in our society.

*Genesis 1:26; Psalm 139:13-16; Matthew 25:31-40*

Adopted from the CAPSS™ Sanctity of Life Statement July 2001

## **STEWARDSHIP POLICY**

The organization shall guide and assist individuals in the stewardship of property which the Lord has entrusted to them. To carry out this role, the organization shall provide or make available adequate training for its stewardship representatives and consultants. The organization shall have policies that provide or state that:

1. No portion of the remuneration of stewardship representatives and consultants shall be based on gifts received by the organization or gifts committed to it (i.e. those persons raising funds for the organization shall not do so on the basis of receiving a "percentage of the funds raised as payment for such efforts").
2. Donors are advised and encouraged to seek independent professional advice before making a gift to the organization which, in the opinion of the organization's stewardship representative or consultant, might significantly affect the donor's financial position or income or might adversely affect the donor's relationship with family members.
3. Donors are provided with comprehensive and current information regarding the organization.
4. Gifts that are designated for the support of a particular ministry of the organization, or gifts that are to be used for a particular project or purpose approved by the organization, are used solely for such purpose or purposes.
5. Gifts will not be accepted for projects or purposes that are not within the organization's objects or have not been approved by the governing board.

The organization shall carry on its activities with the highest standard of integrity, within the limits of, and in accordance with, its constituting documents. The organization shall respect its position as a fiduciary for the public in carrying out its mission.

A spirit of Christian stewardship of the resources entrusted by God and by donors to be used in the advancement of God's kingdom, an attitude of openness concerning a member organization's accountability of its stewardship, a sense of humility and gratitude for the material blessings God has provided, and a desire to be an examples of Christian integrity are all in keeping with the purposes and practices encompassed in this policy.

This policy acts out the principle that the investment donors make in God's kingdom through this organizations does not constitute a right of ownership of God's gifts but rather confers a responsibility of stewardship on the charity. Any acquisition or holding of assets can only be as a means to an end, not a goal in itself.

Inherent in this policy is the need to observe both the letter and the spirit of all laws governing the organization.