



Policies for Leadership

2022-2023

General Commitment and Expectations Contract

Meeting Attendance and Preparation

1. Regular attendance to program events is crucial. Consistency with the moms builds relationships and trust. (See Leaders Communication Guide for detailed expectations of consistent mom interaction.) Two absences allowed if necessary.
 - a. Tuesday night workshops - attend all nights for workshop rotation
-OR-
 - b. Revive nights - 2 Thursdays per month, with A Group or B Group
2. Any curriculum used should be reviewed, prepared, and rehearsed prior to meetings. This allows for a more successful experience for all. Do not show up unprepared. It is helpful to review notes you made at the previous meeting so that you can ask about specific issues in your group members' lives. This shows them that you pay attention and generally care for them.
3. Take time to prepare your heart before each meeting. (Relax, turn off the stresses of the day, allow Christ to work through you.) Don't come to program events with a spirit of being overwhelmed, rushed, burdened, angry, or any other attitude that is not honoring to your commitment to them. Come prayed up and ready to pay attention and be present with them. Be prepared to leave your baggage at the door.
4. Training and quarterly leader meeting attendance is an important and necessary part of volunteering with SBS as a Leader. Leaders are permitted one (1) absence from leader meetings and training per program year.

Training Session Attendance:

- a. Facilitates bonds between Leaders;
- b. Provides an opportunity for increasing skills and understanding in order to be a more effective volunteer;
- c. Gives you the opportunity to vent frustrations and find solutions in a safe place;
- d. Allows Leaders to share important information about a mom's situation - which is pertinent to how we serve our moms.

Working With SBS Moms

1. When possible, learn the names of the children of those in your group or whom you are mentoring. This will endear the moms to you.
2. Refrain from using labels such as "client," "at-risk," or "poor" when referring to moms in our program; they are "moms," "marginalized," and "under-resourced." The only "at-risk" we should call them is "at-risk for greatness."
3. Provide encouragement and advice rooted in Biblical truths. Be prepared to authentically share your faith with your group members/mentees.



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4. You must promote life and never encourage a mom to seek an abortion. However, if a mom makes a decision to have an abortion, or has made this decision in the past, you must love her, extend grace to her, and refrain from judgment. SBS is a safe place. We do not condemn. PERIOD.
5. Commit to learning and practicing healthy personal boundaries with SBS moms. You are not their mother, their friend, their therapist, or their provider. Your job is to be an encourager, supporter, cheerleader, or even a sage auntie. Learn to recognize when your boundaries are too harsh or too lax and work to correct them.
6. Recognize areas of privilege in your life in relation to our moms. Be sure to utilize Leader Training Sessions to explore your prejudices and hang-ups in a safe place.

Personal Commitment and Development

1. Spiritual formation is a big part of our ministry. We accept moms from every walk of life into our program. Moms are welcome if they share different faiths, beliefs, or lifestyles. However, part of our commitment to Christ is to share the Gospel with these moms in a nonjudgmental fashion. Interaction with our program may be the only time they see faith lived out in tangible ways and hear the truth spoken. Therefore, you must be committed to your own personal spiritual growth by participating in the following:
 - a. Regular attendance at a local church or Bible study group;
 - b. Consistent Bible reading
 - c. Prayer and spending time alone with God.
2. You must be committed to and promote abstinence outside of marriage.
3. Our moms will want to interact with you on social media. Your social media presence must reflect SBS principles. *Example: No lewd photos or inappropriate content.* Additionally, refrain from posting photos or names of our moms or their children without their expressed permission.
4. Commit to healthy self-care practices to ensure that you do not burn out.
5. Have Fun. Though we spend a lot of time in training and preparation for SBS, this journey as a volunteer is meant to be fun, exciting, and personally fulfilling. Using your gifts to glorify Christ is a joy, not overwhelming or a burden.
6. Participate in promoting volunteer opportunities and fundraisers for SBS programming. You are our biggest billboards for the fact that what we do works. Don't be shy – Shout it out!
7. You must agree to and sign:
 - a. The SBS Statement of Faith
 - b. The SBS Confidentiality Agreement
 - c. The General Commitment and Expectations Contract



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Acknowledgement of General Commitment and Expectations Contract

I, the undersigned volunteer, acknowledge that I have read the SBS General Commitment and Expectations Contract and I further agree to uphold SBS's position.

Printed Name of SBS Leader

SBS Leader Signature

Date