

Teshuvah Ministries, Inc. (TM)

6-Month MOD Volunteer Contract

You are a Volunteer...in training.

The position of **Ladies of Teshuvah Moderator (MOD)** is a volunteer position in both the main group and the War Room. This means that, if you accept the role, you perform all duties on a voluntary basis and you will not receive remuneration or payment for your work.

Why does TM require this time of MOD Training for our Volunteers?

- The MOD training establishes a committed relationship for the right reasons, to serve in Ye'shua's Melchizedek Priesthood Order -- loving YHVH and loving others.
- The MOD training fosters personal growth through experiential (heart) knowledge of TM and Royal Priesthood duties.
- Through the training the MODS invest time building a deeper understanding of TM teachings, our core values and they get to work together as a team within the body of Messiah in a safe environment.

Expectations of our Volunteers.

- Volunteers will support Teshuvah Ministries, Inc.'s aims, objectives and be familiar with and uphold our Core Beliefs and Values (including but not limited to: the change from Levitical to Melchizedek priesthood; the two-book distinction; the two-house distinction; the Aviv barley, sighted moon calendar reckoning; the sacred names of the three-member family in heaven; a strict biological definition of only two genders; marriage being defined as the union of one man and one woman; the Family role and feminine Ruach ha'Kodesh; the role of the ezer kenegdo, the role of women in ministry; abiding by the Feast Rhythm in practice and discussion; no Flat Earthers/Spherical shaped Earth, fierce non-compliance with the mask, death jab (injection / "vaxx" and passport; our position regarding tzitzit (not wearing); the state of the dead and a spherical, young earth.
- Volunteer will not condone, encourage or participate in any practices that are contrary to Teshuvah Ministries, Inc.'s Core Beliefs and Values while under contract with us.
- Volunteers will promote all that Teshuvah Ministries, Inc. has to offer and work to raise awareness about and get TM's products, programs, resources and videos in front of our audience and the public.
- Volunteers will participate in all relevant training programs: **(1/month mandatory meeting. 2+ absences = removal)**
- Volunteers will only undertake duties they are authorized to perform and always operate under the direction and supervision of staff (**Rebekah Garvin**) and adhere to the staff's reasonable directions and instructions.
- Volunteers will understand and comply with the organizations policies and procedures.
- Volunteers will behave appropriately and courteously to all staff and other volunteers, our constituents and the public in the course of their volunteer role--knowing that they are ultimately serving and accountable to YHVH Elohim.
- Volunteers will be open and honest in their dealings with us and let us know if we can improve our volunteer program and the support that they receive.
- MOD volunteers will overlap for 1 month of training (as trainee or trainer, depending).
- When the term of the volunteer time is complete -- all MODS understand that they will need to step back (but not disappear, of course!) in the groups. This is to allow for the new MODS to develop their voice and have the same priveledges previous MODS had while under contract. If a former MOD will not step back in their posting -- or if they continue to post as a MOD they will be warned once and then removed from the group, if warning is not heeded.

Intellectual Property.

All volunteers at Teshuvah Ministries, Inc. agree to transfer all intellectual property rights and interests (including copyright) in / of any ideas or materials they create relating to their voluntary services at Teshuvah Ministries, Inc. Volunteers are taken to consent to Teshuvah Ministries, Inc.'s use of such creations in a reasonable manner provided under this document

(this would include but not limited to using such things in print and publication, for selling in our store, use on our website and YouTube Channel, in our video teachings and events, etc). As a volunteer you also agree not to bring any claim for infringement of your rights in respect of that use. As a ministry we agree to be careful with your work, cite it as your creation, use it to bring glory to YHVH Elohim and respect any privacy requests you have made in writing.

Specific Obligations.

- I am volunteering for **6 months (Oct. 25, 2021 to April 25, 2022)**
- I will give a 2-week notice if I want to or need to break this contract earlier.
- I am agreeing to enter 1 month of training with the MOD I will be taking over for. I agree to listen and be respectful of the MOD trainer and impliment the things that she wants me to do with all my heart.
- I agree to learn, grow and take over the position I'm given after my training, the best I can. Each Main Group MOD position also comes with specific duties:
 - **Newsletter Editor** (gathering articles, pictures, quotes for monthly snail mail newsletter; printing newsletter, addressing them and mailing them, keeping an up-to-date mailing list synced with Rebekah);
 - **Ladies Assistant** (scheduling Shabbat Fellowships and getting MODS and members to sign up to host; opening the meetings on Whereby; posting reminders; welcoming new ladies; doing "how-to" videos as needed etc.).
 - **Minute Taker** (Taking minutes duirng our RAVEN MOD meeting and sending them to Rebekah and MODS.
- I understand that at the end of my term as a MOD I will be training a new MOD to take my place. I will make sure that she understands what her responsibilites are and that she is equipped to do it. I will create an SOP (Standard Operating Proceedures) to give Rebekah and my trainee about the job. I will take responsibility for training her and getting her prepared to take over my position when I leave. I will do everything I can to pass on my knowledge to her so she can grow from there and so Rebekah doesn' have to train her for me after I leave. I realize that getting invited back to be a MOD in the future is dependant upon how well I train up the new MOD.

Main Group MOD Obligations.

- I am agreeing to post at least twice a week in the Ladies of Teshuvah group on GroupSpot with an original post.
- I am agreeing to watch the group and comment on ladies posts throughout the week.
- I am agreeing to be viligent about responding to every comment that the women post to POSTS THAT I MAKE.
- I am agreeing to post in the group a 60-second video of me encouraging them at least once a month.
- I am agreeing to take at least three (3) Shabbats during the six (6) months to lead an online fellowship for the ladies through Whereby and to have the equipment needed to do so for decent audio and video capabilities.
- MOD job summerized: "VIM" (Validate / Inspire / Monitor)
- Use this time to find your voice and figure out what inspires you to do for the Kingdom through TM

War Room MOD Obligations.

- I have read the attached addendum about War Room MOD responsibilities as they are different than the Main MOD's.

This contract will be terminated if volunteer is found to be out of compliance with any of the expectations, conditions, or obligations detailed or implied by this contract.

If you have any questions or concerns about your role or if there is any assistance you need to help you undertake your role, please contact Isaac or Rebekah Garvin as soon as possible. Please sign to acknowledge that you have read this Volunteer Agreement and have had an opportunity to ask questions.

Volunteer full name _____ Date _____

Volunteer Signature _____

TM Representative _____ Date _____

10 WAR ROOM MODERATOR FUNCTIONS:

Your stewardship of the WR is an expression of love for others. Thank you for tending this very special area with the loving care, compassion, and sensitivity befitting of Pappa's, "Ladies of Teshuvah!"

Initial that you
have read this

THE GATE-KEEPER- Moderators (MOD'S) are essentially gate-keepers for their specific page for a term of 6 months, not to be confused with "owner," which is Rebekah. The MOD is a steward who maintains their page's appropriate (defined in the "Rules To Honor") use.

ENVIRONMENT- The MOD should be guarding the War Room's environment. The WR is a Qodesh (set-apart) space reserved for serious prayer needs and managed with reverent respect.

APPROPRIATE- Posts (see "Rules To Honor") are limited to Requests, Updates & Celebrations. An occasional post by the MOD (only) of inspiration regarding the power of prayer is acceptable. The MOD can choose an inspirational post now and then to maintain a cheerful ambiance to what sometimes becomes a serious feed with significant prayer concerns. An inspirational post can be a welcomed counter-balance to a string of "heavy" requests. The post should reinforce faith & trust in YaHoVaH's will.

MAINTAIN the WAR ROOM- It's easy to read and review by those who are genuinely interested in going through the posts to lift them in prayer. Intercession is much easier without sifting through posts that should be on the main page; otherwise, the two pages become indiscernible from each other. Inspirational and motivational posts belong on the main page.

MOD PAGE RESPONSIBILITY- Moderators participate on each other's pages as any other member; however, your specific page assignment is your responsibility; tend it like a treasured garden deserving of daily attention.

COMMUNICATE- Moderators have access to the TM page owner, Rebekah Garvin, as necessary via her private chat.

RESOLUTION- Rebekah provides direction and specific remedy at the first onset of anything that appears distasteful, inappropriate, or disrespectful. Rebekah and her husband Issac (on occasion) collectively determine the best course of action to preserve what is to be in the best interest of guarding the integrity of the WR page (or any other) and its' users.

BE PRESENT- Be available to the members when they post as best you can. Prayer requests usually come in during periods of high stress, burden, and urgency. The MOD should provide a caring, responsive typed-out prayer as soon as possible. Being unresponsive on a prayer page could give the impression that no one sees or cares for their pressing need(s). We must "be there" for our sisters in YeHoVaH when they need us. Commenting is validating, but MOD's should type out their prayer when at all possible. A posted prayer comforts the individual posting with emotional support and helps advance sisterly relationships.

PINNED POSTS- Important information that provides functionality and clarity is the purpose of "Pinned Posts," located at the top of the WR page. If you have something important to be "Pinned" to the top of the page, you can do so as a moderator. However, periodically review all the pinned posts to keep them updated, on-point, and informational.

THE NAME- Properly use the NAMES of Ye'shua, YeHoVaH, and the Ruach ha'Qodesh in posts.

PRAY 'OUTLOUD' – Encourage all members to type out prayers in the comment section. Most ladies will follow your example. The written out prayers serve as a sweet, lingering incense to the Father and testify to the heartfelt concern of the intercessor.

WEEKLY WAR ROOM UPDATE- Every First day (Sun) morning, preferably before 11:00 am, a dated "Weekly War Room UPDATE" is posted. Refer to the past updates and follow the established pattern. As a time-saver, it's best to prepare the weekly updates first with a notebook & pen to organize names with the specific information first, then type it out for posting.

The Weekly Update has three (3) sections (MOD will gather all this from the WR feed alone):

1. **CURRENT-** The new requests for that week
2. **ONGOING-** Requests such as surgery recovery, a complicated pregnancy, job search, etc., are examples of an ongoing request. The request stays in the update until resolution occurs.
3. **UPDATES & CELEBRATIONS-** We LOVE to share answered prayer announcements! This update section celebrates those long-awaited answers and gives glory and honor to Eloheim for the victory(s)!! The gratifying feeling of announcing answered prayer and knowing you and others had an investment of dedicated prayer-time in it is enormous!