

Teshuvah Ministries, Inc. (TM)

One Year Volunteer Contract

Name: _____

You are a Volunteer

You are entering a one(1) year volunteer position with Teshuvah Ministries, Inc. (TM). You have been offered this position because you have served TM as a volunteer MOD in the Ladies of Teshuvah Group for at least 6 months. If you choose to stay on with TM for another year through this contract then the duties you perform and the projects you and Rebekah agree you will do for (or with) TM will be understood to be on a voluntary basis and not for monetary profit. Please remember that you will not receive remuneration or payment for your work.

Expectations of our 1-Year 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 the temporary Levitical to the Eternal Melchizedek Priesthood; the two-book distinction (Book of the Law and Book of the Covenant); the two-house distinction (Judah and Ephraim); the Aviv barley, sighted moon calendar reckoning (rejecting equinox and all other man-made calculated or any other extra-Biblical sourced calendar); day reckoning being sunset to sunset (rejecting sunrise to sunrise and floating weekly Shabbats); the sacred Names [YHVH (“Yehovah”), Yehoshua (“Ye’shua”)] of the three-Person Family in Heaven of Whom our families are a pattern of; the Family role of and the feminine Ruach ha’Kodesh; a strict biological definition of only two genders (male and female); marriage being defined as the union of one man and one woman; the recognition that polygamy is a sin; the original design and power of the ezer kenegdo to guide Adam into proper worship of Yah; the accepted and valued role of women in ministry; abiding by the Feast Rhythm (and not the parashah) in practice and discussion; zero tolerance for Flat Earth theory and questioning the shape of the Earth; fierce non-compliance with the mask and the death jab (injection / the “vaxx” and green passport); our position regarding not wearing tzitzit; the state of the dead (sleep at death, resurrected to reward); and a spherical, young Earth made in a literal 6 days.
- **All Volunteers are expected to KNOW the beliefs and teachings of TM intimately.** It is expected that volunteers will take the time to watch our videos on YouTube, read many of our books from our Starlight Bookstore, read our articles in the Kingdom University Vault, know our products on our Etsy Store and be familiar with the TM website and all its pages and links –so that they can better serve those who come to TM to drink and so that they, themselves stay in alignment with TM during their volunteer time.
- **Volunteers will understand and comply with the organizations policies and procedures.**
- **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 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 participate in all relevant in-house training programs** (aka: the monthly meetings via Whereby or WhatsApp).
- **Volunteers will behave appropriately, have a good attitude and be courteous** 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.

Initial _____

- **Volunteers will be open and honest** in their communication and dealings with TM leadership and let us know if we can improve our volunteer program and the support that they receive.
- **Volunteer will not condone, encourage or participate in any practices that are contrary to Teshuvah Ministries, Inc.'s Core Beliefs and Values** while under this contract with us.
- **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.

Intellectual Property

Any products or any ideas pertaining to Teshuvah Ministries, Inc. (TM) or Ladies of Teshuvah that was created by the volunteers (during their contract with TM) agree to transfer the intellectual property rights and interest (including copyright) rights of those things to Teshuvah Ministries / Rebekah Garvin.

This does NOT include products created by the volunteer to promote YHVH's Kingdom on their own for their own business or personal use during that time. A volunteer is free to write and publish a book or other products during their volunteer time that was NOT previously discussed, but IF the authoring and publication of a book was that volunteer's (agreed upon with Rebekah) "TM Project" for their one-year of contracted volunteer time (thus, gaining the support, encouragement and time of Rebekah and the other Volunteers during their monthly meetings) then they must publish it through TM's Starlight Publishing. Starlight Publishing will edit, layout and publish the book and will take 30% of the books' royalties and 70% of royalties will be the authors. Payment will be sent through Lulu, per their procedures (which currently is to payout royalties once-a-month unless it is under \$100). Taxes on royalties will be the responsibility of the author for their 70%, not TM's responsibility. The book will have an ISBN number and remain available on TM's bookstore perpetually.

If volunteer does not wish to adhere to this policy regarding a book they wish to publish during their year, then they will have to chose another project to be the one that they work on that will be their "TM project."

Volunteer releases all products of anykind that the volunteer created specifically for Teshuvah Ministries, Inc. It is these "products" the volunteer will grant TM the right to use in print and publication, for selling in the TM store, for use on their website, in their YouTube Channel, in TM's video teachings and events for the life of the ministry. As a volunteer you agree not to bring any claim for infringement of your rights in respect of that use for those things created specifically for TM during your volunteer time. 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. Again, this is ONLY for projects pertaining to TM.

Specific Obligations.

- **I have successfully completed my 6 months MOD volunteer term with TM in the Ladies of Teshuvah Group. Rebekah has invited me to continue on with TM. I have decided to volunteer with TM for one year (_____). I will let Rebekah know if I need to break this volunteer contract earlier.**
- **I have discussed with Rebekah and determined what I want to accomplish for Yah through TM over the course of this next year. My project(s) is the following:**
 - 1)
 - 2)
 - 3)
- **When the term of the volunteer contract is complete I will have a year-end meeting with Rebekah to determine if I need more time to finish the project(s) or if it is done, if and how I might continue on with TM.**

Initial _____

- I will attend the monthly SR. MOD meetings in order to stay in touch with Rebekah and the other volunteers throughout the year. In this meeting I will be able to keep TM informed about the progress of my project(s). I know that Rebekah is available to assist me in any way as I assume these new responsibilities. She is there for me to assist me the best she can to bring my project to life by the end of my term _____ .
- At the end of this 1-year volunteer contract all the work that I have done (specifically for TM or Ladies of Teshuvah) will be turned over to Rebekah. I will release it completely to her and TM to do with as she sees fit. Anything that I was working on for YHVH's Kingdom on my own is mine and has nothing to do with TM. Yet, if I am authoring a book as my TM Project this year, then I understand the protocols of Starlight Publishing as described above and I will allow Rebekah to walk me through those steps to get my book published on TM's Bookstore and at that time, I will then be able to enter into a specific contract with Starlight Publishing for the details surrounding the publication of my book and royalties.

If you have any questions or concerns about your role, responsibilities or if there is any assistance you need to help you undertake your volunteer time, 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 _____