

# **BLACK SHEEP MINISTRIES**

## **Black Sheep Care Team**

### **Crisis Hospitality & Street Level Ministry**

#### **Program Charter**

## **ARTICLE I: Name, Authority, and Foundational Position**

### **I.A Name**

This program shall operate under the name “Black Sheep Care Team – Crisis Hospitality & Street Level Ministry,” a structured initiative of Black Sheep Ministries.

### **I.B Authority**

Black Sheep Care Team is established under the authority and governance of Black Sheep Ministries and shall operate in alignment with the organization’s mission, bylaws, and applicable federal, state, and local laws.

The program shall operate under the federal tax exempt status of Black Sheep Ministries as a recognized 501(c)(3) nonprofit organization.

Black Sheep Care Team is not a separate legal entity and shall not exercise independent governance authority outside the structure established by Black Sheep Ministries and its Board of Directors.

### **I.C Foundational Position**

Black Sheep Care Team functions as the crisis hospitality and street level outreach arm of Black Sheep Ministries.

The program exists to provide structured relational engagement, crisis stabilization support, and community based outreach to individuals experiencing instability, addiction impact, incarceration, or disconnection from traditional support systems.

Black Sheep Care Team shall operate as:

- A crisis hospitality initiative
- A street level outreach ministry
- A reentry and stabilization support platform
- A relational bridge to internal and external recovery resources

Black Sheep Care Team shall not operate as:

A licensed clinical treatment provider  
A mental health diagnostic entity  
A custodial or placement authority  
A probationary supervision body  
A substitute for court ordered services  
A church congregation or ecclesiastical governing body

Where clinical intervention, legal advocacy, medical care, or custodial authority is required, the program shall refer individuals to appropriate licensed or statutory providers.

## **ARTICLE II: Purpose, Scope, and Target Population**

### **II.A Purpose**

The purpose of Black Sheep Care Team is to provide structured crisis hospitality, street level outreach, and relational stabilization support to individuals experiencing addiction impact, incarceration, housing instability, relational fracture, or systemic disconnection.

The program exists to:

Interrupt cycles of instability through consistent relational presence.  
Provide dignified engagement in environments often avoided by traditional support systems.  
Connect individuals to recovery, restoration, and long term stabilization resources.  
Serve as an entry point into broader Black Sheep Ministries programming where appropriate.

Black Sheep Care Team operates from a Christian-rooted framework informed by the life and ministry of Jesus Christ. The program affirms that compassion precedes correction, belonging precedes transformation, and that spiritual growth cannot be coerced.

Participation in the program shall remain voluntary and non-coercive as defined in subsequent Articles of this Charter.

### **II.B Scope of Services**

Black Sheep Care Team shall operate within clearly defined service categories:

#### **1. Bar and Nightlife Outreach**

Relational engagement within nightlife environments for the purpose of connection, prayer when invited, crisis identification, and referral to appropriate support systems.

#### **2. Prison Engagement and Reentry Continuity**

Faith-rooted engagement within correctional settings where permitted and structured relational follow up for individuals transitioning back into community life.

### 3. Crisis Hospitality and Stabilization Support

Relational presence and coordination during acute instability, including but not limited to relapse events, post-arrest situations, housing displacement, and hospital-based crisis.

### 4. Referral and Resource Coordination

Connection to licensed treatment providers, housing services, employment resources, recovery groups, counseling professionals, and internal Black Sheep Ministries programs.

The program shall not provide:

- Clinical addiction treatment
- Psychiatric or medical services
- Legal advice or representation
- Custodial supervision
- Court compliance monitoring
- Licensed therapy

All services are supportive and facilitative in nature and do not replace licensed or statutory authority.

## **II.C Target Population**

Black Sheep Care Team shall primarily serve:

- Adults impacted by addiction or recovery instability.
- Incarcerated individuals seeking faith-rooted engagement.
- Individuals reentering society following incarceration.
- Individuals in nightlife environments experiencing spiritual, relational, or emotional instability.
- Individuals experiencing housing instability or crisis displacement.
- Individuals hesitant toward institutional church environments but open to relational engagement.

The program does not restrict participation based upon:

- Religious belief or lack of religious belief.
- Criminal history.
- Substance use history.
- Socioeconomic status.
- Personal background or identity.

# **ARTICLE III: Program Structure and Operational Framework**

## **III.A Program Components**

Black Sheep Care Team shall operate through three primary and coordinated components:

1. Bar and Nightlife Outreach Division
2. Prison Engagement and Reentry Division
3. Crisis Hospitality and Stabilization Division

Each component shall maintain defined operational standards, volunteer requirements, documentation procedures, and leadership oversight protocols.

The Program shall not expand beyond these defined components during Phase One through Phase Three of development without formal review and approval by the governing Board.

## **III.B Intake and Engagement Pathways**

Participants may enter Black Sheep Care Team engagement through one or more of the following pathways:

Voluntary self-referral  
Street-level engagement initiated by outreach teams  
Referral from correctional facilities  
Referral from recovery programs  
Referral from churches or community partners  
Referral from courts or agencies where appropriate

Engagement does not constitute enrollment in a formal case management program unless specifically defined under internal protocols.

Participation remains voluntary unless required by an external judicial or supervisory authority, in which case the Program's role remains supportive rather than supervisory.

## **III.C Structured Engagement Model**

Black Sheep Care Team engagement shall follow a layered model:

1. Initial Contact Phase  
Relational introduction, listening posture, crisis identification, and clarification of scope.
2. Stabilization Assessment Phase  
Identification of immediate risks, referral needs, and potential internal program connections.

3. Coordinated Support Phase  
Connection to recovery resources, housing referrals, Grace Circles participation where appropriate, Family Restoration programming where applicable, and peer support integration.
4. Continuity Phase  
Voluntary long-term relational follow-up designed to reduce relapse risk and system re-entry.

The Program shall not assume supervisory authority over participant compliance with court orders, probation requirements, or treatment mandates.

### **III.D Volunteer Deployment Standards**

All outreach engagement shall occur under structured deployment standards.

Minimum two-person rule shall apply in nightlife and high-risk environments.

No volunteer shall operate independently in field environments without leadership authorization.

Clear debrief protocols shall follow outreach activities to ensure:

- Boundary maintenance
- Risk identification
- Incident documentation where required
- Emotional processing for volunteers

Deployment assignments shall be made by Program Leadership or delegated coordinators.

### **III.E Documentation and Recordkeeping**

The Program shall maintain structured documentation practices including:

- Outreach engagement logs
- Incident reports when applicable
- Referral tracking
- Volunteer deployment records
- Training completion documentation

Documentation shall support accountability and institutional credibility while avoiding unnecessary surveillance or data accumulation beyond program scope.

Confidentiality standards shall be maintained in accordance with law and internal policy.

### **III.F Program Boundaries**

Black Sheep Care Team shall not:

Provide clinical therapy or addiction treatment  
Conduct unsupervised private meetings in high-risk environments  
Transport individuals without documented authorization and policy compliance  
Distribute funds outside approved benevolence processes  
Represent itself as a legal or statutory authority

Requests that fall outside defined scope shall be referred to appropriate licensed or statutory entities.

Participation may be limited where safety concerns, legal restrictions, or capacity constraints require structured boundaries.

## **ARTICLE IV: Non-Coercion, Faith Posture, and Freedom of Conscience**

### **IV.A Christian Foundation**

Black Sheep Care Team operates from a Christian theological framework rooted in Scripture and informed by the life and ministry of Jesus Christ.

Faith is foundational to the identity, leadership posture, and ethical orientation of the Program.

Spiritual dialogue, prayer, biblical discussion, and faith-based encouragement are natural expressions of the Program's mission.

### **IV.B Voluntary Participation**

Participation in spiritual engagement is strictly voluntary.

No individual shall be required to:

Affirm a religious belief.  
Profess faith.  
Participate in prayer.  
Attend Bible study.  
Engage in spiritual conversation.

As a condition of receiving:

Relational support.  
Crisis hospitality.  
Resource referral.  
Reentry engagement.  
Benevolence assistance.

Faith shall be offered, not imposed.

#### **IV.C Separation of Assistance and Conversion**

Material support, referral coordination, mentorship, or crisis response shall never be conditioned upon:

- Conversion.
- Church attendance.
- Doctrinal agreement.
- Moral conformity.

The Program affirms that authentic spiritual transformation cannot be coerced and shall not leverage vulnerability for religious compliance.

#### **IV.D Respect for Freedom of Conscience**

Black Sheep Care Team shall respect the freedom of conscience of all participants.

Participants may decline spiritual engagement at any time without penalty, exclusion, or reduction of services.

Volunteers and leaders shall be trained to:

- Recognize coercive dynamics.
- Avoid manipulative language.
- Distinguish between invitation and pressure.
- Maintain relational dignity regardless of belief alignment.

#### **IV.E Relationship to Institutional Church**

The Program affirms the Church as the Body of Christ and does not position itself in opposition to institutional congregations.

Participation in local churches may be encouraged where appropriate and desired by participants.

However, church attendance shall not be mandated as a requirement for engagement within Black Sheep Care Team.

The Program shall collaborate with churches where partnership strengthens restoration outcomes while maintaining independent governance and program boundaries.

#### **IV.F Outreach Posture and Non-Confrontational Presence**

Black Sheep Care Team enters nightlife environments, correctional facilities, and crisis settings for the purpose of relational presence and compassionate engagement.

The Program does not conduct confrontational evangelism, public religious disruption, or coercive proselytization.

Outreach teams are trained to:

Engage through listening before speaking.  
Offer spiritual conversation by invitation rather than intrusion.  
Respect the setting and lawful authority of the environment in which they operate.  
Avoid argumentative or adversarial religious interaction.

The purpose of outreach engagement is relationship building, crisis identification, and resource connection.

Spiritual dialogue, when it occurs, shall arise from mutual willingness rather than institutional pressure.

The Program affirms that Christ-centered witness is most credibly expressed through consistent presence, humility, and integrity rather than public confrontation.

## **ARTICLE V: Volunteer Standards, Formation, and Leadership Oversight**

### **V.A Commitment to Structured Volunteer Formation**

Black Sheep Care Team recognizes that it operates within high-risk and high-volatility environments, including nightlife settings, correctional institutions, and crisis response contexts.

Accordingly, volunteer participation shall be structured, screened, and supervised.

The Program shall maintain a defined volunteer formation pathway documented in an internal Volunteer Manual. That pathway shall include staged development, evaluation benchmarks, and leadership approval requirements prior to deployment in field environments.

No individual shall participate in frontline outreach activities without documented authorization from Program Leadership.

### **V.B Screening and Clearance Requirements**

All volunteers serving within Black Sheep Care Team shall complete screening appropriate to the environments in which they serve.

Screening may include:

State criminal background checks.  
Child abuse clearances where applicable.

Federal fingerprint-based checks when required by law or partner facilities.  
Disclosure of prior addiction history where relevant to role placement.  
Personal reference review.

Clearances shall be documented and renewed in accordance with applicable law and internal policy.

The Program reserves the right to deny or restrict volunteer placement based on safety, maturity, or mission alignment concerns.

## **V.C Training Requirements**

All volunteers shall complete training prior to field deployment, including but not limited to:

Trauma-informed engagement principles.  
Boundary and ethical conduct standards.  
Mandatory reporting obligations.  
Confidentiality and data protection standards.  
De-escalation techniques.  
Program scope and limitations.

Completion of training shall be documented and maintained in Program records.

## **V.D Deployment Standards**

Volunteers shall operate under structured deployment protocols, including:

Minimum two-person rule in nightlife and high-risk environments.  
Leadership-approved deployment scheduling.  
Post-outreach debrief participation.  
Adherence to documentation and incident reporting standards.

No volunteer shall independently initiate field engagement under the name of Black Sheep Care Team without authorization.

## **V.E Personal Conduct and Sobriety Expectations**

Volunteers shall maintain conduct consistent with the integrity of the Program.

In nightlife environments, responsible alcohol consumption may be permitted for approved field volunteers under strict internal policy limits.

Intoxication during outreach engagement is strictly prohibited.

Any conduct that compromises safety, credibility, or ethical standards may result in immediate suspension pending review.

## **V.F Authority and Removal**

All volunteers operate under delegated authority from Program Leadership and the Board of Black Sheep Ministries.

The Program reserves the right to suspend or remove any volunteer for:

- Violation of Program policies.
- Boundary breaches.
- Conduct undermining trust or safety.
- Repeated failure to adhere to deployment standards.
- Mission misalignment.

Removal from volunteer service does not constitute spiritual rejection but reflects stewardship responsibility and risk management.

## **V.G Supervision and Accountability**

Volunteers and peer supporters shall operate under defined supervision structures.

Regular check-ins, debrief sessions, and performance reviews shall be conducted by Program Leadership.

Leadership retains authority to:

- Modify volunteer roles.
- Restrict deployment access.
- Require retraining.
- Suspend participation pending review.

The purpose of supervision is protective, corrective, and formative rather than punitive.

# **ARTICLE VI: Risk Management, Safety, and Operational Safeguards**

## **VI.A Commitment to Safety**

Black Sheep Care Team acknowledges that it operates in environments involving heightened emotional, social, and physical volatility.

Accordingly, safety shall be treated as a foundational priority equal to compassion and outreach.

All activities shall be conducted in a manner that protects:

Program participants.  
Volunteers and leaders.  
Partner institutions.  
The legal and reputational integrity of Black Sheep Ministries.

## **VI.B Operational Safeguards**

The Program shall maintain documented operational safeguards including, but not limited to:

Minimum two-person deployment rule in nightlife and high-risk environments.  
Defined transportation policies.  
Prohibition of unsupervised high-risk engagement.  
Clear reporting structure for incidents and safety concerns.  
Leadership authorization for field deployments.

Outreach shall not occur in environments or circumstances that present unreasonable or unmanaged risk.

## **VI.C Incident Reporting**

The Program shall maintain an incident documentation process.

Incidents requiring documentation may include:

Physical altercations or threats.  
Medical emergencies.  
Allegations of misconduct.  
Boundary violations.  
Situations involving law enforcement.

Incident reports shall be reviewed by Program Leadership and, when necessary, escalated to Executive Leadership and the Board.

## **VI.D Insurance and Liability Coverage**

Black Sheep Care Team shall operate under the insurance coverage maintained by Black Sheep Ministries.

Coverage shall include, at minimum:

General liability coverage.  
Volunteer coverage.  
Directors and Officers coverage where applicable.

The Board shall periodically review coverage adequacy in light of program expansion, environmental risk, and operational scope.

Volunteers shall not represent themselves as agents of the Program outside authorized activities.

## **VI.E Transportation and Physical Contact Policies**

The Program shall maintain written transportation policies governing when and how volunteers may transport participants.

Transportation without documented authorization and policy compliance is prohibited.

Physical contact with participants shall be limited, appropriate, and respectful.

Volunteers shall avoid conduct that may be perceived as coercive, exploitative, or boundary-violating.

## **VI.F External Environment Compliance**

When operating in correctional facilities, nightlife establishments, hospitals, or other regulated environments, the Program shall comply with all applicable rules, regulations, and authority structures.

Black Sheep Care Team shall not interfere with facility operations or law enforcement authority.

Failure to comply with external authority requirements may result in suspension of program activity within that environment.

## **VI.G Program Suspension Authority**

The Board of Directors of Black Sheep Ministries retains authority to:

Suspend any component of Black Sheep Care Team.

Restrict specific outreach activities.

Pause volunteer deployment.

Dissolve the Program if necessary.

Such action may be taken when safety, legal compliance, financial sustainability, or mission integrity is compromised.

# **ARTICLE VII: Financial Stewardship and Benevolence Governance**

## **VII.A Commitment to Financial Stewardship**

Black Sheep Care Team affirms that charitable resources must be administered with discipline, transparency, and sustainability.

Compassion shall not override fiduciary responsibility.

All funds utilized by the Program remain under the authority of Black Sheep Ministries and shall be managed in accordance with the organization's financial policies, internal controls, and nonprofit compliance obligations.

## **VII.B Benevolence Structure**

The Program may provide limited financial assistance or material support in furtherance of stabilization objectives, subject to defined authority tiers and review procedures.

Financial assistance shall be categorized as:

Emergency Stabilization Assistance  
Short-Term Support Assistance  
Resource Facilitation Assistance

All assistance shall align with documented stabilization objectives and not create ongoing dependency.

## **VII.C Defined Authority Tiers**

Benevolence approval authority shall be structured as follows:

Tier One – Field Level Recommendation Authority

Volunteers and field leaders may identify and recommend potential assistance needs but shall not promise, guarantee, or distribute funds.

Tier Two – Program Leadership Review Authority

Designated Program Directors or approved leadership personnel may review requests, verify circumstances, and approve assistance within internally defined limits.

Tier Three – Executive or Board-Level Approval Authority

Requests exceeding internally defined thresholds, involving unusual risk, or presenting recurring assistance patterns shall require approval from Executive Leadership or the Board.

Dollar thresholds and review procedures shall be defined within internal financial policy documentation and may be updated without amendment to this Charter.

## **VII.D Prohibited Financial Conduct**

Volunteers and leaders shall not:

Distribute cash without documented approval.  
Personally guarantee participant expenses under the Program's name.

Create informal loan arrangements under Program authority.  
Provide financial promises outside defined approval channels.

Personal financial involvement between volunteers and participants is strongly discouraged and may result in disciplinary review if it compromises boundaries or creates conflicts of interest.

### **VII.E Documentation and Accountability**

All approved financial assistance shall be documented, including:

Nature of assistance.  
Rationale for approval.  
Authorization tier.  
Follow-up outcome where applicable.

Records shall be maintained in accordance with Black Sheep Ministries financial record retention policies.

### **VII.F Sustainability and Review**

The Program shall conduct periodic review of benevolence activity to assess:

Financial sustainability.  
Impact effectiveness.  
Patterned dependency risk.  
Alignment with mission objectives.

The Board retains authority to restrict, suspend, or modify benevolence activity as necessary.

## **ARTICLE VIII: Impact Measurement, Documentation, and Program Evaluation**

### **VIII.A Commitment to Measurable Accountability**

Black Sheep Care Team affirms that effective ministry requires documented accountability and evaluative review.

While spiritual transformation cannot be reduced to numerical metrics alone, the Program commits to structured documentation and measurable indicators sufficient to demonstrate responsible stewardship and operational effectiveness.

### **VIII.B Documentation Categories**

The Program shall maintain documentation within the following core categories:

#### Outreach Engagement Metrics

Number and frequency of nightlife deployments, correctional facility engagements, and crisis responses.

#### Relational Continuity Indicators

Ongoing participant engagement over time, including voluntary follow-up participation.

#### Referral Activity

Referrals made to recovery programs, housing services, employment providers, counseling professionals, and internal Black Sheep Ministries programs.

#### Reentry Continuity

Engagement and stabilization contact following release from incarceration where applicable.

#### Volunteer Development

Volunteer training completion, retention rates, and leadership progression.

#### Benevolence Activity

Financial assistance approvals and general stabilization outcomes.

Additional documentation categories may be established through internal policy without amendment to this Charter.

### **VIII.C Qualitative Assessment**

In addition to quantitative tracking, the Program shall document qualitative indicators of progress, including:

Movement from crisis toward stability.

Reduction in relapse patterns where observable.

Participant self-initiated engagement.

Reconnection to family or support networks where applicable.

Transition into sustained recovery or employment pathways.

Qualitative documentation shall not infringe upon participant dignity or confidentiality.

### **VIII.D Annual Review**

Black Sheep Care Team shall participate in an annual program review conducted by Executive Leadership and presented to the Board of Directors.

The review shall include:

Operational performance summary.

Risk management assessment.

Financial stewardship overview.

Volunteer formation evaluation.  
Partnership effectiveness review.

Recommendations for modification, expansion, or limitation of activities may be made as a result of this review.

### **VIII.E Adaptive Authority**

This Charter establishes guiding accountability principles but does not fix numeric quotas or outcome thresholds.

Program methodologies, tracking systems, and evaluative tools may be refined through internal policy to:

Improve effectiveness.  
Respond to emerging needs.  
Strengthen sustainability.  
Enhance safety.

Such refinements shall not require formal Charter amendment unless they materially alter the mission, authority structure, or legal position of the Program.

## **ARTICLE IX: Confidentiality, Ethical Standards, and Professional Boundaries**

### **IX.A Commitment to Dignity and Confidentiality**

Black Sheep Care Team affirms that individuals served through the Program are entitled to dignity, discretion, and responsible handling of personal information.

Volunteers and leaders shall treat all participant disclosures, personal circumstances, and engagement details as confidential, except where disclosure is required by law or necessary to prevent harm.

The Program recognizes that it is not a licensed clinical provider and does not operate under statutory confidentiality frameworks such as attorney-client or licensed therapist privilege. However, internal confidentiality standards shall be upheld with seriousness and consistency.

### **IX.B Limitations to Confidentiality**

Confidentiality shall not apply in circumstances including, but not limited to:

Credible threats of harm to self or others.  
Suspected abuse or neglect where mandatory reporting laws apply.

Court orders or lawful subpoenas.  
Situations involving imminent criminal activity.

Volunteers shall be trained in mandatory reporting obligations consistent with applicable state law.

When disclosure is required, it shall be limited to appropriate authorities and only to the extent necessary.

### **IX.C Data Handling and Record Protection**

The Program shall maintain structured documentation practices as defined in Article VIII.

Participant records shall be:

Access-limited to authorized leadership.  
Stored securely.  
Retained in accordance with Black Sheep Ministries record retention policies.

Unnecessary personal data shall not be collected.

Public sharing of participant stories, images, or identifying information requires written consent when appropriate and leadership approval.

### **IX.D Ethical Conduct Standards**

Volunteers and leaders shall adhere to ethical conduct standards including:

Maintaining appropriate relational boundaries.  
Avoiding dual relationships that create conflicts of interest.  
Refraining from exploitation of vulnerability.  
Avoiding manipulative spiritual language.  
Avoiding dependency-creating behavior.

No volunteer or leader shall use their position within the Program to pursue personal, romantic, financial, or social gain from participants.

### **IX.E Conflict of Interest**

Volunteers and leaders shall disclose potential conflicts of interest that may impair objective decision-making.

Personal financial arrangements between volunteers and participants are strongly discouraged and may result in review or restriction where they compromise boundaries or create dependency patterns.

Leadership retains authority to restrict involvement in cases where conflict risk is identified.

## **IX.F Professional Referral Boundaries**

Black Sheep Care Team does not provide:

Licensed therapy.  
Medical treatment.  
Psychiatric diagnosis.  
Legal representation.

When participants require services beyond Program scope, referrals shall be made to qualified professionals.

Volunteers shall not represent themselves as licensed providers unless separately credentialed and explicitly authorized by leadership to operate in such capacity within clearly defined boundaries.

## **ARTICLE X: Duration, Review, and Amendment**

### **X.A Duration**

Black Sheep Care Team shall operate as an ongoing program division of Black Sheep Ministries unless suspended or dissolved by action of the Board of Directors.

The Program is established without a predetermined termination date and shall continue so long as it remains aligned with the mission, financial sustainability, and legal compliance requirements of Black Sheep Ministries.

### **X.B Board Review Cycle**

This Charter and the overall operation of Black Sheep Care Team shall be subject to formal review by the Board of Directors at least once every three years.

The review shall assess:

Mission alignment.  
Operational effectiveness.  
Risk management adequacy.  
Financial sustainability.  
Leadership structure.  
Community impact.

The Board may recommend modification, expansion, limitation, or structural adjustment as a result of such review.

## **X.C Amendment Authority**

This Charter may be amended only by formal action of the Board of Directors of Black Sheep Ministries.

Minor operational refinements, policy adjustments, and procedural updates may be implemented through internal policy documentation without Charter amendment, provided such changes do not materially alter:

The authority structure of the Program.

The legal status of the Program.

The mission or foundational theological position of the Program.

## **X.D Suspension or Dissolution**

The Board of Directors retains authority to:

Suspend specific components of Black Sheep Care Team.

Restrict operational scope.

Temporarily pause volunteer deployment.

Dissolve the Program entirely if necessary.

Such action may be taken where safety, legal compliance, financial viability, or mission integrity is compromised.