



Proclaiming Jesus the Messiah to the World

FAITH STATEMENT

We expect employees of Jewish Voice Ministries International (JVMI) to be living examples of their belief in Yeshua (Jesus) as the Messiah and to be in unity with the beliefs (Tenets of Faith), Habits, Lifestyle and Moral Integrity Standards, Core Purpose Mission Statement and Core Values of this ministry. Prior to accepting employment with Jewish Voice Ministries International, please read the following pages, initial each page as your acknowledgement of agreement to these provisions and return to our HR department.

If you have any questions, please do not hesitate to ask.

Habits, Lifestyle and Moral Integrity Standards

As an employee for JVMI, you are representative of the Lord and JVMI and called to a higher standard of conduct than that of the world. We are committed to protecting the integrity and reputation of this ministry and our staff. The biblical standards of lifestyle, behavior and ethics are an important model for us to follow. This is especially crucial for those who work in the field as they are more exposed to spiritual warfare. We believe and are committed to:

- A lifestyle dedicated to following Biblical teachings and obeying God's will
- Regular devotional times, both personally and during worktime with co-workers (attending weekly chapel)
- Refraining from any financial, personal, family (or close intimate relationship) interest which may impact the work and/or representation of JVMI negatively or in a position where there is potential for a conflict of interest – e.g. contracts for goods/services or affiliating with partner organizations.
- Being accountable for our own actions and to not use unequal power relationships for self-benefit
- Abstaining from alcohol during work time or in ways that may impair judgment or have an adverse impact on the behavior exhibited on JVMI premises or when representing JVMI at external events or functions
- Abstaining from the use of illegal drugs or overindulgence in, or dependence on, addictive substances. As Believers, we are not on earth to live for the lusts of the flesh; conversely, we seek first the kingdom of God, and to be a shining example for others.
- A Bible based definition of marriage. As Believers, the Bible is our ultimate authority and thus we define marriage as a sacred union between one man and one woman.
- Abstain from sex outside of marriage or living with a significant other outside of marriage, as this is sinful and offensive to God.
- God's endowment of all human life with inherent dignity at every stage of development and it must be respected and protected from conception to natural death. Thus, the unjustified, intentional taking of human life before or after birth is sinful and offensive to God.

Initials _____

Tenets of Faith

The Bible

We believe that the Bible, composed of both the *Tenakh* (Jewish Scriptures) and the Apostolic Writings of the New Covenant (*B'rit Chadasha*), is the only infallible and authoritative Word of God.

2 Tim 3:15-17; Rom 15:4; 2 Pet 1:19-21; Heb 4:2; Eph 6:17

God is Echad

We believe that God is *Echad*, as declared in the *Shema*, “a united one” or “compound unity” eternally existent and manifested in three expressions: the God of Israel, the Messiah, and the Spirit of God.

Deut 6:4; Isa 48:16-17; 1 John 5:7-13

Deity

We believe in the Deity of *Yeshua HaMashiach* (Jesus, the Messiah), that He is the “Seed of the woman” as God promised, and that His virgin birth was to be a sign to Israel of His messiahship.

Gen 3:15; Isa 7:14; Isa 9:6-7; Matt 1:22-23

Messiah Yeshua's Life

We believe in Messiah Yeshua's life, His miracles yesterday and today, His vicarious and sacrificial death as our atonement, His bodily resurrection, His personal future return for His followers—both living and dead — and His future establishment of His kingdom on Earth.

Isaiah 53:8-11; 2 Cor 5:21; Isaiah 9:6-7; 1 Cor 11:26; Zech 12:6-10; Zech 14:16-21

Salvation by Grace

We believe that the only means of being cleansed from sin is by grace, through faith in the shed sacrificial blood of Yeshua HaMashiach and that regeneration by the Spirit of God is absolutely essential for personal salvation.

Lev 17:11; Eph 2:8; Rom 1:17; Hab 2:4; John 3:3; Heb 11:6; Gen 15:6

HaRuach HaKodesh

We believe in the present ministry of *HaRuach HaKodesh* (The Holy Spirit) by whose indwelling the believer is enabled to live a godly life.

Jer 31:31-34; John 14:15-17; Gal 5:13-25

New Creation

We believe that with salvation through Messiah, each person becomes a new creation and will demonstrate new life through fruits of character and spirit.

2 Cor 5:17; Gal 5: 22-23

Sons and Daughters of Israel

We believe that Jews according to the flesh (descendants of Abraham through Isaac and Jacob, whether through the blood line of the mother or the father) who place their faith in Israel's Messiah Yeshua have not disowned or separated themselves from their race and Judaic heritage, but remain sons and daughters of Israel. Gentiles who place their faith in the Messiah Yeshua do not become Jews, but by spiritual adoption, do become spiritual sons and daughters of Abraham.

Gen 15:6, Gal 3:28-29; Rom 2:28-29

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Resurrection

We believe in the resurrection of both saved and lost, the former to everlasting life and the latter to eternal separation from God.

Dan 12:2; Matt 25:46; Psalm 69:28; Rev 20:12-15

Middle Wall of Partition

We believe that the middle wall of partition which in times past separated Jews and Gentiles, within the New Covenant Body, has been broken down, the enmity between them eradicated by the Messiah Yeshua.

Eph 2:12-24; Acts 10:34

New Covenant Body

We believe that the New Covenant body of the Lord is composed of both Jews and Gentiles who have accepted and put their faith in Yeshua HaMashiach as the promised Redeemer and that now they are to worship TOGETHER in unity and fellowship.

1 Cor 12:13; Heb 10:25; Eph 3:6, 10-12

Jewish Followers of Yeshua

We believe that as Jewish followers of Yeshua, we are called to maintain our Jewish biblical heritage and remain part of our people, and the universal body of believers. This is part of our identity and a witness to the faithfulness of God.

Rom 3:1-4; 1 Cor 7:17-20; Acts 21:20-24

Messianic Jewish Congregations

We believe in the importance of Messianic Jewish Congregations — local places of worship where Jews and Gentiles together live out their faith in the context of Jewish lifestyle and identity.

Initials _____

OUR CORE PURPOSE

Romans 11:26 is the premise of our Core Purpose and explains Why We Exist which is:

TO TRANSFORM LIVES AND SEE ALL ISRAEL SAVED

OUR MISSION

Our Mission also known as What We Do explains our Ministry Definition for our employees.

WE PROCLAIM THE GOSPEL TO THE JEW FIRST, GROW THE MESSIANIC JEWISH COMMUNITY AND ENGAGE THE CHURCH CONCERNING ISRAEL AND THE JEWISH PEOPLE

OUR CORE VALUES

Our Core Values explain How We Behave. They depict the qualities, attributes and behavior of the most successful and thriving employees and the type of employees we want to attract to our work culture.

SERVICE MINDED

“Whatever work you do, put yourself into it, as those who are serving not merely other people, but the Lord – Col 3:23. Employees serve the Lord in their work showing an open humble heart for the ministry along with demonstration by action and work performance to support our mission and core purpose. Employees collaborate with others for the greater good rather than seeking personal validation. Employees give and receive apologies readily with an intentional effort of upholding Biblical values.

PURSUING EXCELLENCE

“Serve wholeheartedly, as if you were serving the Lord, not people” – Eph 6:7. Quality of work is above the norm showing creativity and a continuous improvement in work output. Employees perform the minimum work required consistently and often more than required while looking for ways to help in other areas. Employees demonstrate strong initiative and creativity. Employees speak up concerning problems or obstacles and offers solutions to address them. Employees go above and beyond when needed. Employees demonstrate integrity and ethical behavior.

PROACTIVE TEAM PLAYER

“Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things – Phil 4:8. Employees strive for the good of the ministry by being dependable and accountable to their team and the ministry as a whole; offer assistance to others without prompting. Employees demonstrate a collaborative approach to their work process involving and including appropriate personnel and departments as needed. Employees appropriately communicate and listen to coworkers and superiors as it relates to the position requirements, offering input where needed. Employees have good attendance and faithfully come to work as scheduled. Employees are positive and supportive of their manager and the leadership team of JVML. Employees deal with conflict in a Biblical way seeking resolution with respective staff.

Initials _____

Social Agreement

As an employee of Jewish Voice Ministries International, and in keeping with our existing staff's commitment, we establish this Social Covenant and agree that we will live by it and that when we are together we will:

- Treat each other with respect, honesty, encouragement, forgiveness, patience, love, humility, humor, understanding, truthfulness, trust, honor, grace and confidentiality and will not listen to or allow gossip.
- Be non-judgmental, calm and self-controlled, accountable, committed, productive, flexible, ethical, clear and concise, and we will treat others like they want to be treated (and how we want to be treated) and exhibit listening skills.

In an effort to abolish gossip from our workplace and act in accordance with our biblical values we agree to avoid conversations with coworkers about other staff members. If we do talk to another member (who is not part of the problem or solution) about something concerning a third-party team member, we agree to redirect them to discuss it with the respective person and give them 48 hours to discuss it with the third-party team member. Options to bring this about may include assisted facilitation by another team member if so desired.

The effectiveness of this Social Commitment rests on the extent to which everyone works toward its desired end. All members must be willing to be held accountable for themselves. Team members must be willing to hold each other accountable as well.

Since we agree on how to treat each other, what should we do if one of us fails to follow the behaviors we agreed upon?

- Assess the situation and go to the person one-on-one

The steps to take when you go to someone are the following:

- Go in love (Kindness) – “I care more about you than what you think of me”
- Put the other person first
- Go in humility – “I could be wrong”
- Go with pre-forgiveness, worked out internally before meeting
- Go with 100% truth with all the relevant facts
- Go unoffended

We agree to go to the other person with good intentions and with the desire to understand them.

Next step: If the situation is not resolved, then we will bring in one or two others who will be a witness to the words that are spoken.

Next step: If the situation is not resolved, we mutually agree to bring it to the team.

If no resolution takes place, then we agree to some sort of separation. It is our intent that every issue will be resolved by step one and no further action will be needed.

We recognize we are imperfect and adherence to this covenant may fall short. If we fail to live up to the agreement, we agree to take responsibility and apologize to affected parties. We recognize that the principles of the Six Step Apology are the most effective means to that end:

- Acknowledge what we did by stating the offense: “I did it.”
- Admit that we are wrong: “I was wrong.”
- Say that we are sorry: “I am sorry.”

- Ask: “Will you forgive me or if and when you can, will you forgive me?” Wait for the answer.
- Ask the person or group: “Will you hold me accountable? I give you permission to hold me accountable from now on.”
- Ask: “Is there anything else?”

By agreeing to this, we are committing to abide by, and be held accountable to, the behaviors that we, as a team/organization, believe demonstrate the type of culture and environment that will foster the best personal and professional development and success.

There are circumstances where the above process is not possible or not the best means by which to address issues. Discernment is the best course of action in such cases and the option of going directly to the Chief People Officer for clarification or assistance is available.

Unity Statement

The key to success is unity, and the key to unity is agreement. If, as an employee, you ever come to the place of being in disagreement with JVMI on significant issues of vision, direction, or methodology of operation, we would expect you to speak with your immediate supervisor to discuss these concerns directly. Failure to share your concerns with your supervisor will likely result in a growing dissatisfaction and anger, and left to fester, will result in a root of bitterness. This must be avoided for your benefit and that of the ministry. To understand the Biblical process for conflict resolution, please see Leviticus 19:18, Matthew 5:23-26, Matthew 18:15-17, and Ephesians 4:26, 29, and 32.

ACKNOWLEDGEMENT AND AGREEMENT:

I have read carefully and understand this document which includes the Tenets of Faith, Habits, Lifestyle and Moral Integrity Standards, Core Purpose, Mission Statement, Core Values, Unity Statement and Social Agreement. I hereby agree to abide by and uphold these requirements and commit to support the goals, values and beliefs of Jewish Voice Ministry International. If I fall short of these standards, I agree to accept correction, take responsibility and respond appropriately. I understand that failure to do so may result in my separation of employment with Jewish Voice Ministries International.

PRINT NAME

SIGNATURE

DATE