

VOLUNTEER SERVICE AGREEMENT (VSA)
for VOLUNTEERS, ASSOCIATES, and AFFILIATE STAFF
of CRU SENT FROM THE U.S.
(Please complete all sections)

This Agreement is made today, _____, _____ 20____, between Cru, a non-profit Corporation, and

_____,
an individual wishing to volunteer for Cru (from now on called the Volunteer).

In light of the mission of Cru to carry out its religious purposes in spreading the good news of Jesus Christ as Savior and Lord in order to complete the Great Commission within this generation, and God’s provision in raising up individuals, groups and organizations to provide voluntary services to accomplish this task because of their religious callings, the Volunteer, without expectation of compensation, desires to render and contribute volunteer service to Cru in pursuit of his/her calling by God.

THEREFORE, IT IS AGREED:

1. The Volunteer will provide personal service for the following ministry _____, beginning the year of _____ through the year of _____, (this agreement is to be renewed every three years for Associate Staff, and annually for Affiliate and Volunteer Staff) and agrees they must be supervised in their service by a Cru staff member.
2. The Volunteer has signed the Cru Statement of Faith, which is provided as Appendix A. In addition, he/she has signed and agrees to abide by all Cru policies including, but not limited to Policies provided as Appendix B, and Cru Policies provided in writing to him/her by their Cru Supervisor.
3. Cru agrees that if the Volunteer is an Associate or Affiliate staff member and incurs a business expense on behalf of Cru, Cru shall reimburse him/her for that expense according to the Supported Staff Financial Policy Manual. If the individual is a Volunteer who does not have a Cru staff account, he/she must get an expenditure pre-authorized by their Supervisor and submit receipts to Cru on a Reimbursement Form in order to get reimbursed.
4. The Volunteer agrees that any Cru trademark, copyright, or other proprietary resources may be used by him/her only with the permission of Cru. To get permission, he/she should contact the Cru General Counsel’s Office at 100 Lake Hart Drive, MC-3500, Orlando, FL 32832; or CCCLegal@cru.org; or 407-826-2047.
5. The Volunteer understands that during the course of serving with Cru, he/she may have access to and/or receive Confidential Information or trade secrets of Cru, which if disclosed outside Cru could be harmful. “Confidential Information” is any and all information that is maintained by Cru as confidential, and which has not been publicly disclosed and is not a matter of common knowledge, including, but not limited to, donor lists and records, information regarding donations, sales, costs, marketing, evangelism and discipleship strategies, or any other information that may reasonably be deemed as confidential. Except to the extent authorized by Cru in writing, he/she agrees not to use or disclose, directly or indirectly, for his/her own benefit or for the benefit of another, either during or after his/her term of service, whether terminated with or without cause, any such Confidential Information or trade secrets of Cru. In addition, he/she agrees to return the original and any copies of all Cru property, including but not limited to, all Confidential Information and trade secrets at the earlier of his/her termination of service or upon request by Cru. The Volunteer further agrees to destroy all Confidential Information in his/her possession that is stored in electronic format after his/her volunteer service with Cru terminates.
6. This Voluntary Service Agreement form must be completed and signed by both the volunteer and his/her Cru supervisor.

CRU SUPERVISOR

(signed): Date: _____

(print name)

CRU VOLUNTEER

(signed): Date: _____

(print name)

APPENDIX A for VSA
Statement of Faith of Cru

The sole basis of our beliefs is the Bible, God's infallible written Word, the 66 books of the Old and New Testaments. We believe that it was uniquely, verbally and fully inspired by the Holy Spirit and that it was written without error (inerrant) in the original manuscripts. It is the supreme and final authority in all matters on which it speaks.

We accept those areas of doctrinal teaching on which, historically, there has been general agreement among all true Christians. Because of the specialized calling of our movement, we desire to allow for freedom of conviction on other doctrinal matters, provided that any interpretation is based upon the Bible alone, and that no such interpretation shall become an issue which hinders the ministry to which God has called us.

1. There is one true God, eternally existing in three persons—Father, Son, and Holy Spirit—each of whom possesses equally all the attributes of Deity and the characteristics of personality.
2. Jesus Christ is God, the living Word, who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is perfect Deity and true humanity united in one person forever.
3. He lived a sinless life and voluntarily atoned for the sins of men by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone.
4. He rose from the dead in the same body, though glorified, in which He lived and died.
5. He ascended bodily into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and man, continually makes intercession for His own.
6. Man was originally created in the image of God. He sinned by disobeying God; thus, he was alienated from his Creator. That historic fall brought all mankind under divine condemnation.
7. Man's nature is corrupted, and he is thus totally unable to please God. Every man is in need of regeneration and renewal by the Holy Spirit.
8. The salvation of man is wholly a work of God's free grace and is not the work, in whole or in part, of human works or goodness or religious ceremony. God imputes His righteousness to those who put their faith in Christ alone for their salvation, and thereby justifies them in His sight.
9. It is the privilege of all who are born again of the Spirit to be assured of their salvation from the very moment in which they trust Christ as their Savior. This assurance is not based upon any kind of human merit, but is produced by the witness of the Holy Spirit, who confirms in the believer the testimony of God in His written word.
10. The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to men. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth and seals them until the day of redemption. His fullness, power and control are appropriated in the believer's life by faith.
11. Every believer is called to so live in the power of the indwelling Spirit that he will not fulfill the lust of the flesh but will bear fruit to the glory of God.
12. Jesus Christ is the Head of the Church, His Body, which is composed of all men, living and dead, who have been joined to Him through saving faith.
13. God admonishes His people to assemble together regularly for worship, for participation in ordinances, for edification through the Scriptures and for mutual encouragement.
14. At physical death the believer enters immediately into eternal, conscious fellowship with the Lord and awaits the resurrection of his body to everlasting glory and blessing.
15. At physical death the unbeliever enters immediately into eternal, conscious separation from the Lord and awaits the resurrection of his body to everlasting judgment and condemnation.
16. Jesus Christ will come again to the earth—personally, visibly and bodily—to consummate history and the eternal plan of God.
17. The Lord Jesus Christ commanded all believers to proclaim the gospel throughout the world and to disciple men of every nation. The fulfillment of that Great Commission requires that all worldly and personal ambitions be subordinated to a total commitment to "Him who loved us and gave Himself for us."

Signed: _____ Date: _____

APPENDIX B for VSA

CRU POLICIES for VOLUNTEERS

Since it is important to us to maintain a professional atmosphere and a positive witness for the Lord we have the following regulations:

APPEARANCE If volunteering in a professional office, volunteer and staff are expected to dress and present themselves in a professional manner. No blue jeans, shorts or flip flops in the office.

ATTENDANCE Dependability on the job is essential. We ask our volunteers to be on time. As a courtesy, if the volunteer will be absent or late, we ask that he/she call their volunteer coordinator before the beginning of the workday on which they were to work. The volunteer may be asked to sign in and out on the login sheets.

NO SMOKING For the comfort and health of all, we ask that our volunteers not smoke on Cru premises.

ALCOHOL/DRUGS Any volunteer on our premises found selling, using or under the influence of alcohol or illegal drugs (including marijuana) will have their volunteer service discontinued immediately.

ATTITUDE A positive attitude toward fellow workers, leadership, and the policies of Cru is essential to effective work. Therefore, should any volunteer become excessively critical or attempt to cause friction between workers, their volunteer service may be discontinued unless there is significant improvement.

CONDUCT AND CHARACTER Because of the nature and purpose of Cru, people tend to judge the entire organization and Christians in general by the lives they see our volunteers and staff demonstrate. Therefore, indulgence in any lifestyle or pastime that is illegal or scripturally questionable or forbidden (for example, living or having intimate relations with a member of the opposite sex out of wedlock, homosexual practices, drunkenness, or refusing to pay legitimate bills) may result in the severance of volunteer service.

Signed: _____ Date: _____