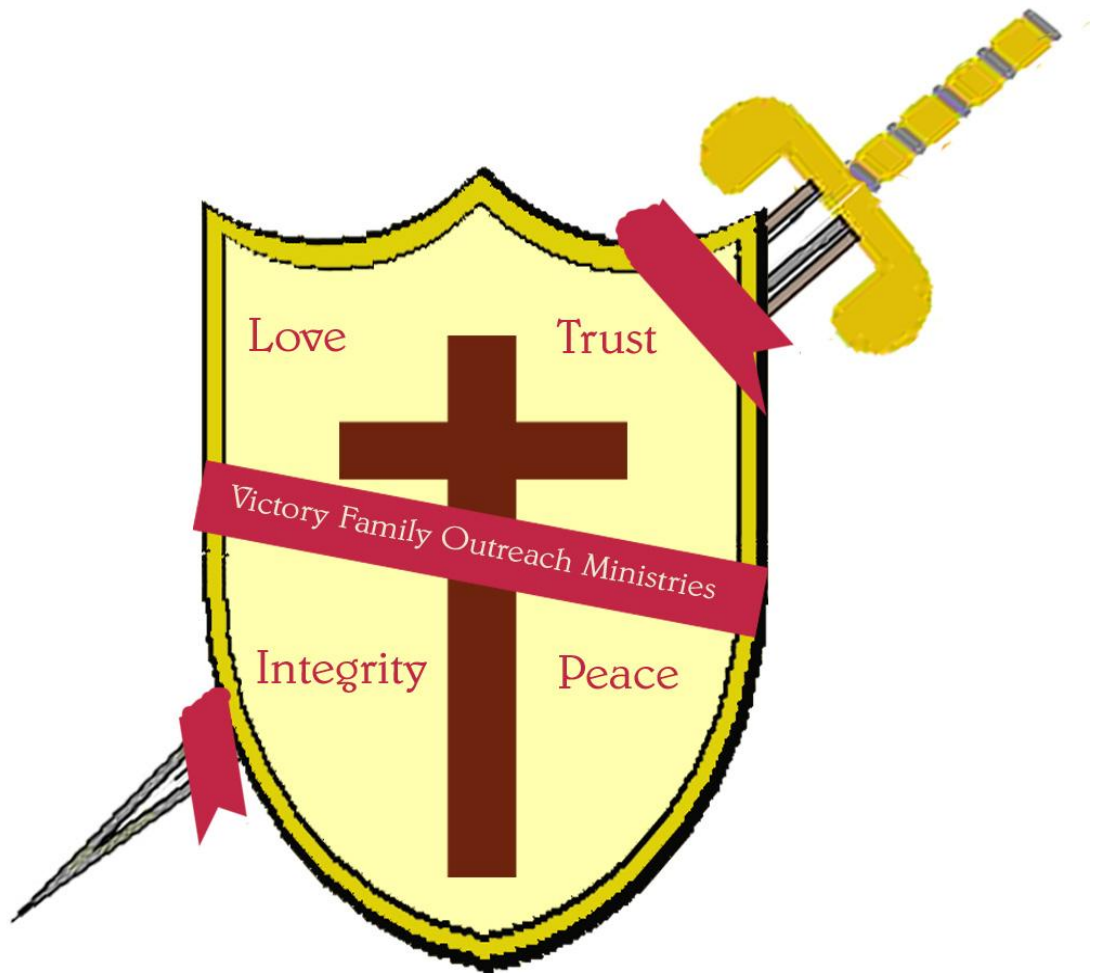


# ***VICTORY FAMILY OUTREACH MINISTRIES***



## ***Member's Orientation Booklet***

***Overseer John & Pastor Viviann Reid***

***"Reaching out to the lost, bringing all to the cross"***

**PO Box 4157  
WOODBIDGE, VA 22194**

**(Revised 3/2014)**

## FROM YOUR PASTORS

*As you embark upon becoming a member of Victory Family Outreach Ministries, we are excited and thankful that you are here. Our desire is that this booklet will help you understand our history and where the Lord is leading us.*

*The Lord has blessed First Lady Viviann and me to be in the ministry for over 38 years, serving in various capacities during this time. Our prayer is that the Lord gives you direction and meaning of your service to the members of Victory Family Outreach Ministries and our community. We admonish you to ask questions and if there is something that needs clarification, we will do our best to answer your concerns.*

*As a "Ministry of Integrity," we are seeking to fulfill our role as Ambassadors of Christ; and pray you will do the same! We also pray you become familiar with this booklet, and ask you to be a responsible "family" member that will seek to abide by it.*

*May the God of all grace bless and keep you as you seek to do His will. Viviann and I trust the ministry enriches you as you join us in "worshipping" the King of Kings.*

*Finally, please feel free to inquire about the ministry as the Lord blesses us with "willing" workers. You are important to us in fulfilling God's vision for VFOM, "Reaching out to the lost, bringing all to the cross."*

*Yours in His Service,*

*Overseer John and Pastor Viviann Reid*

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## **I. THE SAINT**

The most important people in our church....in person, at home, or on the phone.

Not dependent on us...we are dependent on them.

Not an interruption of our calling, but the reason for it...we are not doing the saint a favor...

The saint is doing us a favor by giving us the opportunity to serve them.

Not an outsider to the church...they are a vital part of it.

Not a cold statistic, but a person with feelings and emotions, and convictions and dislikes...just like you and me.

Not someone to argue and match wits with. No one wins when they are arguing with the saint.

Not someone to intimidate with the Word of God or personal interpretation, but someone to humbly serve.

A person who brings us their wants. It is our job to minister to them that which the Lord has given us, in a quality, understandable, and loving way.

## **II. HISTORY/VISION**

### **Pastor/Overseer John H. Reid, III**



Pastor John H. Reid, III is a native of Macon, Georgia and has resided in the Washington DC area for the past 22 years. He is an anointed man of God with a sincere desire to feed the flock of God with a message of hope for these last days. Jesus said, "If you love me feed my sheep." His ministry consists of both teaching and preaching the people of God with a message that brings life and peace.

He attended Savannah State College, Monterrey Technical Institute in Mexico and is a graduate of Mercer University with a Bachelor of Arts Degree in Business Administration. He has completed Advanced Leadership Program sponsored by the University of North Carolina at Greensboro, has a Masters in Managing Change from Marymount University and Doctorate in Divinity from Logos College.

His ministry roots are from Macon, GA where he was an ordained Elder and Evangelist with the Church of God in Christ, Southern Georgia Jurisdiction where he served under the leadership of the late Bishop C.J. Hicks. There he served as the presiding officiate over the ordination board for the jurisdiction. He served as the Assistant Pastor at St. James Christ of God in Christ where he labored under his spiritual father the late Superintendent W.A. Holt. He served for ten years at Cornerstone Christian Center where he was an Associate Pastor and instructor for four years at the Cornerstone Bible Institute.

In July of 2003 Pastor John and First Lady Viviann officially opened the doors and established Victory Family Outreach Ministries, Inc. where he currently is the Senior Pastor and Founder. He was been faithful to the ministry and labor of the Lord for over 38 years.

He retired from government service after 34 years and is now involved in full time ministry. In addition to his pastoral duties he serves as an

Overseer in the St. John's Providence of the International Communion of Evangelical Churches in support of the Honorable Eugene V. Reeves. He recently launched John Reid Ministries, Inc. which will be an extension of his personal ministry to the body of Christ. He is a past Co-President of the Prince William County Ministerial Association.

Overseer John and Pastor Viviann Reid have been married forty one years and is the proud father of four sons, Alex, Warren, John IV, and Troy who is deceased and has five grandchildren.

Pastor Reid is a visionary who believes in a church without walls for which his church motto affirms, "**Reaching out to the lost, bringing all to the cross.**" Through this ministry many have been saved, healed and delivered. He is a man of integrity and full of the Holy Spirit. His unique style of bringing the Word of God to life through illustrative and practical teaching continues to stir the hearts of the hearers. He does not just desire to preach and teach the Word of God but his goal is to reach the people of God with the message that Jesus Christ can make a difference in your life.

## **FIRST LADY/PASTOR VIVIANN REID BIOGRAPHY**



Pastor/First Lady Viviann Reid is a native of Macon Georgia and currently resides in the Washington DC metropolitan area. She is an anointed woman of God with a heart for women and youth.

Pastor Viviann attended Macon College and George Washington Law School. For over 20 years she has worked in various positions in the Department of State before joining the Secret Service. Since 1988 she had held the following ministry position: Youth Worker, Sunday School teacher, Assistant Care Group Leader, Minister, Evangelist and she have also held positions in Women's ministry groups.

Pastor Viviann is very outgoing and possesses a friendly and compassionate spirit for God's people. Her untiring work has demonstrated her love for the ministry, which has been evident by souls being saved, delivered, and set free. She faithfully serves at the side of her husband and takes joy in serving her family and ministering to their needs.

In July 2003 Pastor John and Viviann officially opened the doors and established Victory Family Outreach Ministries, Inc. Through this ministry many have been saved, healed, delivered, and set free.

Pastor Viviann and her husband Pastor/Overseer John H. Reid, III have been married for forty one years.

## **OBJECTIVE AND PURPOSE**

The objectives and purposes of VICTORY FAMILY OUTREACH as stated in the Articles of Incorporation are: "*Reaching out to the lost and bringing all to the cross,*" as found in Luke 10:2, Joshua 24:15 and Acts 16:31. It is our objective to offer living hope to families that have been ravaged by divorce, separation, and violence. Expressing God's love through action by a demonstration of charity assisting the down trodden and those in need. This is done with the purpose to edify and nurture every believer to grow in grace becoming a mature disciple of Jesus Christ.

### **Our Vision**

Reaching out to the lost, bringing all to the cross.

### **Our Mission**

**S**erve the community  
**E**vangelize our neighborhood  
**E**quip and Educate Kingdom Disciples  
**D**evelop Kingdom Leaders



### **III. DECLARATION OF FAITH AND PREAMBLE**

We, the members of Victory Family Outreach Ministries, uphold the Holy Scriptures as contained in the Holy Bible, both the Old and New Testaments, to be the infallible Word of God. We adhere to it in both faith and practice. We also believe that governments are God-given institutions for the benefit of the human-family. We admonish every member to adhere to the rules and regulations of these institutions, and to respect all civil authorities and laws without prejudice.

As God-fearing, law-abiding citizens, we claim our heritage and natural right to worship God according to the dictates of our own conscience. We believe in peaceful settlements of all disputes if possible.

With commitment to our Lord and Savior Jesus Christ, we dedicate this ministry to the love and fellowship He demonstrated and admonished us to express one to another. Additionally, we dedicate this ministry to those who are seeking to be connected to a family of believers in Christ that will love them as one of the family.

## **IV. STATEMENT OF FAITH**

### **We Believe**

**In one God**, Maker of all things and being eternally existent in the Trinity of Father, Son, and Holy Ghost. (Mark 12:29, Matthew 28:19, Deuteronomy 6:4).

**The Son of God, Jesus Christ**, became incarnate was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man (Emanuel). His sinless human life, His divine miracles, His bodily resurrection, His ascension, His mediatory work and His personal return in power and glory. (St. John 1:14, Luke 1:26-38, Luke 24:29, and Acts 1:9-11).

**The Holy Bible as the Word of God** – in its entirety, originally given by God, divinely inspired, infallible, entirely trustworthy, and the only supreme authority in all matters of faith and conduct. (II Timothy 3:16)

**In the resurrection of the dead**, the eternal happiness of the saved, and the eternal punishment of the lost. (Luke 16:19-31, Mark 16:16, Revelation 20:11-15).

**In the personal salvation of believers** through the shed blood of Jesus Christ. The salvation of lost and sinful man, apart from works, through faith in the Blood of Jesus Christ. (Titus 3:5-7, Romans 3:28)

**In sanctification** by the Blood of Christ, in separation from the world and dedication to Christ. (Hebrews 12:14)

**In divine healing and divine health** through faith in the substitutionary sacrifice of Jesus Christ. (Isaiah 53:4-5, Matthew 8:17, James 5:15)

**Divine provision and giving** in accordance to the scriptures that the just shall live by faith. (Philippians 4:19, Psalms 23:1, Malachi 3:10)

**In baptism in water** by immersion through the formula given by Jesus Christ in the scriptures. (Matthew 28:19, Colossians. 2:12).

**In the baptism of the Holy Ghost** accompanied by the initial physical sign of speaking with other tongues as the Spirit of God gives utterance, as distinct from the new birth, and the nine gifts of the Spirit listed in I Corinthians chapter 12, is available to all believers. (Luke 22:19, I Corinthians 11:23-26).

**In the support of intensive world evangelism and missionary work in accordance with the Great Commission, with signs following.**

## V. ORDINANCES OF THE CHURCH

As a fundamental Christian ministry, Victory Family Outreach Ministries upholds the three orthodox ordinances of our Christian faith: The Lord's Supper, Feet Washing, and Water Baptism. These ordinances or Christ institutionalized traditions express our Christian faith and allegiance to Christ. We believe that Christ gave these examples for our faith and practices, therefore we continue in His example by recognizing and celebrating the following traditions:

1. **The Lord's Supper or communion** (Matthew 26:26-29; Mark 14:22-25; Luke 22:19-20; I Corinthians 11:23-34). These scriptures give the foundation for partaking in what is called the "Lord's Supper," or "Last Supper." It directs our heart in sharing in the death of our Savior. As we celebrate in His death, we symbolically take part in the sufferings Jesus endured for the sins of the world, so that we would have a way back to the Father. Likewise, His blood was shed, as a means for us to be cleansed from our sins. We display an act of faith as believers when we "remember," His Supper. The Apostle Paul reminded the Christians of Corinth, "as often as you do this." This is the position VFOM will practice—as often. The Lord's Supper is not celebrated every first Sunday. We do celebrate as the Pastor feels led by the Lord to do so. This will help each of us to be in the spirit of oneness that this ordinance brings, making us one in Him.

2. **Feet Washing** (John 13:1-17). In His last days with the disciples, Jesus taught them many things that brought them closer together. One of which was the humility of washing each other's feet. We too enjoy the same results when we participate in this ordinance. It is an act of humility and oneness. It takes away all selfish motives and calls for true love. Christ's example demonstrates from the greatest to the least, humility is always warranted. Again, VFOM will participate in Feet Washing as directed by the Pastor. It will be on an occasion that will symbolize our unity and brotherhood. The Pastor will start by washing the men's feet and the women will do likewise.

3. **Water Baptism** (Matthew 28:16-17; Romans 6:1-7). Before Jesus ascended to heaven, he gave instructions to the Disciples concerning Water Baptism. Although, Water Baptism was not new to the Children of Israel, it would now have a different meaning. Instead of cleansing, it would become a means whereby "believers" identify with the resurrection of their Savior. We at VFOM follow the method taken from Matthew 28:16-17, coming from Christ to His disciples, as the means of performing this ordinance. We recognize it to be an act, which is preceded by confession and faith in our Lord Jesus Christ. Additionally, we follow the fundamental belief of immersion as the means of baptizing. We will not immerse children unless they have confessed a life in Christ and are old enough to understand its meaning. We leave the ultimate decision upon the parents to explain to their children the seriousness of this and all ordinances performed at VFOM.

## **VI. ECCLESIASTICAL STRUCTURE**

The ecclesiastical structure will consist of the Pastor, Elders, and the Executive Board.

1. The Pastor is the spiritual leader of the church. He is an advisor to the Board of Trustees who allocates spending of all funds of the ministry. He serves as the chief executive of all matters of the ministry. He will ensure every member of the ministry is treated with dignity and respect. The Pastor will appoint faithful and obedient Ministers (both Male and Female), Deacons, Auxiliary Heads, and all other leaders that may be needed in the ministry. He will ensure those selected are spiritually mature and that their desire is to serve the members of VFOM.
2. The Elders will function in the place of the Pastors at any time the Pastors are not available, becomes disabled, or unfaithful to the vision of Victory Family Outreach Ministries. They will maintain the educational department of the church and ensure it is meeting the needs of the members. They will maintain communication with the Pastor. If the Elder becomes unfaithful, the Pastor, after advisement with the Board of Trustees, will remove them.
3. The Executive Board will consist of faithful men/women who are appointed by the Pastor to serve in functions for one calendar year. They will ensure the upkeep of the church and the safety of each person that comes to the church. They will be liaisons between the Pastor and each family at the church. They will be the prayer warriors of the church. They will ensure the spiritual maintenance of the church.
4. The Men's Department will consist of all the men of the church. They will be responsible for fostering Godly principles within their homes and the church. They will be responsible for maintaining communication with one another and the Pastor.
5. The Women's Department will consist of all the women in the church. They will be responsible for fostering godly principles within their homes and the church. They will be responsible for maintaining communication with each other and the Pastor's wife.
6. Members will consist of all those who have confessed Christ as Lord of their lives. Also, they will be asked to commit both their time and resources to VFOM. They will be expected to give tithes (at least 10 percent of their income) and free-will offerings in support of the church. Additionally, they are encouraged to participate in whatever ministry they feel they can be most productive. They are advised to be wise in their selection(s) to ensure they do not suffer from overextending themselves.

## VII. THE CREST

### The Crest of the Shield

The crest of the ministry consists of six elements.

- A. **Shield and Sword** – The Shield represents the shield of Faith that every Christian should be armed with as stated in Ephesians 6:16, “Above all, taking the shield of faith, wherewith ye shall be able to quench all the fiery darts of the wicked.” We affirm to the teaching of the Apostle Paul that the just shall live by faith as stated in Romans 1:17, “For therein is the righteousness of God revealed from faith to faith: as it is written, the just shall live by faith.” The sword that accompanies the shield represents the fact that God’s armor is not merely defensive but we are to be armed with the Word of God. The Word states in Ephesians 6:17 that we are to “take the helmet of salvation, and the sword of the Spirit, which is the word of God.”

**Shield** - Ephesians tells us to take up the shield of faith to quench the fiery darts of the enemy. Our shield represents Victory's defensive posture against the attacks of the enemy against the body of Christ. As we take a proactive stance in presenting the gospel to a hurting community. God gave us a shield so that we would never turn our back against the attacks of the enemy. We must always be reminded that God's grace provides the covering we need to boldly present the truth in the Word. Because our desire is reach out to the spiritually wounded and broken hearted, we will have to confront spiritual wickedness in high places. God has called Victory to always be advancing the Word of God. He has not given us a spirit of retreat or defeat. Therefore we raise our shield high as a reminder to those in need that there is Victory available for them through the blood of Jesus Christ.

- B. **Peace** – Peace is the condition that exists that brings freedom from worries, troubles and fears. Philippians. 4:7 states that, the peace of God, which passeth all understanding, shall keep your hearts and minds through Christ Jesus. This type of peace of mind is what the Word of God brings to us. Paul also stated in Colossians 3:15 “let the peace of God rule in your hearts, to which also ye are called in one body; and be ye thankful.” We believe that God has not given us a spirit of fear to worry or be dismayed at the events of this world but he left us a new type of definitive peace. Jesus says in John 1:27 that, “Peace I leave with you, my peace I give unto you; not as the world giveth, give I unto you
- C. **Integrity** –This ministry will be committed to operating every aspect of our mission in integrity. The Bible says in Proverbs 20:7, “The just man walketh in his integrity: his children are blessed after him. Integrity is defined as moral soundness, wholeness, and completeness to perform a

work. The Bible says in Proverbs 11:3, "The integrity of the upright shall guide them: but the perverseness of transgressors shall destroy them." The leadership of Victory Family Outreach will be committed to attain a level of integrity before our fellow brethren in Christ and the non-Christian world. We are committed to adherence to Proverbs 20:7, "The just man walketh in his integrity: his children are blessed after him."

**D. Trust** – Trust is confidence in a person or thing because of the qualities one perceives or seems to perceive in him or it. Given your dedication to integrity we will aspire to not only instill trust in the Lord but in the mission of our organization. The Bible says in Proverbs 3:5 "Trust in the Lord with all thine heart; and lean not unto thine own understanding." Our teaching will focus on building trust in the Lord through belief and faith in his Word. Proverbs 29:25 says, "The fear of man bringeth a snare: but whoso putteth his trust in the Lord shall be safe."

**E. Love** - One of the basic foundations of our ministry outreach will be to walk in the love that Christ demonstrated on the earth. John 13:34-35 states, a new commandment I give unto you, that ye love one another; as I have loved you, that ye also love one another. By this shall all men know that ye are my disciples, if ye have love one to another. Our church will be a congregation that demonstrates the love of God to one another. Jesus says in John 15:12-13, This is my commandment, That ye love one another, as I have loved you. Greater love hath no man than this, that a man lay down his life for his friends. It will be our focus to display love in our Christian walk in a manner that will win others to Christ. Paul says in Romans 12:9-10, Let love be without dissimulation. Abhor that which is evil; cleave to that which is good. Be kindly affectionate one to another with brotherly love; in honour preferring one another. Finally we will reach out to other churches and ministries to help form a band of unity as stated in Hebrews 13:1, Let brotherly love continue.

**F. The Cross**-represents suffering, burden bearing and commitment. Matthew 10:38 says, "And he that taketh not his cross, and followeth after me, is not worthy of me." It also stands for the preaching of the doctrine of the Atonement. I Corinthians 1:18 says, "For the preaching of the cross is to them that perish foolishness; but unto us which are saved it is the power of God. It expresses unity between the Jew and Gentiles, and the believer and Christ. Ephesians 2:16 says, "And that he might reconcile both unto God in one body by the cross, having slain the enmity thereby:" Finally, the cross is the nucleus of the preaching of the Word of God. By it, the New Testament ministry is established.

## **VIII. RESPONSIBILITY OF THE CHURCH TO ITS MEMBERS**

As a ministry, we will uphold the principles of our fundamental Christian faith. Additionally, we are committed to the nurture of each member by instilling truth and righteousness through the Word of God. With the help of the Lord, we will be responsible for the following:

- a. To preach and teach the truth and principles of God's Word.
- b. Be a faithful "Watcher" of the souls at the ministry.
- c. Seeking the Lord in prayer for each family and the Ministry.
- d. Being a responsible person of integrity and honesty throughout the community.
- e. Making responsible decisions as it pertains to the ministry.
- f. Being available for guidance and other needs of those within the ministry.
- g. Leading the ministry by precept and example in a demonstration of integrity.
- h. Placing only responsible, faithful, men and women in places of leadership.
- i. Respecting the time of each member in the service of the Lord.
- j. Being accountable to the ministry for all funds received.

## **IX. RESPONSIBILITY OF THE MEMBERS TO THEIR CHURCH**

To assist the ministry in developing responsible members, we ask each person to read and affirm their commitment to the following responsibilities. We ask that everyone commit themselves to these and any other issues that may necessitate it. Remember, the ministry is built on the faithfulness of us all. To maintain focus and the growth of the ministry, each of us must do our part. Therefore, we ask each member to:

Seek for the will of the Lord for your life so you may be a "giver" and not just a "receiver."

Have a consecrated life of prayer and fasting for the ministry and each other.

Honestly, seek to come up higher in the Lord in every aspect.

Support the ministry with your time.

Support the ministry with your tithes (at least 10% of your income).

Support the ministry with "free-will" offerings and alms.

Support the services of the ministry.

Maintain the appearance of the ministry so that it will always have the presence of worship and praise.

Be punctual to each service.

Be a witness and disciple of the ministry throughout the community.

Seek to give 100 percent in each service.

Maintain an appetite for growth and maturity in your daily walk with the Lord.



## **X. TYPES OF MEMBERSHIP**

*The following shall be eligible for membership at Victory Family Outreach after completion of the Member's Orientation course.*

**A. Active Membership:** Any person who has confessed a personal relationship with Christ according to the beliefs in the Member's Orientation course will be eligible for active membership. Active members will be expected to live a life that exemplifies their profession of faith. A person is an active member as long as they desire, or they no longer agree to live according to the principles set forth in the Member's Orientation Booklet. Upon an active member's written request, they may withdraw their membership.

**B. Associate Membership:** Any person (s) who holds a membership at another ministry, but due to circumstances such as temporary relocation or their own desire to maintain that membership, can become an associate member/covenant partner. They are encouraged to participate to their fullest potential and God given talents. Upon their request, they can either become an active member or remove their associate member/partner status.

**C. Covenant Partner:** Any person wishing to support this ministry financially or through other means of support with no intent in becoming an active member or participating in day to day activities of the ministry.

### **Voting Rights and Privileges**

A. Active members shall have all the rights and privileges of membership, including but not limited to the right to hold permanent office and to vote for changes, resolutions and other business brought before Victory Outreach.

B. Associate members shall have all rights and privileges of an active member except they will not be eligible to hold permanent office or vote.

C. Covenant partners do not have the right and privileges of active members and are not eligible to hold permanent office or vote in the assembly.

# **XI. AUXILIARIES**

## **Benevolence Ministry**

Benevolence is identifying and meeting the needs of individuals that they cannot meet themselves. Benevolence is an act of kindness or charity. Church benevolence programs are those that provide for the basic necessities of life to needy persons. This would include food, clothing, shelter, medical care, and other types of assistance of the poor or destitute and in cases of emergency.

Benevolence is always issued to members of VFOM as a priority before support is offered to personnel outside the church.

## **Worship Ministries**

The vision of Victory Family Outreach Ministries (VFOM), Voices of Worship (VOW) is to spread the gospel of Jesus Christ through the avenue of theatrics that teaches the body of Christ the importance of entering into the presence of God through various presentation methods that transcends human boundaries. It is our vow to stand before the presence of God in "spirit and in truth."

The mission of VOW is to cultivate the areas of theatrics and music within the church as a primary means for equipping the body of Christ with effective tools for tearing down enemy strongholds. Vow's primary mission is to usher the body of Christ into the presence of God, so that the Word of God can come forward.

Worship ministries also includes the following ministries:

Oracles of Worship (Dance and movement)

Drama      Praise Team      Choirs      Musicians      Puppet Ministry

## **Outreach Ministry**

To develop a ministry that reaches out to the lost, while training and developing believers in the area of Evangelism.

1. The mission of the Outreach ministry is to effectively train the church body in the area of evangelism
2. To provide a follow-up mechanism for establishing contact with first-time visitors.
3. To develop outreach programs, to send trained evangelists out into the mission field.

## **Marketing Ministries---**

**Mission:** -- To spread the Gospel of Jesus Christ, by all means of media, at the same time sharing the love of this Church. We will accomplish this by using the airways, print, and internet. Our goal is to reach the people where they are most comfortable.

**Vision:** In order to reach the lost we will to explore innovative means of reaching them and spreading the word that we are here to minister to their spiritual needs and train them for ministry.

## **Men's Ministry**

The VFOM Men's Ministry will organize, plan, prepare and conduct various methods of outreach to men, in order to develop men of integrity that will become an integral part of VFOM reaching out to the lost, bringing all to the cross.

**VISION** - To instruct and equip men and build disciples.

### **PURPOSE**

The VFOM Men's Ministry will enable VFOM objectives and purpose to "reach out to the lost, bringing all to the cross" by:

- Expressing God's love through action by a demonstration of charity and unity
- Done with the purpose to edify and nurture every believer to grow in grace
- Becoming a mature disciple of Jesus Christ.

### **GOAL**

"It is the goal of the Men's ministry to reach men and establish relationships that will expand the level of comradeship in the body of Christ. This is done by conducting periodic meetings and outings designed to promote spiritual development among the brethren."

## **Women's Ministry**

We endeavor to reach women of all walks of life with the "Good News", and to inspire women to walk in the fullness of holiness according to the call upon their lives. The vision of Sisters in Service is to inspire and disciple women from all walks of life that Jesus died, paid the price for the debt owed and that he can save us from sin, through the spoken word and faith in him. (John 8:31, 32)

## **Youth Ministries**

The purpose of the Victory Family Outreach Ministries Children's Ministry is to empower our Youth with a thorough understanding of who Jesus Christ really is and why He loves them. Our goal is to provide each and every child a spiritual foundation that is necessary to develop a personal relationship with Jesus.

This group consists of the following ministries:

- Legacy Movement
- Generation V
- Children's Church
- Kids Zone

## **Project Management Planning**

**Vision** – To assist the Pastors in perfecting the events held or hosted by Victory Family Outreach Ministries. We are committed to establishing a vehicle or tool that produces a ministry of excellence.

### **Mission**

- Assist the Pastors in bringing forth the vision of the church
- To organize and plan church events and work closely with the other ministries of the church as needed.

## **EDUCATION & DEVELOPMENT MINISTRIES**

The primary goal of this ministry is to facilitate curriculum development and training to support the vision of Victory Family Outreach Ministries.

It has the following core responsibilities:

Curriculum development for the following ministries

- Ministry Specific Training
- Victory Bible Institute\*
- Academic Tutorial Ministry\*
- Leadership Training and Development

Within the purview of this ministry are the following departments:

Membership Assimilation  
Leadership Development

Leadership Mentoring  
Ordination/elevation Prep

This ministry involves periodic support of other ministries in the aspect of training on an as needed basis to assist as requested by the Directors or Senior Pastor. In addition, it has the core responsibility for developmental training.

## **HELPS MINISTRY**

This ministry consists of the following departments:

Ushers  
Pastors Aides  
Decorating

Greeters  
Hospitality

**Vision:** To humbly serve with a submissive heart, willing hands and a righteous attitude.

**Mission:** To offer hospitality, serve with love and patience, and faithfully administer God's grace so that the Father will be glorified and souls saved through the working of the Holy Spirit through us

## **Victory Family Outreach Marriage Enrichment Ministry**

**Vision Statement:** The vision of this ministry is for the enrichment, establishment and development of the marriage relationship; thru edification, unification and sanctification of the husband and wife **AS ONE**.

**Mission Statement:** The purpose of this ministry is to develop an affective outreach program designed to strengthen the relationship between husband and wife. The goal of this ministry is:

1. To promote the spiritual enrichment of the Holy covenant between husband and wife. (retreats, conferences, major events)
2. Development of programs that promote unity of the marriage relationship within our church and local community. (Outreach type programs, dances, dinners, day cruises, couples fellowships)
3. Develop and educational program that provides the tools, resources, and avenues to strengthen the marriage. (Workbooks, seminars, guest speakers)
4. Provide spiritual guidance, and godly wisdom that promotes and creates an atmosphere of unity within the family (guidance, Q/A sessions)

### **What does it mean to be "AS ONE?"**

A – Always put God first.

S – Support each other in all you do.

O – One mind, one body, one soul.

N – Never doubt what God has joined together.

E – Everlasting love for each other.

# MINISTRY OPPORTUNITIES AT VICTORY FAMILY OUTREACH MINISTRIES

## **Senior Pastoral Staff**

Elders/Pastors

Ordained Ministers

## **Pastoral Staff (Also includes the above)**

Licensed Ministers

Evangelists

Deacons

## **HELPS Ministries**

Ushers

Greeters

Decorating Ministry

Hospitality

Pastoral Aides

## **Praise and Worship Ministries**

Praise Team (Voices of Worship)

Choir

Oracles of Worship

Puppet Ministry

Drama Ministry

Audio/Visual

Musicians

## **Education and Development**

Leadership Development

Instructor Development

Mentoring Program

Church Assimilation

Ordination/Elevation Preparation

## **Administration**

Financial Oversight

Audit Team

Benevolence

Security/Safety

Transportation Ministry

Administrative Support

Parking Lot Attendant

Tabernacle Ministry

Event Project Mgmt.

Systems Technology Support

## **Family Ministries**

Men's Ministries

Women's Ministries

Marriage Ministries

## **Youth Ministries**

Generation V

Children's Church

Kid's Zone

Legacy Movement

Nursery

## **Outreach**

Follow-up Ministries

New Members Classes

Welcoming Committee

Outreach Field

# **The Pastor's Goal is to Build Leaders**

## **Leadership Progression**

The essential element to growth in any ministry endeavor is the commitment to develop effective leadership. I was given this advice by Pastor Tony Evans of Dallas, TX.

Leaders serve in one year terms beginning in January

Elders/Ministers/Deacons lead the major ministry groups; responsible for implementing strategic direction

Elders/ministers/deacons and ministry leaders are eligible for Leadership Council; responsible for church's spiritual and strategic guidance along with Pastors

### ***Qualifications for Pastoral Staff Leaders***

- Spiritual Maturity that is displayed
- Tithers with a consistent record
- Loyalty to church and vision
- Outward display of covenant marriage
- Perseverance (steadfast)
- Integrity (can you keep a secret)

### ***REQUIREMENTS OF ALL LEADERS AND DIRECTORS***

- All ministries are expected to include youth activity involved in ministry.
- All ministries are expected to operate within their allotted budget.
- Every special event must be documented to reflect a return on investment of church funds or resources
- Any events outside of VFOM and using church resources must be approved by Director and Pastor
- In addition to regular services all leaders are expected to attend Corporate and Intercessory prayer, Church Assimilation and Bible Study.



## **Servant and Leadership Training (S.A.L.T.)**

We are excited to launch a new developmental ministry at VFOM. The Servant and Leadership Training Ministry (S.A.L.T.) is designed to train and develop existing and future Christian leaders at all levels in the art of Servant-Leadership. S.A.L.T.'s primary goal is to provide a wholesome and quality environment where leaders are welcome to discover and learn about the critical learning skills and abilities for effective 21<sup>st</sup> Century leadership in the Kingdom of God.

S.A.L.T. is committed to providing each leader with the specific ministry tools and resources necessary to aid them in becoming world-class Christian Servant Leaders. S.A.L.T. has the awesome responsibility in overseeing the leadership well-being of Ministers (Ordained, Licensed and In-Training), Deacons (Ordained and In-Training) and anyone who has expressed their call to Christian Servant-Leadership.

The S.A.L.T. ministry will offer the following ministry services:

- Ministry Skill Assessments
- Personal Ministry Placement Interviews
- Quarterly Servant-Leadership Classes
- Ministry mentoring teams

**Vision:** To create an atmosphere to promote Christ Followers into being effect Servant Leaders to advance the kingdom.

**Mission:** To continuously train, identity, develop and equip the laity and existing pastoral staff to become productive leaders of the church and the kingdom of God.

### **Servant Leaders include:**

- Elders/Ministers/Evangelists
- Deacons
- Ministry Training Personnel

### **Who can apply for S.A.L.T.?**

This program is open to the entire church and there are no prerequisites. However, attendees must adhere to the requirements for church leadership:

- Be a member in good standing
- Be regular in church attendance
- Sign the leadership conduct covenant
- Display a covenant marriage and relationship
- Be a tither and a consistent giver

### **Commitment**

Initially these training sessions will take place on a quarterly basis.

## **XII. SANCTUARY ETIQUETTE**

It is the primary role of the ushers to maintain order during all the services conducted at Victory Family Outreach Ministries. All members are asked to adhere to the following guidelines of conduct during these services.

Please turn off all cell phones and pagers upon entering the sanctuary.

Please dispose of all gum, candy, drinks and food upon entering for worship.

Worshippers should limit walking upon entering for worship.

There should be limited walking upon entering the sanctuary.

There should be **no** walking during the following times:

- During all periods of prayer
- Altar calls
- During the ministry of the Word
- During exhortation of the Gift of Tongues
- During utterance of a Prophetic Word or an Interpretation of Tongues.

Please do not use additional seats for personal items such as: coats; purses, or Bibles when the church is crowded.

There should be no eating in the sanctuary.

We ask that families with children twelve years and younger be seated together.

Please note that small children must be accompanied by an adult when leaving the sanctuary.

All crying babies and babies requiring nursing should be removed from the sanctuary to prevent disruption of services. It is our policy not to allow the nursing of babies in the sanctuary.

Teenagers should not be allowed to loiter outside of the facility.

Worshippers in the sanctuary should obey the instructions of the ushers.

## **XIII. ANSWERS TO YOUR QUESTIONS**

### **WHY DO WE STAND TO SING?**

“And the Levites, ... of the children of the Korhites, stood up to praise the Lord God of Israel with a loud voice on high.” (Chronicles 20:19)

“After this I beheld, and lo, a great multitude, which no man could number, of all nations, and kindred, and people, and tongues, stood before the throne, and before the Lamb, clothed with white robes, and palms in their hands; and cried with a loud voice, saying, Salvation to our God which sitteth upon the throne, and unto the Lamb.” (Revelations 7:9-10)

### **WHY DO WE CLAP OUR HANDS?**

“O clap your hands all ye people; shout unto God with the voice of triumph.” (Psalms 47:1)

### **WHY DO WE LIFT OUR HANDS?**

“Thus will I bless thee while I live: I will lift up my hands in thy name.” (Psalms 63:4)

“Lift up your hands in the sanctuary and bless the Lord.” (Psalms 134:2)

“I will therefore that men pray everywhere, lifting up holy hands, without wrath and doubting.” (I Timothy 2:8)

### **WHY DO WE BELIEVE IN THE PRACTICE OF LAYING ON OF HANDS IN PRAYER?**

“They shall take up serpents; and if they drink any deadly thing, it shall not hurt them; they shall lay hands on the sick, and they shall recover.” (Mark 16:18)

“And Ananias went his way, and entered into the house; and putting his hands on him said, Brother Saul, the Lord, even Jesus, that appeared unto thee in the way as thou camest, hath sent me, that thou mightest receive thy sight, and be filled with the Holy Ghost.” (Acts 9:17)

“Be it known therefore unto you, that the salvation of God is sent unto the Gentiles, and that they will hear it.” (Acts 28:8)

### **WHY DO WE BELIEVE IN A PERSON BEING SLAIN IN THE SPIRIT OF FALLING UNDER THE ANOINTING?**

“So that the priests could not stand to minister by reason of the cloud: for the glory of the Lord had filled the house of God.” (II Chronicles 5:14)

“And for fear of him the keepers did shake, and became as dead men.”  
(Matthew 28:4)

“As soon then as he had said unto the, I am he, they went backward, and fell to the ground.” (John 18:6)

“And he fell to the earth, and heard a voice saying unto him, Saul, Saul, why persecutest thy me?” (Acts 9:4)

“And I fell unto the ground, and heard a voice saying unto me, Saul, Saul, why persecutest thou me?” (Acts 22:7)

### **WHY DO WE HAVE AUDIBLE PRAISE UNTO GOD?**

“Bless the Lord, O my soul: and all that is within me bless his holy name.”  
(Psalms 103:1)

“And after these things I heard a great voice of much people in heaven saying, Alleluia; Salvation and glory and honor, and power unto the Lord our God... And I heard as it were the voice of many waters, and as the voice of mighty thunderings, saying, Alleluia: for the Lord God omnipotent reigneth.”  
(Revelations 19:1; 6)

“What is it then? I will pray with the spirit, and I will pray with the understanding also: and I will sing with the Spirit, and I will sing with the understanding also.” (I Corinthians 14:15)

### **WHY DO WE HAVE THIS TYPE OF WORSHIP?**

“But the hour cometh, and now is, when the true worshipers shall worship the Father in spirit and in truth; for the Father seeketh such to worship him. God is a Spirit: and they that worship him must worship him in spirit and truth.” (John 4:23-24)

“For we are the circumcision, which worship God in the spirit, and rejoice in Christ Jesus and have no confidence in the flesh.” (Philippians 3:3)

### **WHY DO WE SING CHORUSES AS WELL AS HYMNS?**

“And be not drunk with wine, wherein is excess; but be filled with the Spirit; Speaking to yourselves in psalms and hymns, and spiritual songs, singing and making melody in your heart to the Lord;” (Ephesians 5:18-19)

“Let the word of Christ dwell in you richly in all wisdom; teaching and admonishing one another in psalms and hymns, and spiritual songs, with grace in your hearts to the Lord.” (Colossians 3:16)

## **WHY DO WE HAVE SPEAKING WITH TONGUES AND INTERPRETATION OF THOSE TONGUES IN THE CHURCH?**

“Wherefore brethren, covet to prophesy and forbid not to speak with tongues.” (I Corinthians 14:39)

“But manifestation of the Spirit is given to every man to profit withal...to another divers kinds of tongues to another interpretation of tongues:” (I Corinthians 12:7, 10).

“I would that ye all spake with tongues but rather that ye prophesied for greater is he that prophesieth than he that speaketh with tongues, except he interpret, that the church may receive edifying. (I Corinthians 14:5)

“If any man speak in an unknown tongue, let it be by two or at the most by three, and that by course; and let one interpret.” (I Corinthians 14:27)

“And they were all fill with the Holy Ghost, and began to speak with other tongues, as the Spirit gave them utterance.” (Acts 2:4)

## **WHY DO WE RECEIVE WORDS OF KNOWLEDGE**

“To another the working of miracles; to another prophecy; to another discerning of spirits; to another divers kinds of tongues; to another the interpretation of tongues:” (I Corinthians 12:8)

“The woman answered and said, I have no husband. Jesus said unto her, Thou hast well said, I have not husband: For thou hast had five husbands; and he whom thou now hast is not thy husband: in that saidst thou truly.” (John 4:17-18)

“But Peter said, Ananias, why hath Satan filled thine heart to lie to the Holy Ghost, and to keep back part of the price of the land?” (Acts 5:3)

“For what man knoweth the things of a man, save the spirit of man which is in him? Even so the things of God knoweth no man, but the Spirit of God. Now we have received, not the spirit of the world, but the spirit which is of God; that we might know the things that are freely given to us of God.” (I Corinthians 2:11-12)

## **WHY ARE MUSICAL INSTRUMENTS PART OF THE WORSHIP SERVICE?**

“Praise him with the sound of the trumpet: praise him with the psaltery and harp. Praise him with the timbrel and dance: praise him with stringed instruments and organs. Praise him upon the loud cymbals: praise him upon

the high sounding cymbals. Let every thing that hath breath praise the LORD. Praise ye the LORD." (Psalms 150:3-5)

"And I heard a voice from heaven, as the voice of many waters, and as the voice of a great thunder: and I heard a voice of harpers harping with their harps:" (Revelations 14:2)

### **WHY DOES THE WHOLE CHURCH PRAY AT ONCE FOR SPECIFIC NEEDS?**

"And when they heard that, they lifted up their voice to God with one accord, and said Lord, thou are God, which has made heaven and earth..." (Acts 4:24)

### **WHY WE BELIEVE IN ANOINTING WITH OIL?**

"Is and sick among you? Let him call for the elders of the church; and let them pray over him, anointing him with oil in the name of the Lord:" (James 5:14)

"And they cast out many devils, and anointed with oil many that were sick, and healed them." (Mark 6:13)

# **THE HOLY ORDINANCE OF WATER BAPTISM**

## (A Guide)

Water Baptism is one of the three ordinances of the church. Jesus Christ, the Head of the Church, instituted it and He commanded every believer to be baptized (Matthew 28:19; Mark 16:16). One is not saved by water baptism; one is baptized because he/she IS saved. Baptism is a necessary outward sign of an inward experience of grace. All Holy Spirit born believers should pursue this sacred event. Every member of Victory Family Outreach Ministries is encouraged and prepared for baptism. While there are many parallels between water baptism and baptism in the Holy Spirit, there is a difference. Holy Ghost baptism will be addressed in another study.

Consider the following:

### **1. The Baptism of Jesus**

- Before
- During
- After
- Persons involved
- Meaning for Him
- Meaning for Us

### **2. The Doctrine of Baptism** (Romans 6)

### **3. Old Testament Baptism** (I Peter 3:21) [Study the Layer]

### **4. Baptism in the First** (early) Church (Acts 2, 8, 9, 10, 16:33, 19)

### **5. The Baptismal Formula for Believers** (Matthew 28:19)

Your baptism is your witness to the world, a welcome to the saints, warmth to the believer, and a woe to Satan.

It is also your moment, monument, drama, altar, funeral, and birth celebration of our spiritual life.

Finally it is our identification and sharing in the death, burial, and resurrection of our Lord is encompassed in—the blessing of water baptism.

## THE BIBLE AND TITHING

***We believe in the giving of the tithe and free will offerings to support the church and our Pastor.***

1. God commands it (Malachi 3:10).
2. Proves God's Word is true (Malachi 3:10).
3. God will rebuke the devourer for your sake (Malachi 3:10).
4. Teaches you to put God first (Deuteronomy 14:23).
5. Jesus reaffirms our obligation (Matthew 23:23).
6. It proves that you love the Lord (I Corinthians 8:8).
7. An investment towards eternity (Matthew 6:20)
8. You cannot out-give God (Galatians 6:7).
9. The percentage is constant, equitable to all (I Corinthians 16:2).
10. God has sacred claim on the 10<sup>th</sup>; it particularly belongs to Him (Leviticus 27:30).
11. It is both a pre-law and New Testament covenant provision (Genesis 14:20; Hebrews 7:4)
12. Tithes should always come to the local church (Malachi 3:10; I Corinthians 16:2).
13. Tithes should be consecrated and allocated by the local leadership (Acts 4:35, 37).
14. A splendid witness of God's increase upon the believer (Luke 6:38).



## **XIV. MINISTERIAL COVERING**

Victory Family Outreach Ministries, Inc. is affiliated with the International Communion of Evangelical Churches (ICEC) and part of the Eagle's Rock Diocese where Senior Pastor John Reid serves as an Overseer under the leadership of Bishop E.V. Reeves.

### **THE VISION OF ICEC**

How and Why Now

The International Communion of Evangelical Churches was recently confirmed in the heart of Bishop Harry R. Jackson, Jr. to offer a clear, concise, and uncompromising voice to address the most pressing issues of our day primarily those relating to righteousness & justice. In many ways the Church has been taken captive and muzzled by political parties, cultural agendas, economic concerns, or traditional thinking. Many leaders from the nations of the world are asking like King Jehoshaphat in 1 Kings 22:7, "Is there not a prophet here?"

After receiving a series of prophetic words from a myriad of church leaders over a period of several years, it became obvious to Bishop Jackson that the greater dimension of his ministry would be to speak to the culture in two distinct ways: 1.) Internally – to the broader church on issues concerning righteousness and justice 2.) Externally – to the culture at larger.

Bishop Jackson soon recognized his innate ability to speak Gospel truth relating to these issues in a comprehensible way to the secular world was a unique gift. In this racially charged atmosphere of America, it is imperative that the church transcends race and politics to address the pivotal issues we face as a society. Too often the Church in America has been guilty of taking a very myopic view when addressing the issues of righteousness & justice. The "Christian-Right," on one hand, has focused on personal, moral, or righteousness issues while dismissing issues regarding biblical justice. On the other hand, a great number of African-American and minority-led churches have been most vocal on issues pertaining to biblical justice, poverty, and civil rights and absent on those relating to righteousness.

The Church in America is too divided and is in desperate need of racial reconciliation. Therefore, a strong visual demonstration of unity is required to speak to the world – Christianity is not just a bunch of grey-haired repressed white men that hate everything. Neither is it a bunch of well-dressed black men preaching in cadence to the faithful in an urban only setting. Nor is it a bunch of hip Latinos hanging out, preaching in street meetings. The Church of Jesus Christ has been called forth under God for every nation tribe and tongue to be one with him. Jesus clearly stated that this visual demonstration of oneness in the Church would indelibly prove to the world that God indeed sent Him. In this "new wineskin," the International Communion of Evangelical Churches will merge as several networks of Christian organizations and ministries from around the world to become a network of networks. The International Communion of Evangelical Churches will provide fresh insight, clear vision and straight forward message for dealing with the issues of righteousness and justice while taking the Gospel of Jesus Christ to the world.

## GENERAL INFORMATION

We want to have a well disciplined church. If our church is to take its place among the effective churches (i.e., churches which have the people, the community, the work of God at heart), then we will have to have the cooperation of everyone—especially YOU!

**ANNOUNCEMENTS:** Announcements should be received early in the week, in time to be included in the Sunday morning church bulletin. Please minimize as much as possible the practice of sending notices to the pulpit (or walking to the pulpit).

**DEDICATION OF INFANTS:** Infants dedications will be announced in advance and generally occur following the morning message. Parents and relatives should be assembled in the front pews. Prior to the date of the blessing the church administrative assistant should have all of the pertinent information such as: parents' name, name and age of the child, date of birth or as soon as possible after the guardian affiliates with the church, whichever comes earlier. These matters are discussed in a class designed for dedication preparation. It is the responsibility of the parents to inform the pastor of the particulars in this matter. Parents and parties participating in this service must be born again and understand the significance of this type of service. This type of service is reserved only for children whose parents are married to each other. This service is reserved for married couples only.

**BAPTISM AND THE LORD'S SUPPER:** Dates and times will be specified for the observation of these holy ordinances. Each member is expected to further use these services as occasions for spiritual preparation, rejoicing, and soul searching. Most observations of the Lord's Supper will take place during the first Sunday morning services and during Watch Night services.

**FELLOWSHIP:** All persons uniting with this church will be given the right hand of fellowship. This entitles him/her to all privileges and responsibilities of Victory Family Outreach Ministries members. Each is as precious, as important, and as responsible as all other members, without regard to seniority, tenure, or respect of persons.

**SEATS AND PEWS:** The front rows of the church are the only particularly assigned areas for the Pastors, guests, and leadership. With the exception of the physically disable, no one has priority over any seat or pew in the sanctuary. Except on special occasions (weddings, funerals, baby dedication, membership reception, etc.) seats are on a first-come basis. Of course, courtesy for the elderly, physically challenged and guests is

assumed. The ushers will be informed when specific seating is assigned to visiting clergy or special guests.

**OBSEQUIES:** In the event of a death of a member, the pastor should be notified immediately. Communication with the pastor regarding funeral arrangements should be done as early as possible. The standard order of service is the hymn, Scriptures, prayer, acknowledgments, remarks, obituary, eulogy, and repast. Other particulars may be added at the family's request. There is no charge for the use of the church to the Victory Family Outreach Ministries members.

**WEDDINGS:** When a couple plans to marry, an interview and counseling sessions should be scheduled with a member of the pastoral staff. It is contrary to our pastoral policy and ethics to solemnize a marriage without godly advice and counsel. Such a vile disservice is averted by sober and competent spiritual guidance. The pastoral staff and church facilities are available to Victory Family Outreach Ministries members that are in good standing. A nominal fee will be requested for all nonmembers. It is customary to be a blessing to the Pastor and wedding coordinator for such services.

This church believes in the Biblical concept of marriage and that is defined as a relationship between a man and women. We do not support or recognize same sex marriages in any manner.

**COUNSELING/SPIRITUAL GUIDANCE:** Victory Family Outreach Ministries is blessed with a staff of trained and experienced leaders. Those desiring pastoral counseling for spiritual, vocational, academic, premarital, marital, grief, financial needs should make an appointment.

Counselees are assured absolute confidentiality and privileged communication status in the pastoral context. By law, only pastoral guidance can protect this degree of confidentiality. There is no charge to members for this service.

**SICKNESS:** Pastor and members are committed to giving special attention to the needs of members who become ill or afflicted. In case of an emergency, a special effort will be made to visit you. In addition the membership should attempt to notify the Elders, Ministers, and deacons as they are willing and ready to render ministry.

**USHERS:** Ushers have been especially trained to serve and to assist you during worship in a variety of ways. Please cooperate with their guidance. Excessive walking, talking, gum chewing, eating, drinking, etc. are irreverent, distracting behaviors and not allowed in the sanctuary. Obey them for they have your well being and the interest of the church at heart.

**PRAISE TEAM/CHOIRS:** As the pastor is the official worship conductor, the services of the choir are ultimately under his charge. The praise team is to represent and constitute the best leadership of song worship. The true idea of singing in church is not that of performances or entertainment, but the worship of the Lord in song and praise with the anointing. Please feel free to patronize the praise team or choir of your choice. If choirs or the praise team are not your ministry at this time, support them by joining the congregation in corporate singing, through response and worship.

**DEACONS:** These men and women have much responsibility in the church and all candidates must meet the requirements as stated in the Bible. Deacons are lay extensions of the pastoral office of service. Their appointments are renewed annually so long as their **lives adorn the Gospel.** .

# THE SEVEN VOWS OF THE CHURCH



1. I Will strive to live a saved and sanctified life
2. I Will be faithful to the services of this church
3. I Do believe and will follow the Doctrine of the Church
4. I Will continue to be faithful in my giving and tithing
5. I Will be subject to the God-given spiritual leadership of the Pastor and the leadership of this church
6. I Will accept and give love to the members of this church
7. I Will find somewhere to work in the church



