



INSIDE OUT

RE-ENTRY SERVICES

Understanding for Residents, Staff, Board of Directors & Volunteers

Confidentiality Agreement

I, _____, understand the policies of all residents, staff, Board of Directors and volunteers of Inside Out Re-Entry Services, Inc., (IORS) with respect to confidentiality. I understand that as a resident, staff, Board Member, or volunteer of IORS, I must respect the right to confidentiality of all residents, graduates, and previous residents of the program. This includes the individual and their families. This obligation extends beyond the period of my stay, employment, and volunteer hours at IORS.

Essentials for Unity

1. **We will hold nothing in our hearts against anyone on the Leadership Team.** We will go immediately to anyone on the team with whom we have any issue or criticism. We commit that we will work together with each other until we have worked it out, forgiven one another, prayed together and restored the unity.

“Make every effort to live in peace with all men and to be holy; without holiness no one will see the Lord. See to it that no one misses the grace of God and that no bitter root grows up to cause trouble and defile many.”

HEBREWS 12:14-15 NIV

2. **We will hold no secrets about each other from each other.** When we hear a word of criticism about each other, we will:
 - a. Instruct the person to go to the one about whom he or she is critical and personally deal with that criticism with the person.
 - b. Tell anyone who wants to tell us a criticism about one of our Leaders that we are bound by the promise to report all such criticism.
 - c. Refuse to be sworn to secrecy by anyone outside the Leadership in matters having to do with members of the Leadership Team.

“The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. For the Scripture says, ‘Do not muzzle the ox while it is treading out the grain,’ and ‘The worker deserves his wages.’ Do not entertain an accusation against an elder unless it is brought by two or three witnesses. Those who sin are to be rebuked publicly, so that the others may take warning.”

I TIMOTHY 5:17-20 NIV

3. **We will observe strict confidentiality about our private conversations at Meetings, or in smaller groups with each other when the conversation concerns people in the ministry.** Keep comments anonymous. The exception would be comments of praise and commendation, which should be publicly shared.

“As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace.”



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EPHESIANS 4:1-3 NIV

4. We will pray for each other, each day by name.

“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.”

PHILIPPIANS 1:3-6 NIV

5. We must seek to be actively involved in each other’s lives in pursuit of friendship and to be personal resource of help and encouragement.

“And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another – and all the more as you see the Day approaching.”

HEBREWS 10:24-25 NIV

6. We will never say a word of criticism about one of our Leaders or about the ministry itself to anyone.

“If an enemy were insulting me, I could endure it; if a foe were rising against me, I could hide. But it is you, a man like myself, my companion, my close friend, with whom I once enjoyed sweet fellowship at the house of God, as we walked about among the worshippers.”

PSALM 55:12-14 NIV

I understand that a breach of any Confidentiality or the Essentials of Unity, stated above, could result in my being asked to leave or step down from the position I hold with IORS.

Signature: _____

Date: _____

2224 East 56th Place., Tulsa, Oklahoma 74105

918-949-4664 * Fax 918-271-5217

www.iors.org