



## *STAFF House Maternity Home*

*Shepherds That Attend Father's Flock, Zechariah 11: 4-7*

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## *Volunteer Orientation*

Executive Director . . . . . Judy Pierce  
Program Director. . . . . Judy Davis  
Primary House parents. . . . . Paul & Teresa Grubbs  
Relief House parents. . . . . Peggy Haskins

## *Ministry Background*

### **OUR VISION:**

Through the love of Christ, and believing in the sanctity of human life, we strive to transform the lives of those experiencing unplanned pregnancy and empower them to end the cycle of poverty and abuse.

### **OUR MISSION:**

To provide safe haven and support services for young pregnant women in need, due to homelessness, domestic violence, or neglect.

### **GUIDING PRINCIPLES:**

1. STAFF House operates with Christ as the head, under the power of the Holy Spirit, and on the foundation of the word of God.
2. We believe every human being is precious and sacred to God and deserves to be loved and protected.
3. We support, model and teach Biblical family truths.
4. Through the Holy Spirit, we model and teach the fruit of the Spirit--love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.
5. We desire each person served to come to saving faith in Jesus Christ and be disciples, but will continue to love and support each person served regardless of their choice.
6. We are accountable to God for all He has entrusted to us, and we desire to be good stewards of His gifts.
7. We maintain a posture of thankfulness to God, knowing that all we do or have is made possible by Him.

### **OUR HISTORY:**

The silent heart cry of many pregnant young girls and women who did not have a safe haven or a place to call home was heard in heaven and the vision for a maternity home here in New Bern was given to our founder. She was working with pregnant young women who came into the local pregnancy information center where she learned that many of the young women who decided against abortion received little or no help from their families or the fathers of their babies and many ended up homeless at this fragile time in their lives. Our founder's heart was broken for these young women. She was astounded to learn that there was no maternity home in southeastern North Carolina and that there are only twelve in the whole state.

She organized a group of like minded people who came together to dream and plan for a maternity home here in New Bern. In August 2006, the name STAFF House was chosen for the maternity home. It is an acronym that stands for Shepherds That Attend Father's Flock and originates from Zechariah 11:4-7, "Go and care for the flock. . . The flock that was oppressed." In 2007, STAFF House became a licensed 501c(3) LLC, but it took until 2008 to become a licensed maternity home. The maternity home started in a donated house belonging to a one of the board members. In 2009, Tabernacle Baptist Church donated the historic house that after thorough renovation became STAFF House Maternity Home. It became the beautiful home that it is because of the many wonderful people in the community that came together to make the renovation possible. They worked tirelessly, gave generously, and prayed fervently. In January 2010, just six months after the renovation project began the house was ready to be the place for precious young women to heal from abuse and neglect and to learn that they are the beloved of the Father.

At STAFF House, we offer the love of Christ and the opportunity for these young women to restructure their lives and begin again with the assurance that there is hope and the promise of a future filled with people who will be there to love and support them. Young women arrive at STAFF House at different times during their pregnancy; however, most girls stay at the home about 5 months, from the fourth month of pregnancy until the birth of their baby. Whether they choose to parent their child or place their child for adoption, everything possible is done during a young woman's stay to assure that her transition from STAFF House is to a safe place of her own or with a shepherding family.

STAFF House, Inc. is a 501(C)(3) non-profit organization under the supervision of a Board of Directors. We have one

house that takes care of 5 young women. The staff consists of the Executive Director, Program Director, primary house parents, relief house parents, and many volunteers who help the home to run smoothly.

## ***HOW CAN I GET INVOLVED IN STAFF HOUSE?***

### **1. BECOME A SHEPHERD VOLUNTEER**

Shepherd volunteers minister to the residents and staff in the following areas:

<b>TEACHING SHEPHERDS</b>	<b>ENCOURAGING SHEPHERDS</b>	<b>SERVANT SHEPHERDS</b>
Childbirth Prenatal Care/Nutrition Sexual Integrity Parenting Adoption Financial Planning Bible Study Exercise/Aerobics Tutoring Etiquette Job Skills	Shepherding Sister House Shepherds Shepherding Family Shepherding Homes Domestic Shepherds	Praying Shepherds Provide a special meal Plumbing Painting Landscaping/yard work Electrical work General house maintenance Office Help

### **2. BECOME A SHEPHERD AMBASSADOR**

Shepherd Ambassadors let others know about STAFF House. Some of the ways a shepherd ambassador ministers to STAFF House are:

- a. Host a living room presentation for your friends
- b. Host a coffee or tea for the women in your church
- c. Invite us to your church, Sunday School or small group to do a STAFF House presentation

### **3. BECOME A FINANCIAL SHEPHERD**

Your gift of \$10, \$50 or \$100 a month makes it possible for these young women to be ministered to while in STAFF House and gives them hope for the future.

## *The STAFF House Shepherd Volunteer*

***The Role of a Shepherd Volunteer:*** To encourage, role model, teach (not to counsel or rescue). See attached Philosophy and Policy on Adoption and Parenting.

### ***The Character of a Shepherd Volunteer:***

1. A personal and vital relationship with Jesus Christ:
  - a. Lifestyle of purity and integrity
  - b. Mature and growing spiritually
  - c. Heart to minister using talents and giftedness
  
2. An attitude to shepherd:
  - a. Compassionate
  - b. Genuine
  - c. Able to show unconditional love and acceptance
  - d. Humble
  - e. Able to maintain confidentiality

### ***The Process of Becoming a Shepherd Volunteer:***

1. Application
2. Sign Confidentiality Statement
3. Interview with Program Director
4. Reference checks (Pastor, Employee, Friend)
5. Submit copy of driver's license and insurance card

## ***PHILOSOPHY AND POLICY ON ADOPTION AND PARENTING***

### **Philosophy of Adoption and Parenting:**

It is important that the staff, Board of Directors and volunteers not give any advice to the young women at STAFF House about whether they should parent or place their child for adoption. Each week the resident meets with a trained staff person who presents both alternatives to help her develop a plan that is unique to her situation. The young woman, her parents, sometimes the birth father and his parents, and the staff all work together in this process.

Because the young women are going through a confusing time in their lives, they may change their minds often during the weeks and months before their due date. Therefore, it is essential that we neither affirm nor discourage any decision a young woman may voluntarily verbalize. We ask that volunteers not question the residents nor initiate conversation on this topic.

In the event a resident should volunteer any information on this topic, lovingly tell her that you will pray for her and know that God will direct her in her decision.

### **Adoption Policy for Board Members, Staff and Volunteers:**

The staff, volunteers and Board members of STAFF House will not be allowed to adopt or assume custody of a young woman residing in STAFF House or her baby upon birth. Due to the sensitive nature of decisions regarding adoption, it would be a conflict of interest for employees to pursue adoption while employed by the STAFF House. Furthermore, the staff and Board members are not allowed to provide names of couples seeking adoption to residents who are making adoption plans. The staff of STAFF House will do all they can to assist each young woman to determine the available options for her and her baby.

*STAFF House*  
***Volunteer Job Description***

**Teaching Shepherds**

A shepherd volunteer who has experience, spiritual maturity and good interpersonal skills makes an excellent teaching shepherd for the classes we offer at STAFF House. These classes offer essential training and encouragement to the young girls. The classes are held one night a week for one to two hours.

**Childbirth** (4 weeks) - The teacher for this class should be a certified childbirth instructor or labor/delivery nurse.

**Prenatal Care/Nutrition** (1 week) - Nurses and dieticians make excellent teachers of this class. The girls are taught personal hygiene and healthy eating habits during their pregnancy. Curriculum provided.

**Sexual Integrity** (10 weeks) - This class teaches an overall healthy understanding of God's plan for sex within marriage. The girls are required to do weekly homework assignments. Curriculum provided.

**Parenting** (5 weeks) - This class offers a curriculum which educates the girls on the emotional, spiritual and physical aspects of parenting. The curriculum focuses on the first few years of a baby's life.

**Adoption** (3 weeks) - This class educates the girls on the process of adoption as well as the emotional and spiritual aspects of placing a baby for adoption. Couples who have adopted babies, individuals who have been adopted and birth mothers who have placed their babies for adoption share their testimonies and experiences with the girls.

**Financial Planning** (3 weeks) - This class teaches the girls the reality of the financial aspect of being a self-supporting adult. The girls are made aware of the expenses of housing, transportation, food and clothing in our society. They are taught how to budget and save, and they are challenged to be good stewards of their money.

**Job Skills** (4 weeks) - Business men/women make good teachers for this class, especially those in Human Resources. This class educates the girls on skills necessary for filling out applications, writing resumes, and interviewing for a job. They are taught how to word resumes and applications to set themselves apart from the pack and how to dress for success.

**Exercise/Aerobics** - This volunteer enjoys exercise/aerobics. The instructor may use videos or audios to lead the class.

## *Shepherding Sister*

A Shepherding Sister befriends a young pregnant teenager in one of the homes. Many girls do not have the loving and nurturing support of a family nor do they have relatives and friends to visit them while they are living here. The Shepherding Sister can fill that void in a young woman's life. If a girl does have family but their visits are infrequent, the visits of a Shepherding Sister can fill the gap.

It takes time and patience to develop a relationship with a teenager. It is important that a Shepherding Sister be realistic in her expectations of the relationship. The more consistent and persistent the Shepherding Sister is in her commitment to the girl, the better the relationship will develop. We suggest that the Shepherding Sister plan simple and fun activities to do together on a weekly or bi-weekly basis. A telephone call once or twice a week, a note in the mail, and a card on special occasions will mean so much to the girls.

It makes a girl feel special when the Shepherding Sister is prompt for their visit and is enthusiastic about planning an activity together. Be sure to give a 24-hour notice to the house parent to obtain permission for a visit before making plans with the girl. Visits should be no longer than four hours unless requested for special occasions.

We encourage you to make simple and inexpensive plans so that it will not be a burden to your personal finances. Sometimes a girl who works or receives money from her family will be able to pay for a meal or a movie or have spending money for shopping (the girls love to go to Wal-Mart). When going to a movie, please check *Plugged In*, or a similar Christian movie guide, to see if the rating is within our guidelines for the home, or check with the house parents if you have questions. Some fun activities that are inexpensive could be a picnic in the park, a visit to local museums, taking a walk, baking cookies or cooking a meal in your home, etc.

Please be familiar with the family guidelines for the girls. A girl should never request to use your telephone or a telephone while you are out in a public place. The only exception would be if she needed to call the house parents to ask a question. A girl should never be unsupervised. If she is attending church with you, always attend Sunday school classes and worship together.

The most important thing you can do is to be a fun friend and role model to these girls. This is a wonderful opportunity to make a girl feel very special by giving your time to spend with her just having fun.

***House Shepherds***

Occasionally our house parents like to plan a dinner out together as a couple, or they may have a speaking engagement or other special event to attend. House shepherds take over the responsibilities of the home (including the girls) for a few hours so house parents can attend these activities.

***Shepherding Family***

Shepherding families provide much-needed role models and are a huge encouragement to the girls. Inviting the girl(s) to your home for a cookout and some fun activities with your family is a blessing. Shepherding Families may also invite the girls to join their family for putt-putt or a movie or maybe just out for ice-cream on a warm summer evening.

***Shepherding Homes***

A Shepherding Home provides a girl a place to stay for a few months after birth while she transitions into her new life away from STAFF House and offers her a stable family who will continue to check in with her in the years to come.

***Domestic Shepherds***

Domestic Shepherds are very talented in the domestic duties of a home are encouraged to plan a one-time (or more) visit to the Home to teach the girls. The girls enjoy learning how to bake, sew, knit, cook, decorate and make crafts.

***Servant Shepherds***

Servant Shepherds are volunteers who give of their services to maintain our home. Plumbers, electricians, carpet cleaners, painters, and landscapers are just a few of the servant shepherds needed to maintain our home.

# What can my church do as a project for *STAFF House?*

## **1. INVITE OUR STAFF TO DO A PRESENTATION**

- A. Women's Groups
- B. Youth Groups
- C. Wednesday night supper, etc.

## **2. HAVE A STAFF HOUSE PROJECT**

- A. Keep the needs of the STAFF House in the minds and hearts of the congregation
- B. Collect food and toiletries
- C. Collect financial donations (House Bank Campaign)

## **3. PLAN AN ACTIVITY WITH THE GIRLS**

- A. Visit a home and do an activity with the girls  
Some suggestions are:
  - 1. Bring refreshments
  - 2. Share a devotion
  - 3. Teach a craft
  - 4. Bring a meal

- B. Take the girls and house parents out to dinner

## **4. PLAN A SERVICE PROJECT FOR THE HOME**

- A. Yard work
- B. Painting
- C. Routine maintenance