



# VOLUNTEER MINISTER HANDBOOK

WELCOME TO THE ABLAZE FAMILY

Last Update  
June, 2025

[www.vesselsablaze.org](http://www.vesselsablaze.org)



# TABLE OF CONTENTS

## INTRODUCTION

*Introduction and Purpose of the Volunteer Minister Handbook*  
*Senior Pastor's Address*

## VESSELS ABLAZE SQUAD INTERNATIONAL MINISTRY

*Origin and Purpose*  
*Structure and Roles*  
*Vision*  
*Mission Statement*  
*Our Values*

## ORIENTATION

*Worker Training*  
*Worker Records*

## EXPECTATIONS OF WORKERS

*Personal Requirements*  
*Code of conduct for volunteers*  
*Attendance and Absence Protocol*  
*Leadership Responsibilities*  
*Assignment*  
*Misconduct and consequences*  
*Reinstatement Procedure*

## CONCLUSION

# Welcome Address

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Dear Worker and Leader,

Becoming a worker or leader within Vessels Ablaze Squad International Ministry (VAS) is a divine appointment—an opportunity far greater than any individual pursuit. It places you at the center of God's mandate: to raise end-time revivalists, win the lost at any cost, and spark revival in Africa and our world at large.

Human beings are God's most precious creation. Any mission that does not focus on uplifting and transforming lives is secondary to the divine call we have received. At VAS, service is not just a duty—it is a sacred privilege that carries eternal significance.

The world's most urgent problems are spiritual, and this underscores the importance of our mission. We are called to bring God's power, His principles, and His presence to every heart we touch. This is not optional—it is essential. We are preparing a generation equipped to stand strong in these last days.

Jesus never viewed people as liabilities; He saw them as living souls in need of hope, healing, and salvation. We must follow His example. When you embrace the heart of a spiritual leader, you see each person as an opportunity to demonstrate God's love—not as a burden. People are not your problem; they are your divine purpose.

VAS offers a powerful platform and structure for both spiritual formation and transformational impact. Here, you are not merely filling a role—you are stepping into a divine assignment defined by our core vision and mandate.

This handbook is designed to clarify your responsibilities and expectations as a worker or leader within our ministry. It reflects our values, priorities, and unwavering commitment to excellence and integrity in service.

My heartfelt prayer is that, as you embrace this role, you will encounter God in profound and life-changing ways. May you walk in boldness, authority, and supernatural grace as we pastor this city, our continent, and the nations of the earth—on fire for revival and the salvation of souls.

Arise and shine—let your light blaze forth!

Rev. Wale Peter Osho  
President  
Vessels Ablaze Squad International Ministry (VAS)

## Introduction



Thank you for your willingness to serve in Vessel Ablaze Squad International. Since the beginning of this organization 2004, volunteer workers have been a foundational part of our efforts to spread the Gospel. We appreciate the fact that you are committed to having a role, knowing that you do so out of your love for God and not for commendation or reward. While many will benefit from your service, we know that God Himself sees and rewards those who labor “with good will doing service, as to the Lord, and not to men” (Ephesians 6:7).

Acceptance of this privilege entails a prerequisite that must be inviolate: Those who participate in this work in any capacity must be guided by the standards and doctrine of the Ablaze family and the overall vision of the church.

As you fill your role in this ministry, keep in mind that you not only represent the church, but you also represent Jesus Christ. We trust that every aspect of your life will reflect this as you minister to others.

We pray that your service in Vessels Ablaze Squad International will be both long-term and spiritually rewarding.

## Purpose of the Handbook

This handbook provides a general overview of procedures and guidelines established by Vessels Ablaze Squad International for those who have a part in this work. All volunteers are expected to read this handbook, which is also posted on our website at <https://vesselsablaze.org>.

This material is designed to provide the basic information you need as you begin or continue your service in this ministry. The guidelines in this handbook reflect our desire to do all in our power to provide a church environment that is spiritually, emotionally, and physically safe for those who attend. The directives apply to all Apostolic Faith services and events, both in our church buildings and our local communities.

We reserve the right to modify, amplify, or suspend our policies and procedures, in whole or in part, at any time.

## Organization Origin and Purpose

On the 30th of May, 2004, the world saw the birth of the great change agent – The Ablaze Family; a divine vision, given to Pastor Wale Peter Osho, started off with just a handful of people while he was on campus.

Over the years, proving that with faith, determination, focus and the right team, anything is possible, what started with just a few people has grown to be one of the most desirable place of worship in Lagos, with worship center located in Lagos at 484, Ikorodu road ketu Lagos where we hold our amazing services!

## Vision



We as Christian youth organization and missionary squad that is all out to rescue the soul of the youth irrespective of age, color, race, location and denomination round the globe. We are a missionary team called out to kindle and rekindle the fire of revival in this generation especially among the youths.

We are a church gathering young men and women spiritually gifted and empowered by the Holy spirit for end time signs and wonders geared towards the last revival.

We exist to change lives by pioneering burning churches in key global cities that bring hope, connect humanity and divinity, influence culture and lead people to become fully devoted followers of Christ and burning for our Lord. "WE WIN THE LOST AT ALL COST".

"Setting men ablaze is our goal."

## Our Values

V- Versatile  
E- Efficient  
S- Significant  
S- Sufficient  
E- Extraordinary  
S- Surpassing The Darkness of This World

A- Accumulation Of  
B- Ballistic missiles  
L- Launching  
A- Around with  
Z- Zealous  
E- Expectation

S- Sensitive  
Q- Qualitative  
U- Unstoppable, Unchallengeable  
A- Army with  
D- Discipline

We believe that our life is not about us, we are custodians of this life and everything we have. Life is best lived and has unprecedented rewards when it is used to achieve divine purpose of winning souls, serving God and humanity.

We firmly believe that there is nothing more valuable to God than human life. That people matter to God. Hence, this is a church that is all about the people.

We strongly believe that the anointed word of God is the most powerful force in this world and the key to transformation and answer to all questions.

We believe that it is normal for every Christian to pursue full devotion to Christ, His word and His cause.



## Worker Training

Occasionally during the course of volunteering in the ministry, new workers may be asked to undergo specified training; these requirements will be explained when the individual is invited to participate. In most cases, training will be centered on behavioral topics to align with the Church vision or on skills to improve performance in respective roles.

## Worker Records

To ensure a good oversight of the church functions and volunteers responsible for each role, Vessel Ablaze Squad International keeps records regarding its members and volunteers. Those records are considered confidential information, stored securely, and made available only to those having a legitimate need to know. Of course, workers may request to view their own records at any time.

Worker files typically contain the following types of personal information:

- Full Name
- Contact Address (Phone number and Email)
- Date of Birth
- Designation in Volunteer role

## Expectations of Workers

### Personal Requirements

Those who serve in any capacity in Vessel Ablaze Squad International are representatives of this organization. For that reason, acceptance of this privilege entails certain responsibilities.

Volunteers Ministers must be able to point back to a genuine experience of salvation, and be living by the Biblical standards of integrity and morality. They should uphold the doctrines of the Bible as taught by this ministry, and adhere to the procedures and guidelines of the church.

Volunteers Ministers are expected to act ethically, in accordance with legal criteria, and in a professional and courteous manner. They are expected to exemplify Christ-like behavior and avoid all appearance of wrongdoing. As the church's public relations people in the community, their lives and conduct should consistently honor Christ.

In all interactions, workers should strive to respect and uplift one another, working together as a team within the scope of their assignments. Their purpose should be to promote goodwill and unity in the congregation, regarding the spiritual interest and welfare of the church family as their joint concern and responsibility. To ensure orderly operation and provide the best possible church environment, volunteers are also asked to:

- Perform assigned tasks in accordance with instructions.
- Dress appropriately as representatives of Christ and the Vessel Ablaze Squad International Ministry.
- Refrain from any behavior or activity that would conflict with the church's best interests.
- Report to leadership any suspicious, unethical, or illegal conduct by church workers or members, and cooperate with all resulting investigations.





## Code of Conduct for Volunteer Ministers, Workers and Volunteers.

The Lord Jesus calls us the light of the world, Matt. 5:14-16, the salt of the earth - Matt. 5: 13 - and the ambassadors of Christ - John 20:21. These imply that we are very important to God and our responsibilities are heavy. In order to effectively and correctly discharge our responsibilities to God and His Church, without failing God or disappointing the Pastor who recommended us, every worker should observe the following code of conduct.

He/she must be:

- Submissive to constituted authorities of the Ministry - I Pet. 5:5; 1 Cor. 16:16; Hebrews 13:17.
- When travelling, he/she should inform the Head of Department (HOD) of his/her leader - 2 Kings 6:2.
- Should be ready to attend all meetings and go wherever he/she is sent - Joshua 1:16.
- Be obedient to Pastors when they give instructions that do not contradict the Bible - I Pet: 5:5.
- Be an example to the congregation in submitting to the values and culture of the Church - Titus 2:7; I Tim. 4:12; I Tim. 4:6; Titus 1:9.
- Be an example to the congregation in spending and being spent for God - 2 Cor. 12:15; Gal. 2:20.
- Hygienic in all dispositions - Isaiah 52:11.
- Well dressed in accordance with the Scriptures. Where there is any doubt, we must be willing to give the benefit of doubt to the Lord - I Pet. 3:1-4, I Tim. 2:9, Isa. 3:16-26.
- Someone who will be a worthy ambassador of both Christ and His Church, such that if he/she is transferred from his/her working place to a town/village where there is no branch of this church, he/she will promptly start one - Acts 8:4; Acts 11:19.
- Punctual at all meetings and church service - Heb. 10:25.
- Walking, worshipping and growing in the spirit constantly - Gal. 5: 16; John 4:23-24, Psa. 117: 12; Col. 3: 16.
- Someone who enjoys a life of holiness and sanctification, living right in the open and in secret and dwelling in love - 2 Pet. 3:18; 2 Tim. 3:14-17; Eph. 5:25-27, Matt. 5:13-16, Heb. 12:14, I Tim. 3:2.
- Ready always to do good works - Titus 2:14, Gal. 6:10
- Ever ready to protect the good name of the church, I Tim. 3:7; Titus 1:10-13.



## Attendance and Absence Protocol

Although most of those who serve in the church are volunteer Ministers, all participants should remember they have made a commitment and take their responsibilities seriously.

Naturally, some absences are expected. Many who take part are employed, are raising families, or have other commitments that may occasionally conflict with their church privileges. At times, they may be ill or out of town for business or personal reasons. Workers who know in advance that they will not be able to serve during a scheduled time should contact their Heads of Departments or Team Head or Team Pastor as soon as possible. Otherwise, the assumption is that they will report punctually and be ready to assume their responsibilities at the designated starting time.

## Leadership Responsibilities

Leadership of volunteer functions are categorized into the following:

- Team Heads/Team Pastors
- Sub-Team Heads
- Heads of Departments
- Assistants (To the Head of Department)
- E-Groups/Unit Leaders

It is expected that all individuals serving in this capacity act as functional and spiritual heads of their respective teams. A higher call to discipline is inferred on the above positions to serve as exemplary role models to the rest of the team. It is expected that the critical nature of these positions are fully understood and the onus to cascade generic expectations to team members lies on the shoulder of the assigned leader.

With that goal in view, leaders who act on behalf of the organization are instructed to:

- Actively oversee duties of team members to ensure highest level of excellence.
- Attend all scheduled leadership meetings /retreats as instructed.
- Attend and actively participate in all relevant church meetings and events as instructed.
- Store personal information of members in a secure manner. Only those having a legitimate need to know such information will be allowed access to the records.
- Maintain confidentiality in communication particularly of sensitive matters concerning team members.
- Refrain from storing or divulging information (either in written or electronic form) about any matter of church business, unless given express authorization by an authorized representative of the organization.





## Assignment and Rotation

Assignment to leadership positions such as Team or District Pastor, Sub-Team Head, HOD, must be approved by the Pastor, and in the stead where the Pastor is unavoidably unable to appoint a leader, the Ministry Team Pastor would stand in the stead of the Pastor to vet approval. A leader can be redeployed to take on a new leadership position, or a new leader without a previous appointment can be appointed leadership role. However, HODs can be ratified by their direct leaders after they have participated in the Promotional training for their new leadership role.

The process for appointment would be through the following medium:

- A) Identification of a potential leader by the Pastor
- B) Validate the qualification of the leader (Attendance of Growth Track)
- C) Assigning one pilot project/event, or program to a potential leader
- D) Submit recommendations for leadership approval after completion of the project/event/program to the Pastor
- E) If approved by the Pastor, a scheduled meeting with the Pastor and other core stakeholders (team Pastors, Team Coordinators) would be held to appoint the leader.
- F) Recommended Leaders to take the promotional training for their new leadership roles while acting
- G) Introduction of leader to all central executives (HODs' and members of the department).

## Misconducts and consequences

All Ethical misconducts will require a panel; however, recommendations can be made with the HOD, Team Pastor and Senior Pastors approval to implement consequences as the case may be.

### Ethical Misconduct

Service Categories	Offense Offense	Penalty
Pastors / Team Head	Insubordination	Insubordination to Senior Pastor will attract penalties ranging from suspension to Dismal from the role if found guilty by the disciplinary Counsel



## Ethical Misconduct Cont...

Service Categories	Offense	Penalty
	Failure to attend meeting without permission or cogent reasons	1. 1st offender is a warning 2. 2nd offender writing warning and discussion with Pastor 3. 3rd offender is suspension as deemed fit by the disciplinary counsel. 4. 4th is dismissal
	Lateness to meeting or services	1. 1st offender verbal warning 2. 2nd offender writing warning 3. 3rd offender discussion with Team Pastor 5. 4th offender leads to suspension; length time is as prescribe by disciplinary counsel
	Negligence of duty	5. 1st offender is a warning 6. 2nd offender writing warning and discussion with direct leader 7. 3rd offender is suspension; length time is as prescribe by disciplinary counsel 4th is dismissal

## Gross Misconduct

Leadership Category	Offense	Investigation committee	Consequences
District or Teams Pastors/ Team Head	Fighting	Team Pastor, 2 Other Pastors	8 weeks Suspension

## Gross Misconduct Cont...



Leadership Category	Offense	Investigation committee	Consequences
	Sexual immorality	Team Pastor, 2 Other Pastors	10 weeks Suspension
	Premarital pregnancy	Team Pastor, 2 Other Pastors	Dismissal from the role as Pastor (upon valid proof from investigation)
	Fraud	Team Pastor, 2 Other Pastors	Dismissal from the role as Pastor (upon valid proof from investigation)
	Substance abuse	Team Pastor, 2 Other Pastors	6weeks suspension
	Domestic violence	Team Pastor, Senior Pastors & Chairman, Marriage Committee	Dismissal (upon valid proof from investigation)
Community/ Sub-Team/ Zonal Leader/ HOD			
	Fighting	Team Pastor, 2 Pastors and Team head	4 weeks Suspension
	Sexual immorality	Team Pastor, 2 Pastors and Team head	8 weeks suspension
	Premarital pregnancy	Team Pastor, 2 Pastors and Team head	Dismissal from the role as Zonal leader or HOD (upon valid proof from investigation)

## Gross Misconduct Cont...



Leadership Category	Offense	Investigation committee	Consequences
	Fraud	Team Pastor, 2 Pastors and Team head	Dismissal from the role as Zonal leader or HOD (upon valid proof from investigation)
	Substance abuse	Team Pastor, 2 Pastors and Team head	6weeks suspension
	Domestic violence	Pastors Chairman Marriage Committee	Dismissal (upon valid proof from investigation)
	Domestic violence	Team Pastor, Senior Pastors & Chairman, Marriage Committee	Dismissal (upon valid proof from investigation)
Prayer Cave Centre Leader			
	Fighting	Pastor, HODs and Team head	4 weeks Suspension
	Sexual immorality	Pastor, HODs and Team head	4 weeks Suspension
	Premarital pregnancy	Pastor, HODs and Team head	Dismissal from the role as Prayer Cave Centre leader (upon valid proof from investigation)

## Gross Misconduct Cont...



Leadership Category	Offense	Investigation committee	Consequences
	Fraud	Pastor, HODs and Team head	Dismissal from the role as Prayer Cave Centre leader (upon valid proof from investigation)
	Substance abuse	Pastor and Team head	4 weeks suspension
Worker/Volunteer			
	Fighting	Team head, 2 Heads of department, Team coordinator	3 weeks Suspension with other punishment as stated by the disciplinary committee
	Sexual immorality	Team head, 2 Heads of department, Team coordinator	3 weeks Suspension with other punishment as stated by the disciplinary committee
	Premarital pregnancy	Team head, 2 Heads of department, Team coordinator	6 weeks Suspension with other punishment as stated by the disciplinary committee
	Fraud	Team head, 2 Heads of department, Team coordinator	4 weeks Suspension with other punishment as stated by the disciplinary committee
	Substance abuse	Team head, 2 Heads of department, Team coordinator	3 weeks Suspension with other punishment as stated by the disciplinary committee

**All Gross misconducts will require an investigation committee only when there is a dispute involving the material facts of the event to ascertain the validity of an allegation; however, recommendations can be made with the Team Pastor and Senior Pastors approval to implement consequences.**



## Discipline Among Workers

(a) Where there is love, there must be discipline - Hebrews 12:6, Rev. 3: 19. If any volunteer contravenes the established standards or values or statutory norms herein established in this handbook or in any other addendum, or does anything that his/her leader considers inimical to the progress or good image of this ministry will receive instant and adequate punishment wherein a disciplinary council may preside over. Such punishment, which will be proportional to the offence, ranges from an open rebuke among fellow-workers, suspension from the workforce or any active service for some time, to total dismissal from the workers' cadre.

(b) During the period of discipline or suspension from active service, the worker under discipline must attend all the church services regularly, sitting wherever the Pastor shall appoint - Hebrews 12:5-8; Prov. 3: 11-12.

(c) If a worker is not satisfied with the discipline imposed on him/her, he/she has the right to appeal, first to the HOD or Team Pastor and ultimately to the Senior Pastor if not satisfied by the Team Pastor's ruling.

(d) If a worker shows genuine repentance, he/she may be pardoned before the period specified for the suspension.

(e) If a worker shows no genuine repentance, his/her suspension period must be automatically extended. If, after an extension of the suspension period, there is still no repentance, such a worker may be recommended to the Senior Pastor, through the Team Pastor, for dismissal from the workers' cadre.

## Reinstatement Procedure

The arm of sanctions is not to excommunicate anyone from the body of Christ (which is the church) or the ministry, but to reprimand and carefully hold every worker and volunteer to a standard in situations of misalignment (Hebrews 12:6-7). Therefore, every and any penalty must be carried out in love and with the end goal of restoring such a person.

In a case of suspension, the said worker or volunteer is to stop every active work or duty or post he/she currently occupy until after the suspension period is fully completed. As part of the requirements, the volunteer is to attend all programs, listen and summarize 10 audio messages of the senior pastor, and perform any other responsibilities as stated by the disciplinary committee.

Upon completion of suspension, the volunteer minister is to follow the following procedure to ensure full restoration.

1. Pick a restoration form from the Ministry Coordinator as provided by the admin.
2. Get your HOD or Team pastor to sign of on the form
3. Get a rep of the disciplinary committee to sign on the form
4. Get the Team Pastor to sign on the form (in a case where the person involved is a pastor, another Pastor and Senior Pastor must sign off on the form)



## Conclusion



As a volunteer Minister in Vessel Ablaze Squad International, you have a role to play in nurturing people's spiritual well-being. In an emergency, you may also have a role in protecting their physical well-being. We ask that you take both of these responsibilities very seriously. Please prepare yourself by familiarizing yourself with all of the information in this handbook, and by carefully abiding by all the Procedures, Priorities and guidelines established by this ministry.

Again, we thank you for your willingness to be a part of this work. May God continue to bless you as you labor for Him.

**WELCOME TO THE ABLAZE FAMILY.....**

**WE PRAY, WE BOND AND WE CONQUER TOGETHER AS A FAMILY.....**