



VOLUNTEER GUIDELINES

THE BECOMING

Volunteer Guidelines

Welcome to the team.

WHO ARE YOU BECOMING?

with Immanuelson Sam

WELCOME TO THE TEAM

Welcome to the team.

As volunteers, you are not just helping to run a community.

You are helping to build its culture.

Your attitude, communication, reliability, and conduct should reflect what The Becoming stands for.

OUR VALUES



Growth



Courage



Integrity



Responsibility



Respect



Excellence

THE 12 GUIDELINES AT A GLANCE

- | | |
|---------------------------------|--|
| 01 Lead by example | 07 No ego |
| 02 Be reliable | 08 Take initiative |
| 03 Communicate | 09 Keep the vision in focus |
| 04 Respect everyone | 10 Zero excuses. Full responsibility. |
| 05 Be punctual | 11 Handle conflict maturely |
| 06 Protect the community | 12 Represent The Becoming well |



GUIDELINE 01

Lead by example

We expect every volunteer to model the values of The Becoming: **growth, courage, integrity, responsibility, respect, and excellence.**



GUIDELINE 02

Be reliable

If you commit to a task, take responsibility for completing it. If you cannot meet a commitment, **communicate early.**



GUIDELINE 03

Communicate

Keep the team informed. Ask questions when you're unsure, share relevant updates, and don't leave important messages unanswered.



GUIDELINE 04

Respect everyone

We are building a diverse community across different backgrounds and nations. Treat everyone with dignity. **Challenge ideas without attacking people.**



GUIDELINE 05

Be punctual

Time matters. Meetings, events, and assigned responsibilities should be taken seriously.

If we say 6:00 PM, we mean 6:00 PM.



GUIDELINE 06

Protect the community

Do not share private conversations, personal information, internal discussions, or sensitive team matters outside the appropriate spaces.



GUIDELINE 07

No ego

Volunteering is about service, not status. Be willing to listen, receive correction, support others, and learn.



GUIDELINE 08

Take initiative

Don't always wait to be told what to do. If you see something that needs attention and you can help, step forward.



GUIDELINE 09

Keep the vision in focus***We are building people.***

Our goal is not simply to grow a WhatsApp group or increase numbers.

Every decision should contribute to creating a community where people can learn, reflect, connect, grow, and become better.



GUIDELINE 10

Zero excuses. Full responsibility.

Mistakes will happen. What matters is how we respond to them.

Own your responsibilities.

Fix what you can.

Learn.

Improve.

Move forward.



GUIDELINE 11

Handle conflict maturely

Don't create unnecessary drama or discuss team members behind their backs. Address concerns **respectfully and directly** through the appropriate channel.



GUIDELINE 12

Represent The Becoming well

Whether you're speaking in the group, welcoming a new member, handling an event, or interacting privately with a member, remember that you represent The Becoming.

Your conduct is part of the brand.



OUR STANDARD

We serve.

We communicate.

We take responsibility.

We lead by example.

We protect the culture.

We keep growing.

You are not just a volunteer.

***You are a builder of
The Becoming.***

WHO ARE YOU BECOMING?

— *Immanuelson Sam*

My commitment.

I have read and understood the Volunteer Guidelines of The Becoming. I commit to lead by example, be reliable, communicate, respect everyone, and take full responsibility for the culture we are building together.

FULL NAME

ROLE / TEAM

SIGNATURE

DATE

Who are you becoming?

— Immanuelson Sam, *The Becoming*