



A Good Place To Find Life.

Position: Volunteer Lead

Hours: Full-time, 40 hours/week

FLSA Status: Non-exempt

Department: Ministries

Reports To: Ministry Operations Lead

SUMMARY

At HOPE, we believe serving is far more than meeting ministry needs - it is one of the primary ways people grow as disciples of Jesus Christ. Serving builds community, strengthens the church, and helps people discover purpose.

As we pursue HOPE's vision of being a catalytic movement offering the Gospel to as many people as possible as creatively as necessary, volunteers play a critical role in helping us reach families, grow disciples, plant churches, and go far and wide. Healthy volunteer culture is essential to the mission.

The Volunteer Lead exists to build, amplify, and sustain a thriving culture of serving across HOPE Church.

This person serves as the primary champion and visible face of volunteer engagement at HOPE, helping shape the strategy, culture, and systems that mobilize people into meaningful service. Rather than primarily managing logistics or coordinating schedules, this role is focused on inspiring people toward service, developing volunteer leaders, and equipping ministries to build healthy, sustainable serving teams.

The ideal candidate is a visionary leader who loves the local church, is energized by developing people, and is passionate about helping others discover that serving is both worship and discipleship.

RESPONSIBILITIES

Champion the Culture of Serving

- Cast and communicate a compelling vision for serving as a core part of discipleship at HOPE
- Champion volunteer engagement across all ministries and ministry environments
- Serve as the visible advocate and "face" of serving at HOPE
- Help create a churchwide culture where serving is celebrated, expected, and spiritually formative

Lead Volunteer Strategy Across HOPE

- Build and refine HOPE's churchwide volunteer strategy
- Create clear pathways for people to discover and join serving opportunities
- Partner with ministry leaders to identify needs, remove barriers, and strengthen volunteer systems
- Help ensure volunteer engagement remains aligned with HOPE's mission, vision, and values

Develop Volunteer Leaders

- Invest primarily in volunteer team leaders and ministry leaders rather than individual volunteers
- Coach and support leaders in recruiting, training, caring for, and retaining healthy volunteer teams
- Provide leadership development, training, and encouragement for volunteer leaders
- Build leadership pipelines that help volunteers grow into greater responsibility and influence

Strengthen Engagement and Communication

- Partner with Communications to consistently elevate stories of impact and invite people into service
- Increase awareness of serving opportunities across the church
- Help ministries improve onboarding, connection, and volunteer retention
- Identify new opportunities for students, families, and individuals with special needs to serve

Lead Volunteer Mobilization for Key Ministry Moments

- Oversee volunteer strategy for major churchwide ministry moments and events, including Easter, Christmas, Groups Launch, and other high-impact events
- Partner with ministry leaders to anticipate volunteer needs and mobilize teams effectively
- Ensure volunteers feel equipped, valued, and prepared to serve during key ministry moments

EXPECTATIONS

- A personal commitment to Jesus Christ and a growing relationship with Him
- Strong alignment with HOPE's mission, vision, and values
- Demonstrated passion for the local church and volunteer ministry
- Proven ability to inspire and mobilize people around a compelling vision
- Strong leadership presence with exceptional relational intelligence
- Ability to influence culture across teams and departments

- Experience leading leaders, developing teams, and multiplying volunteers
- Strong communication skills in both one-on-one and group settings
- Strategic thinker who can translate vision into systems and execution
- Professional, proactive, humble, adaptable, and teachable

Preferred:

- Experience in church leadership, volunteer engagement, ministry operations, or large-scale event leadership
- Experience building or scaling volunteer systems in complex ministry environments

PHYSICAL DEMANDS

- Some work includes moving objects up to 25 pounds
- Primarily desk-based with increased movement during services and events

EXPECTED HOURS OF WORK

- On-site for at least 44 weekends per year
- 40 hours of on-site work, including:
 - Sunday - 7:30a - 12:30p
 - Monday-Thursday - 9a - 5p

Hours may flex based on ministry events and special church gatherings.

[Apply here](#)