

*NHCC Leadership Onboarding*  
*Updated August 2025*



**NHCC EST. 2009**

# MISSION & VALUES

## OUR MISSION

*New Hope exists* because Jesus called us out to be a family with a Great Commission purpose in our community and beyond. We are joyful, flexible and creative.

## OUR VALUES

### *Connected to Jesus*

and others. We are a family with Jesus at the head that cares for one another. Community matters here.

*“This is not our home”*

*“Walking with Jesus is not a solo sport”*

*“Eat when the food is hot”*

**“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.” John 15:5**

### *Commissioned by Jesus.*

We have a purpose- show and tell others about Jesus. Mission matters here.

*“We are the offense”,*

*“God is at work in everyone we know”*

**“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” Matthew 28:19-20**

# MISSION & VALUES

## *Compassionate like Jesus.*

Everyone has a story-we seek to understand each other and receive each person. You matter here.

“We are the 1 in 99 church”

“God loves a comeback story”

**“When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd.” Matthew 9:36**

## *Courageous with Jesus.*

We are not afraid of hard things- difficult topics, or tough problems because Jesus is the answer. We work hard for our community. Culture matters here.

“Preach the gospel to the poor”

“Whatever you do for the least of these, you do for Jesus”

**“Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.”  
Joshua 1:9**

# STAFF LIAISON

At New Hope, we know that leading can be hard and none of us are meant to do it alone - that's why you have a staff liaison. Your staff liaison is your go-to person who is available to help you work through ideas, challenges, and to provide support as you need it. The following is what you can expect from your staff liaison.

- Your staff liaison will reach out to schedule a meeting at least twice a year.
- If you'd like to meet more frequently, you can reach out to your staff liaison at any time
- Your staff liaison will support you in implementing and upholding New Hope's values.
- You are an important part of the New Hope leadership team, and your staff liaison is there to advocate for you when you need support, help you plan ministry events, and bring your ideas to staff meetings.

Below you will find a current list of staff liaisons for each ministry.

MINISTRY	MINISTRY LEADER	STAFF LIAISON
Benevolence	The Elders	Gary Ricci
Bible Studies & Classes	Elizabeth Ricci	Nikki Slovnik
Building Team	Steve Randall	Gary Ricci
Care Team	Cara Bruinius	Elizabeth Ricci & Nikki Slovnik
Children's Ministry	Brittney Carrillo	Chris Metzger
Community Closet	Doria Matczak	Elizabeth Ricci
Financial Team	Steve Randall	Gary Ricci
Gospel Justice Center	Dean Lamb	Nikki Slovnik
Meals Ministry	Cindy Ortega	Sandy Gauba

# *STAFF LIAISON*

## *Continued*

MINISTRY	MINISTRY LEADER	STAFF LIAISON
Men's Ministry	Tony Oleszkiewicz	Gary Ricci
Missions Team		Gary Ricci
Pam Gillaspie Ministries	Pam Gillaspie & Dave Gillaspie	Gary Ricci
Prayer Team	Don Wilson	Nikki Slovnik
Pre-Teen Ministry	Chris Metzger	Nikki Slovnik
Refreshments	Janelle Randall & Lisa Kmichik	Sandy Gauba
Security Team	Andrew Cannella	Brittney Carrillo & Chris Metzger
Sets Team		Faith Metzger
Slides Team		Faith Metzger
Social Media	Faith Metzger	Nikki Slovnik
Sound Team		Faith Metzger
Special Events	Sandy Gauba	Nikki Slovnik
Stream Team	Faith Metzger	Faith Metzger

# *STAFF LIAISON*

*Continued*

MINISTRY	MINISTRY LEADER	STAFF LIAISON
Welcome Team	Tim Hagan	Sandy Gauba
Women's Ministry		Elizabeth Ricci
Worship Team	Faith Metzger	Nikki Slovník
Youth Ministry	Chris Metzger	Nikki Slovník

# *LEADERSHIP EXPERIENCE*

*for the ministry leaders of New Hope ministries*

New Hope wants to ensure our ministry leaders understand their role and responsibility in the work at New Hope, and how that work fits into our overall mission.

## *Every Leader at New Hope has...*

- A personal relationship with God, evidenced by the fruit of the Spirit in your life (John 15:5-8; 1 John 5:4)
- Nothing in your life that would disqualify you from serving as a leader in the church (1 Timothy 3:8-13).
- An understanding of basic theology and agreement with the key doctrines held by New Hope
- A kind and humble spirit, along with a commitment to treat your team members well (1 Peter 3:8; Psalm 25:9; John 13:12-17)
- Gifting for the area in which you serve and/or a willingness to learn how to excel in your ministry.

## *Every Leader at New Hope...*

- Embodies our mission/vision and uses it to drive how they lead
- Is a partner at New Hope
- Clearly communicates with their team about scheduling, expectations, pre-service huddle, etc.
- Trains their team using the same process
- Offers clear on- and off-ramps
- Shepherds their team - communicates with them regularly, notices when they are gone, invests in them personally
- Looks to multiply themselves as leaders - actively looks to invest in someone that can come after them
- Seek feedback from other ministry leaders to continue to improve our leadership skills

# *VOLUNTEER EXPERIENCE*

## *for the ministry volunteers of New Hope ministries*

As leaders, we want to ensure that everyone understands New Hope's mission and how their work fits into our mission. Understanding ministry responsibilities and expectations will help our teams feel empowered to do the work of the Kingdom and ultimately grow in their faith.

It is our hope that, while it might look different in each ministry, the following would be true of every New Hope volunteer.

### *As a volunteer...*

- I understand New Hope's mission & values
- I know what is expected of me
- I feel like my job matters to the kingdom - I know why I'm doing what I'm doing
- I'm not alone in doing this - I do it in community, and we do the good, the fun, and the hard together
- I am equipped to do what is asked of me
- I am a worshipper before I am my service position
- I can see that leadership reinforces our team's values (they walk the talk)
- I am more important to leadership than my service position
- I have regular communication with my leader - I am able to approach him/her with any issues, personal concerns, etc.
- My leader communicates what he/she needs from me
- I have the opportunity to attend church every week
- I am expected to invest in my own spiritual growth - I am encouraged to participate in a small group and/or Bible study

### *Relevant Scripture...*

Now you are the body of Christ, and each one of you is a part of it."

1 Corinthians 12:27

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." 1 Peter 4:10

# VOLUNTEER APPLICATION

Available on Cognito Forms:

<https://www.cognitoforms.com/NewHopeChristianCommunity/MinistryVolunteerInterestForm>

- Name:
- Email:
- Cell Phone:
- Please choose the ministry you are interested in serving in (select all that apply)

- Bible studies & classes
- Building Team
- Care Team
- Children's Ministry
- Community Closet
- Gospel Justice Center
- Meals Ministry
- Men's Ministry
- Missions Team
- Prayer Team
- Pre-teen Ministry (Elevate)
- Refreshments Team
- Security Team
- Slides Team
- Social Media Team
- Sound Team
- Special Events Team
- Stream Team
- Welcome Team
- Women's Ministry
- Worship Team
- Youth Ministry (Connect)

All volunteers working with children, youth, or vulnerable adults are required to pass a background check.

- Please choose where you are at on your spiritual journey:



### Not Interested

- Aware but not very interested.
- OK for you, but it's not for me.
- Many misconceptions of Christianity.
- Negative view of Christianity and religion.
- Believes all religions are the same.
- Has an indifferent attitude toward spiritual issues.



### Curiously Seeking

- Realizes there is more to life than what is seen.
- Attends Christian events out of curiosity, not because of need.
- Struggles with negative image of Christianity.
- Questions the belief that all religions lead to the same God.



### Searching Assertively

- Takes steps to find needed answers.
- Intellectually believes in God.
- Begins to grasp the implications of Christ's claims.
- Understands the difference between Christianity and religion.
- Struggles with intellectualizing Christianity.



### Faith Commitment

- Realizes that they are powerless to achieve God's forgiveness.
- Believes that Jesus is God and has received Him as the risen Lord and only Savior.
- Has made a decision to turn their lives and wills over to the care and control of Jesus.



### Experiencing New Life

- Has entered into a mentoring relationship with another follower.
- Grasps the meaning of the gospel and the core elements of following Jesus.
- Shares Christ naturally.
- Struggles with changing value system and assurance of salvation.



### Is Growing in Community

- Grows in intimacy with God through prayer and Bible study.
- Has a deepening relationship with other followers in a local church.
- Has come under the authority of Biblical values.
- Experiences freedom over self-defeating habits.
- Discovers not all Christians are growing.



### Living Missionally

- Craves intimacy with God through spiritual disciplines.
- Shares their faith effectively.
- Mentors others spiritually.
- Gives generously.
- Serves their community.
- Understands the centrality of the gospel in their lives.

# *VOLUNTEER AGREEMENT*

**Our Mission:** New Hope exists because Jesus called us out to be a family with a Great Commission purpose in our community and beyond. We are joyful, flexible and creative.

**Our Values:** At New Hope, we are:

- *Connected to Jesus* and others. We are a family with Jesus at the head that cares for one another. Community matters here.
- *Commissioned by Jesus*. We have a purpose- show and tell others about Jesus. Mission matters here.
- *Compassionate like Jesus*. Everyone has a story-we seek to understand each other and receive each person. You matter here.
- *Courageous with Jesus*. We are not afraid of hard things- difficult topics, or tough problems because Jesus is the answer. We work hard for our community. Culture matters here.

**Our desire is for every volunteer at New Hope to have the following:**

- A kind and humble spirit, along with a commitment to treat your team members well (1 Peter 3:8; Psalm 25:9; John 13:12-17)
- Gifting for the area in which you serve and/or a willingness to learn how to excel in your ministry.
- Actively pursuing or willing to explore a relationship with Jesus Christ

**Volunteer responsibilities and expectations would include:**

- Attending any trainings scheduled for your team, or letting your leader know if you are unavailable
- Being courteous and kind to all those involved in the ministry at New Hope
- Responding to schedule requests and honoring any dates you commit to serving.
- Being punctual for your scheduled serving responsibility and respecting the time of other team members
- Helping to promote a spirit of community and being a team-player

**You can expect the following from your leader:**

- Clear communication about scheduling and expectations
- Training
- Clear on and off ramps for serving in the ministry
- Support, encouragement, and shepherding

I agree to live out these values and responsibilities to the best of my ability, with the help of the Holy Spirit.

Signed: .....

# WORKSHEET

*for clarifying ministry vision*

Before you begin, take a moment to pray that the Lord would lead you with a humble and creative spirit.

## *Basic Assessment*

New Hope exists because Jesus called us out to be a family with a Great Commission purpose in our community and beyond. We are joyful, flexible and creative. Brainstorm how your ministry fits into this vision.

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List the key leaders in your ministry. If you don't have key leaders yet, brainstorm people that you think could become leaders in your ministry.

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How do you currently communicate with your team?

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Do you currently use Churchteams to communicate with your team?

- Yes                       No                       I would but I need training

Do you currently use Planning Center Online to schedule your team?

- Yes                       No                       I would but I need training

## *Volunteers*

List all of the ways that people can serve in your ministry. Put an asterisk (\*) next to any role for which you have a written job description. (It's okay if you don't have a job description for any of them!)

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Create a list of positions that need to be filled in your ministry. Try to be as specific as possible (i.e. service time, etc.)

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Brainstorm a list of potential new team members, and how you are going to invite them to join your team.

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What do you want to be true about the culture of your team?

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# Implementation

Think about the **average volunteer** in your ministry. On a scale of 1 to 10, how true is each statement for him/her:

1= Not true at all

10 = Completely true

- I understand New Hope's mission & values  
1    2    3    4    5    6    7    8    9    10
- I know what is expected of me  
1    2    3    4    5    6    7    8    9    10
- I feel like my job matters to the kingdom - I know why I'm doing what I'm doing  
1    2    3    4    5    6    7    8    9    10
- I'm not alone in doing this - I do it in community, and we do the good, the fun, and the hard together  
1    2    3    4    5    6    7    8    9    10
- I am equipped to do what is asked of me  
1    2    3    4    5    6    7    8    9    10
- I am a worshipper before I am my service position  
1    2    3    4    5    6    7    8    9    10
- I can see that leadership reinforces our team's values (they walk the talk)  
1    2    3    4    5    6    7    8    9    10
- I am more important to leadership than my service position  
1    2    3    4    5    6    7    8    9    10
- I have regular communication with my leader - I am able to approach him/her with any issues, personal concerns, etc.  
1    2    3    4    5    6    7    8    9    10
- My leader communicates what he/she needs from me  
1    2    3    4    5    6    7    8    9    10
- I have the opportunity to attend church every week  
1    2    3    4    5    6    7    8    9    10
- I am expected to invest in my own spiritual growth - I am encouraged to participate in a small group and/or Bible study  
1    2    3    4    5    6    7    8    9    10

Think about yourself as a leader. On a scale of 1 to 10, how true is each statement for you?

1= Not true at all

10 = Completely true

- Embodies our mission/vision and uses it to drive how they lead

1 2 3 4 5 6 7 8 9 10

- Clearly communicates with their team about scheduling, expectations, pre-service huddle, etc.

1 2 3 4 5 6 7 8 9 10

- Trains their team using the same process

1 2 3 4 5 6 7 8 9 10

- Offers clear on- and off-ramps

1 2 3 4 5 6 7 8 9 10

- Shepherds their team - communicates with them regularly, notices when they are gone, invests in them personally

1 2 3 4 5 6 7 8 9 10

- Looks to multiply themselves as leaders - actively looks to invest in someone that can come after them

1 2 3 4 5 6 7 8 9 10

Based on your answers above, what are three things you want to focus on over the next three months?

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What are some ideas you have to create community or improve communication on your team?

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# RESOURCES CHECKLIST

New Hope wants to provide our Ministry Leaders with tools and resources that will help them accomplish their ministry goals in the easiest way possible. Below is a list of resources that are available to you.

## *Churchteams*

Churchteams is our church database, which stores the contact information for all of our teams. You can use Churchteams to email and text with your team, as well as to manage the list of who is serving in your ministry.

## *Planning Center*

Planning Center is a great tool for scheduling your teams and assigning roles so that everyone knows their responsibilities before they arrive.

## *Recruitment*

As a ministry leader, recruitment is a near constant part of your role. Using these tools will help you add members to your team.

## *Worksheet for leader and volunteer expectations*

This worksheet is intended to help our leaders and their teams think through how New Hope's mission and values apply to their ministry, what they want to be true of their ministry, and which tools are helpful to you.

## *Volunteer Agreement*

Our volunteer agreement helps our teams to ensure that everyone serving understands our mission and values, as well as what they can expect while serving with the team.

## *Online Leader Hub*

Our online Ministry Leader hub is an organized place to find all of the resources available to you so you don't have to keep track of everything separately.