

VOLUNTEER'S GUIDE

We are so glad you have decided to volunteer at HopeUC. We could not carry on the church's ministries without you. We believe that every believer, every child of God, is called and gifted by him, and all are charged to do the work of the ministry (Eph. 4:12). Whatever team you serve on, know that you are a valuable member of the HopeUC family and your work is precious in God's sight!

Vision of HopeUC India

HopeUnlimited Church is a family defined by God's presence, relevant to this generation and positively influencing our society.

Values of HopeUC

- The Word is our foundation.
James 1:22 NLT But don't just listen to God's word. You must do what it says. Otherwise, you are just fooling yourselves.
- Worship is our honour.
Psalm 29:2 NLT
Honour the Lord for the glory of his name.
Worship the Lord in the splendour of his holiness.
- Community is our heartbeat.
Romans 1:11-12 NLT
For I long to visit you so I can bring you some spiritual gift that will help you grow strong in the Lord. When we get together, I want to encourage you in your faith, but I also want to be encouraged by yours.
- His presence is our passion.
Ephesians 1:23 NLT
And the church is his body; it is made full and complete by Christ, who fills all things everywhere with himself.

HopeUC India Statement of Faith

We Believe:

1. We believe that the Bible is God's Word. It is accurate, authoritative and applicable to our everyday lives.
2. We believe in one eternal God who is the Creator of all things. He exists in three Persons: the Father, the Son and the Holy Spirit. He is totally loving and completely holy.
3. We believe that sin has separated each of us from God and His purpose for our lives.
4. We believe that the Lord Jesus Christ as both God and man is the only One who can reconcile us to God. He lived a sinless and exemplary life, died on the cross in our place, and rose again to prove His victory and empower us for life.

5. We believe that in order to receive forgiveness and the 'new birth' we must repent of our sins, believe in the Lord Jesus Christ, and submit to His will for our lives.
6. We believe that in order to live the holy and fruitful lives that God intends for us, we need to be baptized in water and be filled with the power of the Holy Spirit. The Holy Spirit enables us to use spiritual gifts, including speaking in tongues, which is one of the evidences of baptism in the Holy Spirit.
7. We believe that God equips each of us so to successfully achieve His purpose for our lives, which is to worship God, fulfil our role in the Church and serve the community in which we live.

Culture of Service

The culture of HopeUC is to accept, love and build people in a godly way. We accept people just as they are; we don't judge them nor do we gloat over our deeds. We understand that everyone in our team is different and uniquely talented, and our sincere endeavor is always to bring our individual best together in unity and humility, embracing each other's uniqueness. We look through God's eyes to find good in others, we love and respect our leaders, we share defeats among us and shower victories on others. We align the desires in our heart and our actions to be the same.

Galatians 5:19-21 gives us an understanding of the kind of actions and attitudes that we need to turn away from:

*Galatians 5 - **19** Now the works of the flesh are evident, which are: adultery, fornication, uncleanness, lewdness, **20** idolatry, sorcery, hatred, contentions, jealousies, outbursts of wrath, selfish ambitions, dissensions, heresies, **21** envy, murders, drunkenness, revelries, and the like; of which I tell you beforehand, just as I also told you in time past, that those who practice such things will not inherit the kingdom of God.*

We can add few of the more prevalent ones such as anger, gossip, back-biting, discouraging others, lack of commitment, laziness. These are not part of our culture.

We understand that no one is perfect. God leads each of us along a process of spiritual transformation to get back to his image. Your journey may not look similar to anyone else's, however, as ministry volunteers certain qualities should be evident in our lives.

Any member of the team struggling with issues will be loved and cared for by church leadership to help them come back to their best, but they may have to go on a break and refrain from doing certain things for a while.

On the other hand, Galatians 5:22-25 shows us the kind of conduct that we need to embrace at all times.

Galatians 5- 22 But the fruit of the Spirit is love, joy, peace, longsuffering, kindness, goodness, faithfulness, 23 gentleness, self-control. Against such there is no law. 24 And those who are Christ's have crucified the flesh with its passions and desires. 25 If we live in the Spirit, let us also walk in the Spirit.

We desire that as much as people see our excellence in service they will also see our excellence in character. A godly character is the carrier of our ministry.

Code of Conduct

As part of the HopeUC volunteer team, you agree to abide by these standards while ministering to the church body:

1. Same gender ministry. While being appropriately cordial and encouraging of the opposite gender, please refrain from offering intimate (by yourself) counsel or prayer,
2. Do not initiate hugs with members of the opposite gender. Side hugs are acceptable.
3. Handle disputes or conflicts with grace, be quick to seek reconciliation, seeking help from your team leader as needed.
4. Don't be involved in a romantic relationship with a non-Christian.
5. Don't be involved in adultery or fornication (pre-marital sex or homosexual activities).
6. Not addicted to any compulsive behavior that is unhealthy, such as gambling, excessive drinking, smoking, pornography, eating disorders, or masturbation. (If you have any struggles in these areas, please let a staff member of the same gender know so we can work with you towards healing and gaining victory—your personal health and maturity are the first priority.)
7. Do keep personal things shared by others confidential unless you feel they might harm themselves or another person. In such cases, you are required to tell the leader overseeing your ministry team who will consult the pastoral staff on how to proceed.
8. Do consult with the staff if someone confesses abuse or sexual sin done by them or to them. If at all possible, tell them as they first start sharing that you may have to share this with a same-gender staff person. This is so they can give guidance if needed to help them in their struggle or in dealing with the consequences of their actions in a restorative way.
9. Work hard to maintain unity by not accepting an accusation or gossip against another team member or staff but direct and encourage the concerned person to go directly to them with their concern.
10. You are required by the church to keep your immediate leader informed of your addictions, romantic relations, or any criminal records.

Relationally-based ministry will require counseling others. The church will provide training in this area, but of course extended counseling is always to be done by counselors approved by the church.

Volunteer Commitment

The commitment each HopeUC India volunteer makes:

I. COMMITMENT TO CHRIST. I will...

- a. **Confess that Jesus is my Savior and Lord**, and I am willing to relate that testimony to others. 1 Peter 3:15
- b. **Make a serious effort to grow personally** in my relationship with God and strive to have a daily time alone with the Lord for prayer and mind renewal through meditation/study in the Scriptures. 1 Tim 4:8
- c. **Uncompromising with God's Word**. I will honor God's word as the most important thing I can share with those I serve. I will keep it central to what I'm teaching/sharing if and when opportunity arises. 2 Tim 3:16-17
- d.

II. COMMITMENT TO THE BODY. I will...

- a. **Build up the church**. I will regularly attend & participate in services. Heb 10:24-25
- b. **Build up the family**. I will encourage others to be faithful in their core relationships: parent/child, husband/wife, and boss/employee relationships. Eph 5:21-6:9
- c. **Keep my own family and/or marriage a top priority**.
- d. **Submit myself to the loving discipline of the church leadership** if/when I should fail to uphold the commitments on this page.
- e.

III. COMMITMENT TO YOUR MINISTRY ASSIGNMENT. I will...

- a. **Help build your team through personal involvement & encouragement**.
Specifically:
 1. **Build Up** those you serve and serve with in positive ways: Remember birthdays, congratulate important accomplishments, offer to pray for their needs, invite to outings, send encouraging notes/**give sincere** compliments and sharing relevant testimonies or scriptures.
 2. **Take your assignment seriously by** developing your knowledge & skill and following direction from your team leader.
- b. **Dependability**- Be prepared physically and spiritually for your ministry meetings and assignments. Try to be early at **all** team Meetings or give advance notice if you can not make it. Gal 5:22-24
- c. **Teamwork!** Work hard to maintain unity, Phil 2, Model servanthood, Mark 9:33-35,
- d. **Be Accountable**- Meet regularly with a Life Group for accountability and encouragement. Seek a mentor to help you grow.
- e. **Multiply yourself***- recruit at least 1-2 people to join your team by the time you finish.

Dress Code

All persons ministering at church in any capacity, whether staff or volunteers, must adhere to the following dress code. Overall, dress should be modest, neat, and dignified. Beyond these stated guidelines, avoid any attire that does not comport with these qualities.

Allowed Attire

Male

1. Sport coats/blazers/denim
2. Crew-neck shirts
3. Collared shirts & sweaters
4. Jeans/pants/khakis
5. Formal suits on specific occasions
6. Formal and casual shoes/loafers

Female

1. Suits/pant suits
2. Blazers
3. Jeans/khakis
4. Capri pants that are mid-calf
5. Leggings worn under a dress or dress-length top
6. Smart salwars or contemporary churidaars

Prohibited Attire

Male

1. Shorts or half pants
2. Flip-flops
3. Sleeveless T-shirts
4. Hoodies
5. Sandals

Female

1. Shorts & flip-flops
2. Deep or low-cut necklines or backlines
3. Skirts with high slits
4. Any dress above knee length
5. Tight dresses
6. Sleeveless tops, tank tops, or hoodies
7. Frocks
8. Leggings worn as pants