

# **Lord Jesus Christ Community Baptist Church**

## **PROGRAM PROPOSAL**

**The Volunteer-to-Work Program: Equipping Members, Unemployed, Underemployed, Students, Youth and Young Adults for Economic Stability**

**A Proposal for Benevolence Ministry, Youth and Young Adults Ministry, Special Needs Ministry, Volunteer Outreach Ministry. Women's Ministry and Prison Ministry**



**Focus:** Vocational skills, mentorship and employment readiness

**Proposal Launch Date:** June 2025

**Requested Resources:** Volunteer and worker commitment, Budgetary Approval, and partnerships with employers in the private sector in Oakland County, Flint and Detroit.

**Submitted By:** Executive Office of Senior Pastor

**Date Submitted:** March 1, 2015

### **Executive Summary Statement**

This proposal outlines the creation of a six-month program designed to leverage the professional expertise within our congregation and employers in the private sector to provide practical job skills, mentorship and career counseling to church members, neighbors facing employment challenges, and job training at employers in the private sector. The program aims to move participants from seeking to serving, transforming their skills into meaningful work and deepening their connection to the church community and residents in Memphis and Houston through volunteer service.

### **Program Champions and Contact**

Lord Jesus Christ Community Baptist Church

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**Prepared for consideration by the Administration and Ministry Team**

## TABLE OF CONTENTS

1. Cover letter
2. Executive Summary
3. Organizational Information and History
4. Needs Statement/Problem Statement
5. Project Description
6. Evaluation Plan
7. Timeline
8. Volunteer-to-Work Program Recruitment Strategy

**TO:** Employers in Memphis and Houston

**FROM:** Lord Jesus Christ Community Baptist Church

**DATE:** October 16, 2025

**SUBJECT:** Volunteer-to-Work Program

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The church decided to create the program in 2015 and moved to Michigan in 2018 to help provide a better future for local communities. We want to provide job and economic opportunities to help people in local communities and residents back in the workforce with full-time and part-time employment in the private sector. The program was created for Illinois residents to put them back to work in 2015, but no resident in Chicago took the congregation and its community outreach programs seriously. We moved church operations and programs in 2016-2018. Church staff like to work with the mayor of Memphis and Houston to execute the program. The program was agreed to by the church ministry and administrative team. The program was agreed to by the Homelessness Prevention Review Board and new Mental Health and Violence Prevention Taskforce.

The church implemented and wants to execute this program to help unemployed and underemployed train for jobs in the private sector at employers for six months. After they trained in the program for six months, they can be easily hired for permanent jobs at employers in Memphis and Houston. The church wants to implement and execute the program to get more young people and youth off the streets with nothing to do on a daily basis to work. This program will create economic opportunities and reduce crime by high numbers while all crime numbers are continuously starting to go down in Memphis and Houston. If homeless men and women at homeless shelters work in the program at employers for six months, the church has optimism of getting hired for permanent employment to reduce overcrowded homeless shelters. If a young person or youth is unemployed and/or underemployed, the church is optimistic that they can be working in a permanent job by six months.

Please accept this proposal of transmittal for the enclosed proposal: Volunteer-to-Work Program. The enclosed document provides a comprehensive plan for a volunteer-led program that addresses employment and putting more people back to work in the private sector. Based on our analysis, this program will not only meet a vital community need, but will cultivate new economic opportunities to get back in the workforce in local communities in Houston and Memphis. The church is fully prepared to lead the pilot phase of the program and have detailed the necessary resources, initial budget and recruitment strategy in the appendix. Thank you for taking the time to review this proposal. It is my sincere prayer that God will guide our efforts as we seek to grow the kingdom through impactful service. We look forward to hearing from you soon. Bishop Hobson says it is better to have paid employment and jobs because people that live on fixed income live in poverty.

In Service in Christ and Faith  
Council on Jobs and Competitiveness (Jobs Council)  
Office of Honesty and Transparency  
Homelessness Prevention Review Board

## EXECUTIVE SUMMARY

Volunteer-to-Work Program was implemented in 2015 while the church was located in Chicago Westside in the Douglass Park area. The program is managed by the Office of Honesty and Transparency, Benevolence Ministry, Homelessness Prevention Review Board, and Bylaws and Rules Committee. Special Counsel of Tax Exemption will be legal matters of the investments and donations accepted for the program to help fund the programs and put people on the path of putting them to work in the private sector. The church will work with employers in the private sector along with colleges and universities career centers. The church will work with different industries and schools to help provide a work ethic to high school and college students. The church will work with programs for Oakland County residents. The church implemented this program to help people avoid trying to find jobs at local temp agencies because temp agencies have limited jobs available and less jobs available on the bus line. The program will help people obtain employment closer to home in their neighborhood.

### Key Points

- Program Focus: help provide training to homeless men and women, unemployed, underemployed, men, women, black/African-Americans and hispanics/Latino and Asians. The church will reinstate the Council on Jobs and Competitiveness (Job Council) to work with and partner with employers in Houston and Memphis. The church will work with manufacturing, tech companies, restaurants, construction, healthcare, nonprofit, childcare, education, accounting/finance, business/professional services, skilled trades, engineers, government, leisure and hospitality, consultants, social work, warehousing, banking and retail.
- Activities:
  - Church will provide annual enrollment for Detroit residents and residents that live in Houston and Memphis starting February 2026.
  - The church will distribute sign-in sheets to high schools counselors for the programs, colleges and universities, homeless shelters and social services organizations.
  - Bishop Hobson will appoint a new Director or advisor of Council on Jobs and Competitiveness (Job Council). The office will be part of the Executive Office of Senior Pastor to work with Bishop Hobson on how compassionate he is on putting Americans and young people to work in the workforce.
- During: ongoing
- Funding request: \$0

### Expected Outcomes

- Job opportunities closer to home: there are too many people applying for jobs or getting jobs out of their neighborhoods. Some jobs are available in far areas not on the bus line and need a car or own public transportation.
- End crime in communities: help high school students and young people stay busy with job and economic opportunities. When high school students get out of school, they can work up to three hours a day or 15 hours a week at an employer under the program starting as a volunteer or intern to build work ethic for employment in their own neighborhood or community
- Help decrease employment on social security benefits: more people gaining work ethic to get back in the workforce can reserve more money in the Social Security Trust Fund by ending people dependency on SSI or SSDI benefits. It can decrease government spending for Social

Security and reduce social security payments being paid out to representative payees and recipients. Only people that will be receiving SSI or SSDI benefits will be people not able-bodied and not able to work that are disabled in a wheelchair, walker and get around with cane or crutches.

- End homelessness: the program will help homeless men and women with training and experience at employers in their local communities and neighborhoods where homeless shelters are located, so homeless men and women do not have to travel to jobs far out neighborhoods or areas. Increase the labor participation rate in Oakland County.
- Grow and increase workers in small businesses: it will help provide training and jobs in local suburbs, such as cities in Oakland County. People do not have to travel long distances to get to jobs or find employment. Increase the labor participation rate in Oakland County. .

### Organization Information and History

Lord Jesus Christ Community Baptist Church is to bring together communities to believe Jesus Christ and Holy Spirit as their personal savior on Earth. Lord Jesus Christ Community Baptist Church is to bring communities together to help mentor people and believe Jesus Christ is the control of their lives on Earth. Lord Jesus Christ Community Baptist Church is to help guide people on Earth in the Holy Spirit and tabernacle while on Earth. Lord Jesus Christ Community Baptist Church serves communities to make sure people have equal access to economic opportunity while on Earth. We make sure people on earth are saved and living the gift of eternal life while on Earth. We guide people to believe that Jesus Christ is the center of their lives on Earth. We teach how to be disciples and stewards to the Lord while on Earth to get to heaven. Lord Jesus Christ Community Baptist Church is a Baptist church founded by Pastor Nicolas Hobson in October 2016 moved from the west-side of Chicago in March 2016. Pastor Hobson has been advocating and serving low-income communities in Chicago from 2013-2015. The Homelessness Financial Relief Program was implemented and provided in October 2014 to provide financial assistance to homeless people in Chicago and Detroit based on receipts from the previous Chicago church before moving to Michigan. Homelessness Financial Relief Program has provided financial assistance to 381 homeless people in United States of America, such as South Carolina, Michigan, Indiana and Illinois. The Church Homelessness Ministry provides food, clothing, hygiene products and accessories to homeless people in Chicago and Northwest Indiana in 2015. Pastor Nicolas Bryan Hobson is the Senior Pastor of the church. Church does business and work with the Good Sense Movement, Common Church, Catholic Charities, Detroit Rescue Mission Ministries, Divine Intervention Church, Violence Interpreters, Bethel New Life, DePaul University, Roosevelt University, True Holiness Church, City of Chicago, Cook County Government, City of Detroit, Acts Ministry and The City Mission. Bible study takes place at 7:00 PM on Thursday in Detroit. Sunday school takes place from 9:45-10:45 AM in Detroit. Celebrate Recovery takes place on Saturday at 12:00 PM in Detroit. Ways to be a Good Steward Workshop takes place on Friday at 6:30 PM during a prayer meeting. Prayer meetings take place on Tuesday and Friday at 6:30-8:30 PM in Detroit. Women's Ministry mentor and empower women within the church and in communities. The Homelessness Ministry helps feed the homeless and provide noncash donations to the homelessness in communities, assisting senior citizens and providing bureauverant to people. Homelessness Ministry provides biblical counseling. Homelessness Ministry provides weekly celebrate recovery meetings in Chicago and Detroit communities. Homelessness The Ministry provides prayer requests for people and members. The Homelessness Ministry provides social services to local communities. The Pastoral Care Ministry provides sick and shut in support to members and people in the communities. The Pastoral Care Ministry provides outreach to families in Virgin Islands and African countries based on receipts and marketing statistics. The Pastoral Care Ministry

provides financial assistance from Latino/Hispanics and Black/African Americans based on applications from Homelessness Financial Relief Program and monthly treasurer reports. Pastor Hobson has mentored thirty-six Americans that are homeless, youth, students and children in Chicago since 2001 on the importance of education, financial recovery, and success in society and the job market. The Homelessness Ministry manages the Seniors Ministry, Celebrate Recovery, and People with Disability Ministries, Mentoring Workshop, and Ways to be a Good Steward Workshop, Homelessness Ministry and Prison Ministry. The Music and Arts Ministry manages children's choir, church praise team, young adult choir, women's choir, stage and production, and spoken word. Christian Education Ministry instructs and teaches how to be effective Christians and disciples of Jesus. The ministry provides Sunday school and Bible classes within the church. Christian Education Ministry manages new members' class, women class, youth class, young adult class, adults' class, married couple's class, children class and men class in Detroit. The Security Ministry manages the security of the senior pastor office and staff in Detroit. Membership Development Ministry manages new membership assimilation and recruit new church members, baptism, baby dedication, membership orientation, membership involvement, membership data entry, manage church contribution statements and requests. Membership Development Ministry trains new and existing members on how to be disciples, stewards and effective Christians as members of the church. The Membership Development Ministry manages the Usher Ministry. The Bus Ministry manages the transportation to the church and helps transport people to church for bible studies and worship services each week. The bus ministry is managed by deacons of the church that help bring members and people to church and bible study each week that do not have public transportation. The Married Couples Ministry provides service for church married couples. The Married Couples Ministry provides relationship mentoring to married couples and newlyweds. The Married Couples Ministry hosts married couples' retreats, community outreach to married couples. The Married Couples Ministry educates married couples and provides instruction. The Married Couples Ministry hosts monthly meetings with members and staff. The Youth Ministry is a ministry for children and high school students for churches in Detroit. Young Adults Ministry for members aged 25-34. The Young Adults Ministry provides outreach to young adults to encourage them to serve God and serve in the Holy Spirit. The Young Adults Ministry provides spiritual growth for young adults. The Young Adult Ministry provides business, professional development and fellowship. Church bible study, worship services and prayer meetings take place at public meeting space because the church is on a waitlist for abandoned buildings in Detroit. Ways to be a Good Steward Workshop is an ongoing program to help mentor adults, children, youth and children, homelessness, juveniles and ex-offenders on how to be disciples, stewards and worshippers. Ways to be a Good Steward Workshop will train individuals to be effective and motivated Christians to the Lord and take risks in stewardship. Ways to be a Good Steward Workshop will train people in each quarter on how to trust the Lord as a good steward and worship the Lord as a good steward. Ways to be a Good Steward Workshop will encourage people to accept the gift of eternal life in heaven and believe in God's praises. Celebrate Recovery is an ongoing program to help students, youth, children, ex-offenders, juveniles, adults, homeless, unemployed, underemployed and senior citizens with their hurts, habits and hang-ups. Celebrate Recovery is an open share group for people and Christians with hurts, habits and hang-ups for financial recovery, sexual harassment and abuse, anger management, co-dependency, food and drug addictions, mental health issues and other personal issues. Celebrate Recovery is a confidentiality open share support group. Celebrate Recovery is not a therapy group that provides advice to each other because it is a spiritual guidance group for people to receive guidance to help themselves with hurts, habits and hang-ups. Celebrate Recovery provides fellowship at the end of the small group sessions. The Emergency Assistance Program provides food, care packages and clothing for homeless people in Chicago, Cleveland and Detroit. Homelessness Roundtable is a membership group to help the homeless in the United States of America over ten years. Homelessness

Working Group helps homeless people with hot meals, workforce and career development, mentoring, and case management. Homelessness Working group members provide proposals on homelessness prevention, issues and outreach to help the homeless. Homelessness Roundtable acts to end poverty and homelessness in low-income communities. Homelessness Working Group members represent churches, ministries, homeless shelters to attend meetings each month. Homelessness Working Group membership is unlimited and open to pastors, community advocates and leaders, and homeless shelter staff in the United States of America.

### **NEEDS STATEMENT/PROBLEM STATEMENT**

The church wants to help put back to work in their local neighborhoods closer to home. The church wants to help get able-bodied Americans to obtain employment closer to home in neighborhoods. People travel too far to jobs out of their communities on the bus line or driving. Too many jobs in the private sector require skills and qualifications because employers do not train workers any more like they did in the 1930s to 1950s. Employers do not hire workers any more for jobs like they did when people like senior citizens were younger when they were 20-30 years of age. The program needs to be implemented by the church because the Social Security Administration implemented the Volunteer-to-Work program to help put more people receiving SSI or SSDI back to work, but the program is not effective and efficient because more able-bodied people are still receiving SSI or SSDI month-to-month. There are too many high school students with too much time on their hands after they get out of school and on weekends. The program will prevent employment gaps on resumes because employers and recruiters look at employment gaps on applications and/or resumes. This program will reduce crime in local neighborhoods and communities long-term in Oakland County. The program will help keep youth and people at all ages off the streets in Oakland County neighborhoods and communities doing nothing to make communities safe. The program will increase labor participation rate to nearly 65% from 61.6% or higher at the end of 2025. Women have challenges competing for the private sector jobs because women are not highly skilled as men for jobs. Women for a long time in society cared about family responsibilities because women started out working in the home in the 1950s. Women with children have challenges with reliable childcare. Women balance out their life now with spirituality, family responsibility and career. More women and teenage girls need more job training in the private sector for many jobs in their communities. When you look at business balance sheets, it is not good to have a high amount for tax payable because it means businesses are paying more money for taxes and tariffs. Lower and less taxes in the economy will allow businesses and employers to pay and hire more workers in retail and all sectors of the private sector. Bishop Hobson supports a progressive income tax structure that includes not taxing employers and businesses, but millionaires and billionaires pay higher income and payroll tax, middle-class and low-income pay a lower income and payroll taxes. Homeless men and women at homeless shelters need job training to get back in the workforce and this program can help them do that. The church is creating the program to provide economic opportunities that cannot find jobs or looking for work in the labor market. People are looking for specific jobs because people do not want to work at warehouse jobs that will get their hands dirty. People ready temp agencies have jobs available that are over sixty miles away out of the city that they live in and people that rely on public transportation or do not have a drivers license to get to those jobs. People have to meet the temp agencies guidelines to be able to be hired for those jobs. Some homeless shelters offer side hustles and jobs to homeless men and women at homeless shelters that may junk change to barely get by. Temp agencies have jobs available, but only a limited amount of jobs in communities and at employers. Temp agencies have jobs available, but employers looking for workers are not on the bus line.

## PROJECT DESCRIPTION

Lord Jesus Christ Community Baptist Church implemented the program in 2015 after the church started out in Chicago, but the program was not successful to provide jobs and economic opportunities. Before the Council on Jobs and Competitiveness (Job Council) was cut, the Director said that young people were too dependent on the government and did not want to work in a liberal state like Illinois. Bishop Hobson reinstated the Council on Jobs and Competitiveness under executive order to be part of the Executive Order of Senior Pastor for the congregation. Council on Jobs and Competitiveness (Jobs Council) will audit and provide progress reports for the program on a monthly basis. Progress reports will be made public by Council on Jobs and Competitiveness (Jobs Council). Volunteer-to-Work Program will partner with employers in manufacturing, business services, education, healthcare and hospitals, homeless shelters, social work, accounting, finance, childcare, warehousing, construction, skilled trades, tech companies, restaurants, construction, nonprofit, engineers, government, leisure and hospitality, consultants and banking. Workers will be allowed to sign a sign-in sheet to record their hours during the week. Employers will be allowed to keep their sign-in sheets filed away every week until church staff from Council on Jobs and Competitiveness (Jobs Council). Potential workers will start out attending an orientation for the program. Workers will receive information about the program and receive information. The church wants workers to be trained to work in the program as unpaid workers for six months because it will help people gain work ethic in the private sector to find jobs with employers. Workers will receive a certificate of completion in six months during a ceremony with family, friends and members. The Director or advisor nominee will be allowed to participate in hearings with the Council on Jobs and Competitiveness (Jobs Council) before it goes to the Board of Directors to be confirmed and take over the job. Individuals under 18 like to work in the program will need to get a workers permit signed by parents because a worker permit is usually required by law in states for children under 18 years of age. Youth are allowed to get consent and work with their parents on their available work schedule with employers. Individuals are allowed to be motivated to the program for six months to receive certification from the church. High school students are eligible for the volunteer scholarship from the program to pay for college. Management or employers will be allowed to sign off on the program sign-up sheets before church staff or the Director of Council on Jobs and Competitiveness (Jobs Council). This program will partner with various locations in retailers in Oakland County residents and Flint to help train and put members and residents back in the workforce, such as Dollar Tree stores, Family Dollar stores, fast food restaurants, local banks, public libraries, local government agencies, law firms, hospitals, doctors office, homeless shelters, 501(c)(3) and 501(c)(4) organizations, schools, higher education institutions, childcare centers, churches, associations, construction, Technology, manufacturing, unions, fashion, energy, entertainment, marketing, transportation, pharmaceutical, arts, recreation, and financial services.

The church will provide volunteer work opportunities within the church and in partnership with community organizations. The program will offer participants the chance to develop transferable work skills, gain practical experience, and build their resumes. The program will provide mentorship and support to participants as they pursue employment. The program will foster a supportive and encouraging environment for personal and professional growth. The program will help participants build professional networks. Workers will be allowed to remain committed in the program for six months to be eligible for paid employment within the congregation. If workers remain motivated and committed to the program for six months, they will be eligible for paid employment within the congregation for the following job opportunities: case management, Budget Director, Project Managers and Special Events Coordinator. After six months. The Treasurer will be allowed to start approving hourly wage to workers.



Workers will be assigned to work in a ministry of their choosing within the congregation. The church will match participants with volunteer positions based on their skills, interests, and career goals. The church will provide training and workshops on essential work skills, such as communication, teamwork, time management, and problem-solving. The church will offer opportunities for participants to learn specific skills related to their volunteer placements. The church will provide opportunities for participants to learn computer and clerical skills. The church will assign mentors to participants to provide guidance, encouragement, and support throughout the program. The church will offer resume writing and job search assistance. The church will provide access to resources and referrals for employment services. The church will develop clear guidelines and expectations for participants and volunteer placements. The church will track participant progress and outcomes. The church will conduct regular evaluations of the program's effectiveness. Workers who live at homeless shelters and halfway houses with no income or job will be eligible for transportation assistance to get back and forth to job locations every week and month. Workers will be issued weekly and/or monthly passes to get to work everyday. Homeless men and women in the program will be allowed to take food back to the shelter to eat because some homeless men and women working second shift will miss dinner at the shelter. Homeless men and women will be offered food and refreshments like other workers during breaks. Lunch breaks for the first shift will be 10:00 AM and workers will get a fifteen minute break. Lunch break for the second shift will be 4:00 PM and workers will get a fifteen minute break. After workers are promoted to paid employment within the congregation, they will be eligible for paid vacation, sick and maternity leave, medical, vision, prescription drug coverage. After six months in the program, workers will be eligible for retirement plans as paid employees with the congregation.

## **EVALUATION PLAN**

Council on Jobs and Competitiveness (Job Council) will record the labor participation rate for the program in Oakland County every month. The Jobs Council will be shared with the Office of Honesty and Transparency for their reports and records. The Jobs Council will be shared with the Office of Bylaws and Rules Committee for their reports and records. Any approved funding for the program will be audited and managed by the Board of Trustees, Office of Honesty and Transparency, CPA, Subcommittee on Church Ethics and Treasurer office. Employers will be allowed to provide monthly worker evaluations and submit copies of the monthly evaluations to the Council of Jobs and Competitiveness (Jobs Council).

## **VOLUNTEER-TO-WORK PROGRAM RECRUITMENT STRATEGY**

### **I. Recruitment Philosophy and Vision**

The recruitment for the Volunteer-to-Work Program will be guided by a philosophy of helping to put more Americans back to work in the private sector to increase the labor participation rate in Tennessee and Texas. Volunteer workers will work with employers for six months in Memphis and Houston. Residents will be invited to an enrollment fair event. Many residents and members want to work and have jobs because some members and residents live in poverty and have fixed income from the federal government that wants to get off SSI and SSDI income. That is why the Women's Ministry created the Mental Mental and Violence Prevention Taskforce. Members and people are allowed to volunteer in the program within the church for six months in ministry and offices. After individuals attend the enrollment fair, they will be contacted by the church administrative team. Individuals will fill out an application and submit a copy of their resume. Our core message will be: **"Serve with your strengths to transform our community."**

## **II. Define Specific Roles**

The church program will work with local employers to help individuals train for jobs at employers. The church will work and negotiate with local employers to allow volunteer workers in the program to perform various roles to better train individuals at the employer if the employer is a retailer, restaurant, fast-food restaurants, schools, higher education institutions, hospitals, nursing homes, 501(c)(3) and 501(c)(4) organizations, local banks, public libraries, local government agencies, district offices of city council members, commissions, state representatives and state senators; law firms, doctors office, homeless shelters, childcare centers, churches, associations, construction, technology, manufacturing, unions, fashions, energy, entertainment, marketing, transportation, pharmaceutical, arts, law enforcement, recreation and financial services. Workers will work in various roles in ministries and offices within the congregation and staff in Southfield and Oakland County.

## **III. Multi-Channel Recruitment Plan**

The church will employ a three-tiered approach to ensure comprehensive outreach and targeted invites.

### Channel Method of Recruitment Goal and Rationale

#### **Tier 1: Personal Invitation (Most Effective)**

The program will lead and ministries will invite unlimited individuals to work in each ministry. Workers will perform various roles in each ministry. Their roles will align with skills and gifts to work in various ministries and church offices. The church will allow employers to work with the church administrative team to request many workers to train and look to hire for paid employment. The goal is the program to help train and put more individuals into permanent jobs.

#### **Tier 2: Public Communications**

The church has been providing updates about the program during Sunday service announcements, although the church Usher Ministry says we have seating issues every year because of the growing congregation that is growing fast every week. We have been trying hosting services in public places that can seat and hold all members and visitors in Southfield. Members and visitors are not turned away by greeters. They have to watch the services with a livestream monitor in another room. The church is currently looking for land in Southfield to build a church building and sanctuary the size of Little Caesars Arena. The church has been updating the public and members in monthly newsletters done by the Office of Communications Directors and Administrative team. Newsletters are posted on social media. Church provides updates in press releases and the copy of the press releases are posted on social media.

#### **Tier 3: External Partnerships**

Partner with fast food restaurants, local banks, public libraries, local government agencies, law firms, hospitals, doctors office, homeless shelters, 501(c)(3) and 501(c)(4) organizations, schools, higher education institutions, childcare centers, churches, associations, construction, Technology, manufacturing, unions, fashion, energy, entertainment, marketing, transportation, pharmaceutical, arts, recreation, and financial services.

#### **IV. Onboarding and Retention Strategy**

Recruiting is only the first step; a clear process for onboarding and retention ensures the program long-term sustainability.

- Host information session during enrollment fair in November 2025 to meet with representatives from employers in the private sector.
- Volunteer Agreement online about time commitment, responsibilities, and team lead.
- Volunteer workers will start to report to training within the congregation and local employers.
- Quarterly public recognition initiative with certificate of completion for the program, Volunteer Spotlight in the newsletter.