

Volunteer Job Descriptions Catalog

Revised 6/10/2026

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Urgent & Critical Volunteer Needs

Adventure Kids Ministry

Urgent Needs for Summer: Global Kids Leaders, Blast Zone small group Leader, Preschool Teachers, and Nursery Caregivers

Urgent Needs for 2026-2027 Ministry Year: All Kids Ministry Positions

AWANA Director

This is a Wednesday night weekly commitment from 6:45 to 8:00 starting in August and going through May. The director teaches the room and leads a group of volunteer small group leaders as they work with kids during handbook time, small group discussion, etc.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+ but 24+ preferred	Required	Weekly

Bus (CDL Certified) Drivers

A driver to transport teens and adults throughout the year for our various events and camps.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	25+	Not Required	Event-Based	CDL (Class B) Certified

Room Reset

Help prepare our most active ministry areas for their next use! By assisting with basic room resets, you drastically reduce transition time, empowering our paid staff to focus on essential facility cleaning. It's a simple way to make a big impact on our weekly ministries! This is a great opportunity to serve joyfully and build relationships with our young adults on staff.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+	Not Required	After Wednesday Night Activities (8:00pm-8:45pm) Other opportunities available

Tech Help Needed

Current Needs: *Worship Center Screen Operator, Worship Center Camera Operator, BlastZone Tech Help (1 for audio, 1 for screens)*

**A lot of people hear "Tech Team" and instantly disqualify themselves because they assume it's too complicated. But for roles like the Screen Operator, it's incredibly simple. Here's the only "qualifications" needed: 1) Can you read? 2) Can you follow those words and click a mouse? That's it!

Worship Band

Need electric guitarists, piano/keyboard players. The Worship Band is an auditioned and interviewed group of players with moderate to advanced-level skills. The ensemble is made up of piano, keys, bass guitar, drums, acoustic guitar, and electric guitar, and leads in worship during the main services each Sunday and at special events. Rehearsals take place on Wednesday nights and Sunday mornings.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	As needed

Adult Ministries

Alongside Repair Group

Come alongside some of our widows and elderly of HBC by helping with physical repairs and acts of service. This person needs to have a genuine heart for the Lord and a desire to use their skills to bless and serve others who are in need. They will also need to display sensitivity toward people in all life stages.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	16+	Not Required	Twice a month or as needs arise	Minimum of two persons must go to any in-person visit

Celebrate Recovery Meal Event

A volunteer is needed to assist with making/setting up for dinner once a month for our Celebrate Recovery Group.

Membership	Minimum Age	Background Check	Time Commitment
Required	21+	Required	Once a month on Tuesday from 3-7

Event Childcare Coordinator

An event childcare coordinator assists in planning and facilitating childcare for an event within the Adult Ministries of Heritage Baptist Church. An average event includes 20-30 children and requires 7-10 care providers. These events most often happen around lunchtime, especially on Sunday afternoons.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Required	Quarterly

Event Meal Helper

An event meal helper helps in preparing and serving a meal for an event within the Adult Ministries of Heritage Baptist Church. An average event will have 30-75 adults in attendance, and mostly happens around lunchtime, especially on Sunday afternoons.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Not Required	As needed	Food service experience preferred

Griefshare Helper

A GriefShare Helper will assist with setting up the room, prepping coffee and snacks, greeting attendees, and helping with clean up.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	25+	Not Required	Saturday Mornings, twice a year for 15 weeks	Needs to have participated in a previous GS group

Member Care Team

This person needs to have a caring, nurturing spirit. They will minister to others by encouraging people in our congregation through cards, phone calls, nursing home visits, hospital visits, and other person-to-person meetings.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	Adult; children may accompany parents	Not Required	As needs arise	Pastoral Interview. Minimum of two persons must go to any in-person visit

Men's Ministry Team Member

A Men's Ministry Team Member helps to promote the vision of the Men's Ministry of Heritage by developing events that help men to abide in Christ, lead their families, pursue biblical community, and embrace the mission of God. Team members assist with hospitality, event meals, logistics, etc.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	Varies

Sunday Morning Coffee Crew

Coffee Crew volunteers will make coffee for the DC classes on Sunday mornings. There are 4 types of thermoses: Hot water, Decaf Coffee, regular Coffee and Strong Coffee. We need 20 volunteers and there will be two choices of times to volunteer: 7:45 am and 11:45 am. The 7:45 volunteers will prepare the coffee for all of the DC classes, while the 11:45 volunteers will help clean up. There will be a list of classes and how many of each thermos they need.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	Weekly or every other week

Women's Childcare Worker

Women needed to provide childcare during Bible study. The volunteer would be working under the direction of a childcare coordinator.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	12+	Required	8-10 weeks in the spring and fall semester on Tuesday mornings

Heritage Kids

AWANA Director

This is a Wednesday night weekly commitment from 6:45 to 8:00 starting in August and going through May. The director teaches the room and leads a group of volunteer small group leaders as they work with kids during handbook time, small group discussion, etc.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+ but 24+ preferred	Required	Weekly

AWANA Small Group Leader

This is a Wednesday night weekly commitment from 6:45 to 8:00 starting in August and going through May. The

small group leader is assigned a group of children for the purpose of discipling them by listening to them quote Bible verses and by encouraging them in their walk with Jesus. They also supervise their children during game time and large group time, helping them to behave appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	11th Grade	Required	Weekly

Elementary Special Needs Buddy

This is a twice-a-month commitment for the 9:00 am or 10:30 am service. A buddy will work with an individual child with special needs in their age-appropriate classroom.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th Grade	Required	Twice a month

Elementary Sunday School Helper (1st-6th Grade)

This is a twice-a-month commitment for the 9:00 am service for one year beginning in August. The helper is responsible for assisting the teacher in the classroom by engaging the children in conversation as they do their seatwork and by helping children behave appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th Grade	Required	Twice a month

Elementary Sunday School Teacher (1st-6th Grade)

This is a twice-a-month commitment for the 9:00 am service for one year beginning in August. The teacher is responsible for discipling children through the teaching of God's Word using the Gospel Project curriculum while maintaining an orderly room.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+, although 24+ is preferred	Required	Twice a month

Elementary Sunday School Sub

The helper is responsible for assisting the teacher in the classroom by engaging the children in conversation as they do their seatwork and by helping children behave appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th Grade	Required	As needed, about twice a month

Global Kids Helpers

This is a Wednesday night weekly commitment from 6:45 to 8:00 starting mid-May and ending mid-August. The helper is responsible for assisting the teacher in the classroom by checking children in, handing out supplies, and helping children behave appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th Grade	Required	Seasonal, Weekly

Global Kids Leader

This is a weekly Wednesday night commitment from 6:30 to 8:00, mid-May through mid-August. A Global Kids

Leader supervises a group of children as they move through teaching and game time stations, assisting with classroom management and building relationship.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th Grade	Required	Seasonal, Weekly

Global Kids Teacher

This is a Wednesday night weekly commitment from 6:45 to 8:00 starting mid-May and ending mid-August. The teacher is responsible for discipling children through the teaching of God's Word using the provided missions curriculum while maintaining an orderly room.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Required	Seasonal, Weekly

Good News Club

GNC is a public after-school program for 2nd through 5th graders that meets for 10 weeks twice a year. A helper oversees a small group as they participate in various activities and assists the children in behaving appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th Grade	Required	Seasonal, Weekly

Kids' Worship (1st-4th Grade) Bathroom Monitor

Monitors the bathrooms in the Gym during Blast Zone. Must be female.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Required	Twice a month

Kids' Worship (1st-4th Grade) Check-In

Available to answer questions and assist parents at check-in; help visitors with computer check-in. Only needed 15 minutes before and 15 minutes after the start of service.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	11th grade	Required	Twice a month

Kids' Worship (1st-4th Grade) Small Group Leader

This is a twice-a-month commitment for the 10:30 am service for one year beginning in August. The small group leader is assigned a group of children by grade for the purpose of discipling the children by reinforcing the main lesson through facilitated discussion. They also assist during the large group time by sitting among the children and encouraging them to participate, listen, and behave appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th Grade	Required	Twice a month

Kids' Worship Small Group Leader Sub

The small group leader is assigned a group of children by grade for the purpose of discipling the children by reinforcing the main lesson through facilitated discussion. They also assist during the large group time by sitting among the children and encouraging them to participate, listen, and behave appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th Grade	Required	As needed, about once every two months

Nursery Care Leader

This person will be responsible for overseeing a nursery classroom, communicating with parents at drop-off, helping provide a nurturing environment, caring for and/or playing with children, administering snacks, and changing diapers.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Required	Twice a month	Must be female

Nursery Caregiver - Sunday

Helps provide a nurturing environment, cares for and/or plays with children, administers snacks, and changes diapers.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th grade	Required	Twice a month

Nursery Caregiver - Wednesday

Helps provide a nurturing environment, cares for and/or plays with children, administers snacks, and changes diapers.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th grade	Required	Weekly

Nursery Check-In

Available to answer questions and assist parents at check-in; help visitors with computer check-in. Only needed 15 minutes before and 15 minutes after the start of service.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	11th grade	Required	Twice a month

Nursery Sub

Help to provide a nurturing environment, care for and/or play with children, administer snacks, and change diapers.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th grade	Required	As needed, about once every two months

Nursery Supervisor

This person oversees volunteer check-in, is the point of contact for teachers and volunteers during service, communicates with parents as needed, and reports to Kids Ministry staff.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
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Not Required	18+, although 24+ is preferred	Required	Twice a month	Medical background preferred, though not required.
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Preschool Bathroom Monitor

Takes children from the classrooms to the bathroom when needed.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Required	1-2x a month	Must be a female

Preschool Check-in

Available to answer questions and assist parents at check-in. Help visitors with computer check-in. Only needed 15 minutes before and 15 minutes after the start of service.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	11th grade	Required	Twice a month

Preschool Helper

Assists the teacher in making sure the children stay on task during lessons, song time, snack time, etc. Helps provide a nurturing environment where children can learn more about Jesus.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	Twice a month

Preschool Special Needs Buddy

This is a twice-a-month commitment for the 9:00 am or 10:30 am service. A buddy will work with an individual child with special needs in their age-appropriate classroom.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	9th Grade	Required	Twice a month

Preschool Song Leader

Lead songs for kids ages 2-5, rotating through different classrooms. The Song Leader will sing a capella or accompany themselves with an instrument. A selection of songs and music will be provided. *Position listed under Worship Ministry on Volunteer Form

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	1-2x a month

Preschool Sub

An on-call helper to fill in when needed. Will assist the teacher in making sure the children stay on task during lessons, song time, snack time, etc. Helps provide a nurturing environment where children can learn more about Jesus.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	As needed, about once every two months

Preschool Supervisor

Oversees volunteer check-in. Is the point of contact for teachers and volunteers during service. Communicates with parents as needed. Reports to Kids Ministry staff.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+, although 24+ is preferred	Required	Twice a month	Medical background preferred, though not required.

Preschool Teacher

Leads the classroom and provides a nurturing environment. Communicates with parents at drop-off. Teaches lessons (curriculum provided). Oversees song time, snack time, craft time, etc.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Required	Twice a month

Rejoice Worship Arts Ministry Helper

This is the singing ministry for 1st-6th graders who take part in community activities and a musical in the Spring. Rehearsals are typically on Sunday afternoon. Duties will depend on both the commitment level available and the skill set needed to help develop the children as singers and actors.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th Grade	Required	Seasonal, Weekly

Team 56 (5th-6th Grade) Small Group Leader

This is a twice-a-month commitment for the 10:30 am service for one year beginning in August. The small group leader is assigned a group of 5th or 6th graders the purpose of discipling the children by reinforcing the main lesson through facilitated discussion. They also assist during the large group time by sitting among the children and encouraging them to participate, listen, and behave appropriately.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	11th Grade	Required	Twice a month

Communications Ministry

Creative Team

A team of creatives that work on projects for displaying Truth through the arts on an as-needed basis. The different positions for the Creative Team are videography, photography, graphic design, audio production, acting/fine arts, or writing.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	None	Not Required	As Needed

Social Media Ministry

The Communications Team is looking for someone experienced and interested in helping with our social media content. We currently use Facebook, Instagram, X, TikTok, and YouTube. This role would involve creating

content for various platforms. This role would also help with gathering photos and videos from Sundays and other activities on campus and posting them.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	As Needed

Connections Ministry

Children's Check-In Desk

This person serves at the Children's Check-In Desk for 30 minutes before the first service then again for 30 minutes between the services. This person will check in and direct kids and their families to their respective classrooms. This person will also be equipped to answer questions relating to Kids Ministry programming such as Blast Zone and Team 56.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	21+	Not Required	Twice a month

Communion Element Distributor

This person serves by passing out prepackaged communion elements to those who gather for worship on Sunday morning. We partake in communion approximately once a month. This person will distribute elements from 8:30-9:15 and 10:15-10:45 on Sunday mornings and during special services, such as Christmas Eve or Good Friday. It is important that this person be able to arrive on Sunday mornings at 8:15 am to receive instructions for element distribution.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	16+	Not Required	Once a month and for special services

Connect Center Team

This person serves on Sundays at the Connect Center for 30 minutes between the services then again after the second service for approximately 30 more minutes. This person will be familiar with this Volunteer Job Description Catalog and the volunteer form in order to guide those desiring to volunteer based on their availabilities, passions, giftings, and skills. You will also help connect to a DC, help register for New Connections, connect to stewardship resources, etc. The objective is to help those who have questions &/or prefer to sign up at HBC rather than at home.

Membership	Minimum Age	Background Check	Time Commitment
Required	21+	Not Required	Twice a month

Greeter Team

These team members will provide a very friendly, welcoming, and helpful face to ALL who are entering our church, especially looking to help those who are here for the first time. Most responsibilities require serving 8:30-9:15 and 10:15-10:45 on Sunday mornings. These servants make a positive, long-lasting first impression of which we have many stories of recent and decades ago.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	1-2x per month

Greeter Team Leader

This person sets the tone coordinating and overseeing the hospitality ministry of the door and hallway greeters as well as the Welcome Centers. This person will lead the team one Sunday per month from 8:15-noon and are typically able to experience portions of their own DC and the Worship Service.

Membership	Minimum Age	Background Check	Time Commitment
Required	Any	Not Required	Once a month

Membership Class Photographer

This person will use their smartphone to take individual photos of Membership Class attendees for the church database. Your smiling face will capture the smiling faces of those who are attending the class and considering Heritage membership. This class is typically provided 4 Sunday afternoons each year.

Membership	Minimum Age	Background Check	Time Commitment
Required	18+	Not Required	4 times a year

Membership Class Welcome Team

This person will be a part of the team that provides check-in, meal set-up (don't need to cook), and generally facilitate the logistics during the Membership Classes. You will help provide a very warm welcome environment to those who are attending the class and considering Heritage membership. This class is typically provided 4 Sunday afternoons each year.

Membership	Minimum Age	Background Check	Time Commitment
Required	18+	Not Required	4 times a year

Parking Team

Parking Team members are the first to welcome people onto our campus and into our community. Beyond being on the frontlines for hospitality, our Parking Team helps provide a safe and smooth entry and parking experience for every attendee. Rain provides a wonderful opportunity to bless as we greet at the car with an umbrella that will then be left at the entrance door. You will serve from 15 minutes before to 15 minutes after the beginning of each service. Each day you work, you have 3 brief shifts: 8:30-9:15, 10:15-10:45, & 11:30-12:00.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	None	Not Required	Twice a month

Parking Team Coordinator

This person would plan and coordinate the parking team each week during the service for which they are responsible. This person will lead the team one Sunday per month and serve starting 30 minutes before the service begins. This person will notify us of their interest in the position, and selections will be made from the larger Parking Team.

Membership	Minimum Age	Background Check	Time Commitment
Required	25+	Not Required	Weekly; one service

Parking Team Coordinator Assistant

This person would help plan and organize the parking team each week during the service for which they are responsible. This person will help lead the team one Sunday per month and serve starting 30 minutes before the service begins. This person will notify us of their interest in the position, and selections will be made from the

larger Parking Team.

Membership	Minimum Age	Background Check	Time Commitment
Required	25+	Not Required	Weekly; one service

Stewardship Class Facilitator

This individual will be selected from those already serving on the Stewardship Ministry Team. This person will be passionate about helping others in the area of stewardship of personal finances and will emcee the class with provided curriculum and video. These classes are currently being developed.

Membership	Minimum Age	Background Check	Time Commitment
Required	25+	Not Required	When classes happen

Stewardship Coach

These individuals will be selected from those already serving on the Stewardship Ministry Team. Individuals will have a passion for coming alongside others to coach them in the stewardship of personal financial resources. This will include helping them: to fully understand their role as a steward, to establish and use a spending plan, to move toward debt management/elimination, etc. Note that this is not an opportunity to sell one's own product or services.

Membership	Minimum Age	Background Check	Time Commitment
Required	25+	Not Required	As needed

Stewardship Ministry Team Member

These spiritually mature individuals will have a passion to teach and help others in the areas of generosity and stewardship of personal financial resources. This ministry area is currently being built, and the team members will be used according to their giftings and skill set. This may involve numerous ministry opportunities, from class logistics/hospitality to table leader to personal financial coaching. Note that this is not an opportunity to sell one's own product or services.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	25+	Not Required	As needed

Usher

This person will serve those attending worship by offering a friendly greeting and helping them find a seat in the Worship Center while minimizing the distraction for those who are currently worshipping. Ushers are friendly, knowledgeable, and always willing to "go the extra mile" (Matthew 5:41). They will start serving 20 minutes before the beginning of the service serving until about 20 minutes into the service.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	13+ (male or female)	Not Required	2+ services per month

Usher Coordinator

This person coordinates and oversees the ushers. This person will plan and coordinate the usher effort for the service for which they are responsible, starting 30 minutes prior to their service. Please indicate on the volunteer form if interested in this position; note that selections will be made from the larger Usher Team that has indicated an interest in this position.

Membership	Minimum Age	Background Check	Time Commitment
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Required	25+	Not Required	1 service weekly
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English as a Second Language (ESL) Teams

ESL Team

Join our team, who provides classes for English as a second language to men and women of different nationalities. We are looking for people who can follow the curriculum and patiently work with English learners. Classes are held at HBC Tuesdays and Thursdays from 6:30-8:00 pm . We are also looking for people willing to do small group in-home tutoring with some of the students in the mornings.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Required	Weekly or biweekly	ESL training/experience/certification is helpful but not required.

ESL Team for Elementary Children

Join our team, who provides classes for English as a second language to men and women of different nationalities. We are looking for people who can follow the curriculum and patiently work with English learners. Classes are held at HBC Tuesdays and Thursdays from 6:30-8:00 pm.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Required	Weekly or biweekly	ESL training/experience/certification is helpful but not required.

ESL Team for Nursery and Preschool Children

Care for the little ones and help them learn English just by speaking to them! This class happens at the same time as our adult and older children's ESL classes.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Required	Weekly or biweekly	ESL training/experience/certification is helpful but not required.

ESL Welcoming Network

We are looking for Heritage Members who have connections to the local community that would benefit individuals who are new to Lynchburg. This could be landlords, realtors, employers, or people willing to come alongside new families to assist with everyday tasks.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Required	Weekly or as needs arise	Being empathetic and warm friends to these families!

Van Drivers for ESL

ESL classes are being held at HBC every Tuesday and Thursday evening from 6:30-8:00 for immigrants and refugees in Lynchburg. We need drivers who can arrive at 5:45 to take a 16 passenger van on a set route

downtown to pick up students. When class ends the driver would need to take the families home as well.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	25+	Required	Weekly or biweekly	Valid Driver's License

Facilities

HBC Exterior Campus Maintenance

Help maintain and spruce up the exterior property of the HBC campus! Tools are provided!

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+ unless an adult is present	Not Required	Varies/Flexible!

Global House Exterior

Help maintain and spruce up the exterior property of the Global Houses. Tools are provided!

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+ unless an adult is present	Not Required	Monthly or as you are able!

Global House Gardening

Take ownership of a designated garden area or flower bed near the Global Houses! This role involves providing consistent care, including regular watering, weeding, and seasonal maintenance, to help your adopted bed thrive and maintain aesthetic beauty throughout the growing season.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+ unless an adult is present	Not Required	Varies/Flexible!

IT Volunteer- Tier 1

Behind every reliable network is a tangled cable someone had to figure out first. This role would assist with hands-on IT infrastructure and cabling projects. Responsibilities may include tracing and pulling network cable, organizing and labeling cabling, terminating and splicing RJ45 connectors, assisting with basic fiber installation tasks, supporting general network hardware setup, organizing equipment, and assisting with the wiping and disposal of retired hardware.

Membership	Minimum Age	Background Check	Time Commitment
Required	21+	Required	As needed

IT Volunteer- Tier 2

Not all heroes wear capes – some just know why the printer won't listen to you anymore. This role would require prior network experience to assist with the network administration, infrastructure support, and advanced troubleshooting tasks. Responsibilities may include working within UniFi environments, assisting with basic switch configuration, managing VLANs, supporting IP addressing and subnet organization within /22 and /23 networks, troubleshooting connectivity and telephony issues, and helping maintain overall network performance and organization.

Membership	Minimum Age	Background Check	Time Commitment
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Required	21+	Required	As needed
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Landscaping and Pruning

Help maintain the health and appearance of shrubs and trees on campus by volunteering to trim and prune. Tools are provided!

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+ unless an adult is present	Not Required	Seasonal & Flexible

Main Building Gardening

Take ownership of a designated garden area or flower bed near the main building! This role involves providing consistent care, including regular watering, weeding, and seasonal maintenance, to help your adopted bed thrive and maintain aesthetic beauty throughout the growing season.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	12+ unless an adult is present	Not Required	

Medical Team Volunteer

Join our on-call team that utilizes the skills of medical professionals (Nurses, Doctors, EMTs, Paramedics, etc.) to provide immediate first aid and emergency stabilization in the event of a medical incident during regular church services. In case of an emergency you will be notified along with other members of the medical and safety team on Signal.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	21+	Not Required	As Needed	Formal Medical Training, Current CPR and First-Aid Certification

Room Reset

Help prepare our most active ministry areas for their next use! By assisting with basic room resets, you drastically reduce transition time, empowering our paid staff to focus on essential facility cleaning. It's a simple way to make a big impact on our weekly ministries! This is a great opportunity to serve joyfully and build relationships with our young adults on staff.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+	Not Required	After Wednesday Night Activities (8:00pm-8:45pm) Other opportunities available

Safety Camera Monitor

The safety camera monitor ensures the safety of our children by monitoring the security footage of the children's areas and alerting the proper authorities if there is a problem. This person is not a first responder but rather an observer/informer.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Required	1 service (Sunday or	General Computer

			Wednesday)/month	Literacy
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Safety Rover

We are looking for dedicated ladies and gentlemen to play a crucial role in keeping our community safe. By patrolling designated areas and remaining observant, you serve as our "eyes and ears"—identifying potential issues and alerting the right people. While not a first responder, your presence provides peace of mind as you stay ready to connect others with the appropriate support whenever needed.

Membership	Minimum Age	Background Check	Time Commitment
Required	18+	Required	Once a month

Skilled Trade Volunteer

Have a skill you are interested in serving the Lord with at Heritage? Let us know what it is and we will help you get connected when a need arises!

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+ unless an adult is present	Not required	Varies/Flexible

Toy Cleaning

Help gather and bulk clean Preschool and Nursery Toys.

A perfect opportunity for those who enjoy a behind-the-scenes task that directly supports the children of HBC!

Membership	Minimum Age	Background Check	Time Commitment
Not Required	12+ unless an adult is present	Not required	Bi-weekly/Once a month

Thursday Handyman Crew

Looking for individuals of all ages and walks of life to help with basic repairs (installing, fixing, building) while living life among others. Come share your skills, learn new ones, and enjoy great fellowship while improving our facilities.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	14+ unless an adult is present	Not Required	Thursday Mornings 9am-12pm (come as you are able)

Vehicle Mechanic

Do you have the magic touch? Do you want nothing more than to look under the hood? Are cars a way of life and not just a comfy horse? We need an experienced individual who loves oil changes and timing belts. Our small fleet of vehicles could be your wonderland as you keep them in tip-top shape and support our ministry and Global Workers.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	Any	Not Required	3 hours a month	Vehicle maintenance skills

General Office & Church Tasks

Christmas Decorating Team

Come help decorate the dozen Christmas trees around the church and get our facility ready for the Holidays! If you enjoy decorating, uniformity, and don't mind climbing on a ladder, please come help!

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	Monday after Thanksgiving and the first Monday after New Years

Event Meal Team

If you enjoy serving people through a meal, we have a wide range of opportunities! All of our ministries host different meal events throughout the year. Some opportunities include preparing lunches for our seniors (Lydia, YAH), ministry training meals, staff gatherings, New Connections, and many more. Events vary from day to evening, weekday or weekend. We are looking for people to help prep, decorate, serve, clean, or even coordinate meals.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	16+	Not Required	Varies per event

Library Assistant

This person would assist the librarians in organizing books, watching over the library, and other special projects.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	Sunday mornings between services

Global Ministries

Disciple-Making Team

Disciple-Making Teams (DMTs) are a 10-week training focused on glorifying God by developing healthy disciple-making rhythms in a community to catalyze long-term discipleship efforts in Lynchburg and among the nations. *To apply for DMTs, go [here](#)*

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	8 hours a week for 10 weeks

FISH with Global Worker or Mobilizer

FISH is an evangelistic acronym: Find, Interest, Share, and Help. Our global workers and mobilizers would love for others to join them in their evangelistic efforts to see God's Kingdom expand in Lynchburg. They would be happy to model for and coach those who hope to grow in this discipline.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	1 hour

Global Care Team

Global Care Teams exist to serve alongside the Global Ministries Pastor and Team to provide critical support for our Global Workers as Gospel partners.

Membership	Minimum Age	Background Check	Time Commitment
Required	18+	Not Required	Daily commitment to pray; meet once quarterly to pray corporately.

Global Ministries Connect Table

We need volunteers who are heavily involved and bought into the vision and values of the Global Ministries Office to be a point of contact to the congregation on Sundays to answer any questions members or visitors may have in regard to Global Ministries.

Membership	Minimum Age	Background Check	Time Commitment
Required	18+	Not Required	3 hours as needed

Global Ministries Large Event Helper

Various times throughout the year, the Global Ministries office will host large receptions. We could use help prepping, organizing, and cleaning up for these special events.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	12+	Not Required	4 hours as needed

Global Ministries Small Event Helper

Various times throughout the year, the Global Ministries office will host breakfasts, luncheons, or dinners for either global workers or the support teams we have for the global workers. We could use help prepping, organizing, and cleaning up for these meetings.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	12+	Not Required	3 hours as needed	Food service experience preferred

Global Ministries Office Volunteer

Two regular volunteers are needed to help with ongoing administrative tasks in the Global Ministries office; regular office tasks include creating and editing documents and spreadsheets, desktop publishing, and other office assistance to the Global Ministries Team. Need experience in Word, Excel.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	18+	Required	2-4 hours a week	Experience in Word, Excel. Plus, a high sense of confidentiality.

Graphic Design Office Help

We need a volunteer skilled in Graphic Design who can help the Global Ministries office with various graphic design projects that arise.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	Any	Not Required	2+ hours as needed	Graphic Design skills

Help with Harvest Prayer Requests

Volunteer needed to assist with preparing weekly Harvest Prayer sheets, including corresponding with global workers.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	Any	Not Required	2 hours a week	Writing ability; confidentiality; secure email address

Host Global Worker for a meal

When our global workers are in town, they love connecting with members of Heritage. It would be a blessing to them if you invited them into their home and you got to know one another. We have a sign-up list for those interested in hosting a meal, and we will connect you with global workers when they are in town.

Membership	Minimum Age	Background Check	Time Commitment
Required	18+	Not Required	2 hours as needed

IT Office Help

GM Office has various meetings or conferences where a volunteer with AV tech experience would be a huge help.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	18+	Not Required	2+ hours as needed	Experience with Google Drive and Zoom

Pathway to the Nations

The purpose of the Pathway to the Nations is to develop and equip long-term goers who love the gospel and are making reproducing disciples. Our desire is that those in the Pathway will know and love Jesus more so that they might be unleashed to proclaim Jesus' Good News and to see His Church planted throughout the world.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	18+	Required	2-3 years	By invite only; click here for more information

Short-Term Ministry Trip Displays

For every Short-Term Ministry Trip that is taken through Heritage, we like to create a wall display to have throughout the building. This includes: Designing the layout of multiple canvas displays, designing individual canvases, interacting with STMT leaders to summarize the trip and input photos, coordinating with facilities, and communicating with various retailers to order and print canvases.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	Any	Not Required	1-2 weeks as needed	Interior/graphic design knowledge; administrative skill; attention to detail

Short-Term Ministry Trip Participant

Heritage plans multiple STMTs to visit our global workers. This is to join them in their ministry, encourage them, and allow our members to be exposed to the work that our global workers are doing. We encourage all of our members to go on multiple STMTs. *Not all who apply will be approved, depending on team size* To apply for a

STMT, go [here](#).

Membership	Minimum Age	Background Check	Time Commitment
Not Required	16+	Required	6-8 weeks training and prep, plus 10-14 day trip

Temporary Global Worker Host

Occasionally, the global worker houses are filled up, and the GM Office seeks other means of housing for workers. Preferred options would be a separate, furnished apartment such as a mother-in-law suite or basement apartment with external access.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	Any	Not Required	Varies as needed	Unoccupied, furnished housing; preferably with a private entrance

Transit Team

When a global worker or member of Heritage travels for Global Ministries, they typically depart from D.C. Having volunteers to drive them to/from the airport is a great blessing and could also help save money in parking fees.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	25+	Not Required	8 hours to/from IAD as needed	Safe and confident driver; flexible schedule

GraceFull Fitness

GraceFull Fitness Support

Responsibilities would include leading other ladies in choreographed fitness routines and serving on a rotation with other leaders. This could also include being on rotation to share a devotional, greeting and following up with visitors, helping with social media, helping set up, etc. Classes are at HBC on Mondays 6:00 pm-8:00 pm.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Required	18+	Not Required	Weekly	Women only

Fitness Leader

Responsibilities would include leading other ladies in REFIT routines and serving on a rotation with other leaders. Classes are at HBC on Mondays 6:00 pm-8:00 pm.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	18+	Not Required	Weekly	Women only

Production (TechOps) Ministry

A2 Tech Assistant

The A2 Tech Assistant assists the audio operator with any needs he may have. Assistants are scheduled for both

worship services on those weeks.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	10th Grade	Required	1-2 times a month

Camera Operator

Camera operators must meet in the video lobby 20 minutes before the service they are scheduled for starts. No experience is required; training and instruction are provided.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	1-2 times a month

ProPresenter Operator

The ProPresenter operator controls the display of lyrics and graphic content that appears on the screens in the worship center. Operators must be ready for rehearsal at 7:30 am and are scheduled for both worship services. No experience is required; training and instruction are provided.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	10th Grade	Required	1-2 times a month

TechOps Blast Zone

ProPresenter Operator & Audio Operators for BlastZone need to set up the tech cart (audio & screens) and be ready to run a sound check with the band by 8:15 am, then return at 10:15 am for BlastZone at 10:30.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th Grade	Required	Twice a month

TechOps Converge

Converge TechOps takes ownership of all of the technical needs of the Converge Sunday meeting. This includes setting up, running, and tearing down microphones, ProPresenter, sound, and video equipment.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	Twice a month

TechOps Student Ministries

The ProPresenter operator controls the display of lyrics and graphic content that appears on the screens in the Youth Rooms. Operators are scheduled for service and rehearsal. No experience is required; training and instruction are provided.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th Grade	Required	1-2 times a month

TechOps Team 56

Screen Technicians needed at 10:30 am to run slides for worship and teaching with sound checks at 10:15 am.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th Grade	Required	Twice a month

Student Ministries

Bus (CDL Certified) Drivers

A driver to transport teens and adults throughout the year for our various events and camps.

Membership	Minimum Age	Background Check	Time Commitment	Other Requirements
Not Required	25+	Not Required	Event-Based	CDL (Class B) Certified

Food Team Helper

This team consists of planning/coordinating a menu with Elizabeth for monthly snack nights and other youth events, as well as staging food and cleanup.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	Monthly, plus special events

Photographer/Videographer

An experienced photographer and videographer to capture moments on Wednesday nights and throughout the week. This will include taking photos, developing videos, and coordinating with Elizabeth for social media purposes.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	Weekly

Small-Group Leader

Someone involved in the ongoing process of discipleship and development of teens throughout the course of the week and the year.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Required	Weekly

Snack Night Helper

This volunteer will help run snack night the first Wednesday of every month. This position will involve serving and preparing snacks for small groups.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	Monthly

Student Information Desk Volunteer

Handling general questions at the Info Center on Wednesday nights while also engaging visitors by connecting them with the appropriate persons. Work in conjunction with greeters.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	18+	Not Required	Weekly

Worship Ministries

Blast Zone (1st & 2nd) Song Leader

1-2x a month commitment. Lead a 15-minute worship set for our 1st and 2nd graders in the Junior High Room at 10:50 am on Sunday mornings. The Song Leader is welcome to sing a capella or play a guitar/piano. A selection of songs and music will be provided.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Required	1-2x a month

Blast Zone (3rd & 4th) Worship Team

This is a twice-a-month commitment for the 10:30 am service, at 11:10 am to 11:25 am, for one year beginning in August. Team members lead vocally or from an instrument (Piano, Acoustic Guitar or Cajon) from the Gym stage and engage the children by example. Sunday morning rehearsal at 8:00 am.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Required	2x a month

Orchestra (Brass, Winds, & Percussion)

The orchestra is a group of musicians with moderate to advanced level skills. The ensemble is made up of saxophone, bassoon, clarinet, flute, french horn, harp, oboe, percussion, trombone, trumpet, and tuba and leads in worship approximately once per month and occasionally at special events. Rehearsals take place on Wednesday nights and Sunday mornings.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	As needed

Preschool Song Leader

Lead songs for kids ages 2-5, rotating through different classrooms. The Song Leader will sing a capella or with a guitar. A selection of songs and music will be provided.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	1-2x per month

String Sectional

The String Sectional is an auditioned and interviewed group of string players with moderate to advanced level skills. The ensemble is made up of cello, bass, viola, and violin and leads in worship approximately twice per month and occasionally at special events. Rehearsals take place on Wednesday nights and Sunday mornings.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	As needed

Student Worship - Band

Available to those in 7th grade and above; depending on availability, some positions students can grow into. Other positions require an intermediate skill level or above.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	1-2x per month

Student Worship - Vocals

Available to those in 7th grade and above; based on availability. Able to sing harmony and comfortable with singing in front of others.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	1-2x per month

Team 56 Worship Leader

Available at 10:30 am to lead 5th & 6th graders in worship in the Senior High room. Leading vocally from Piano or Acoustic Guitar. Sound checks at 10:15 am.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	7th grade	Required	1-2x per month

Wednesday Night Gathering Worship Leader

During The Gathering, a Worship Leader is needed to lead a song during the service. Wednesdays at 6:15 pm sound check for the 6:45 pm service in the Chapel.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	1-2x per month

Worship Band

The Worship Band is an auditioned and interviewed group of players with moderate to advanced-level skills. The ensemble is made up of piano, keys, bass guitar, drums, acoustic guitar, and electric guitar, and leads in worship during the main services each Sunday and at special events. Rehearsals take place on Wednesday nights and Sunday mornings.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	As needed

Worship Choir

This is the starting place for all vocalists who desire to be a part of the Worship Ministry at Heritage. The Worship Choir rehearses on Wednesday evenings from August through May and currently leads worship in the morning services twice each month. No audition is required.

Membership	Minimum Age	Background Check	Time Commitment
Not Required	Any	Not Required	Weekly