

LIFE SAFETY

WHAT IS A CULTURE GUIDE?

At Victory Church, we know that culture either happens by design or by default. Rather than allowing our feelings, upbringings, past experiences, or standards of society to take the lead, our goal is to intentionally create a culture that glorifies God.

Culture Guides are intended to do 2 primary things:

1. Give members the information needed to *finalize* their serving team decision.
2. Serve *as the onboarding*, providing all the information and guidance for how the team operates.

C.H.E.C.K. VALUES & GUIDING PRINCIPLES

COURAGEOUS:

We follow Jesus into the unknown, walking by faith and not by sight, no matter what it costs us.

- We Get Out of the Boat
- We Lead Ourselves

HUMBLE:

We are not led by title. We lead with open hands, always seeking to serve others.

- We Use Our Titles as Towels
- We Fail Forward

EMPOWERING:

We make disciples who make disciples: Equip, empower, and send!

- We Are Gold Miners
- We Hand Over the Keys

CONNECTED:

We stroll through the crowd; we seek to know people and walk alongside them through life.

- We Smell Like the Sheep
- We Pull on the Same Rope

KIND:

People know we are disciples of Jesus by the way we love others.

- We Are Tigger, Not Eeyore
- We Live by the Golden Rule

TEAM POSITIONS

- **Ministry Lead:** provides oversight for an entire ministry for a campus or for Victory Church
- **Coordinator:** leads/supports a group of coaches and/or oversees a specific component of ministry
- **Coach:** leads/supports a group of leaders
- **Team Leader:** leads/supports a group of team members or a small group
- **Team Member:** (replaces the term “volunteer”); usually an individual contributor to a ministry team

OPPORTUNITIES TO SERVE & GROW

Within Life Safety Ministry (LSM), there are three teams with differing roles and leadership opportunities! Each team serves a unique function but carries the same heart of preparing for, looking for, and caring for the “one”, with an overarching focus on protecting the “body.” Below is a list of the Life Safety Ministry teams, a brief explanation of their function, and other information you may need to know:

Health & Wellness (Medical) – Provides professional medical assistance in an emergency or advisory capacity.

- *All campuses*
- *Must be a Georgia licensed or certified professional and actively working or practicing in the medical field in the state of Georgia.*
- *Background check required*

Security Team Member – Participates in and/or assists with de-escalating crisis conditions.

- *All campuses*
- *Ages: 21+*
- *Vetted / trained*
- *Background check required*

Principal Protection Team (a.k.a. PPT) – Escorts and provides specialized security to senior pastors, designated principals, VIPs, and special guests.

- *All campuses*
- *Ages: 21+*

- *Note: These positions are held by proven, senior security team members.*
- *Higher level of training*
- *Background check required*

OUR MINISTRY GOAL

To foster a memorable and respectful worship experience for each individual, member or guest, while maintaining a safe and friendly environment for all people.

As members of Life Safety Ministries, we believe that we must be the example of the guidelines of acceptable behavior we expect from others. The code we live by is highly focused on four principles:

- **Character:** We preserve character by refraining from actions that will cause our character to come into question.
- **Composure:** We focus on maintaining composure in crisis. It is our goal to be the calm in the storm.
- **Control:** We take control in crisis, understanding our limitations. We control what we can and rely on the power of God to do the rest.
- **Compassion:** We lead with compassion, always accounting for grace, understanding, and forgiveness.

GUIDELINES & COMMITMENTS

Time Commitments:

Weekends: Life Safety team members serve at weekend services for at least two of the three services **every other week**. Arrival times may vary based on a team members' availability. A formal greeting, briefing, and prayer time is held every Sunday at 8:00 am. It is crucial that team members obtain the latest serving information regardless of their arrival time.

Trainings: During the year, trainings/refreshers are scheduled for the global and local Life Safety teams. It is important that our teams bond and share information during these times. We ask team members to make every effort to attend.

Other Opportunities: Every event that takes place on a Victory campus requires a security/safety component. During special events we will often request the assistance of our team members. Although they are strictly voluntary, our leaders generally rise

through their extra volunteer efforts. These events also provide team members with firsthand information about other groups and ministries within Victory.

Scheduling: Life Safety Ministry uses an online tool called Planning Center Online (PCO) for ministry scheduling. Planning Center can send messages to your email inbox and/or text your phone number if you prefer, but it will require that you use either its phone app or website to confirm the schedule request or to communicate any scheduling conflicts. Planning Center is expected to be used by all Life Safety team members. It is not complicated, and we will assist you until you are comfortable using it. Alternatively, communication is done through GroupMe. It will require the use of the GroupMe app. Although we are in the process of phasing out the use of GroupMe, it remains a reliable tool for group conversations.

Communication is a must from all involved. Exchange numbers, confirm email addresses, and ask any questions you can think of about scheduling via Planning Center and GroupMe. You will be expected to use the assigned tools to confirm scheduling requests, to let us know something unexpected has come up (like sickness), to block out upcoming dates when you're unavailable, and to communicate any other necessary information – from personal prayer requests to serving related questions. "Communication" starts with "co"... It takes both of us!

Flexibility is a gift from your LSM leaders to you and from you to your LSM leaders. In the Life Safety community, change is constant. Processes change, leadership changes, seasons change. In order to be prepared we must be flexible to adapt to our changing times. Sometimes something additional/different needs to be done on a weekend. Sometimes mistakes are made. Let's maintain relationship and trust one another as we navigate the unexpected things of life together.

Real Relationships: It's our hope that friendships grow as you link arms with others to serve! To encourage real relationships, we foster community where life can be shared and supported – both celebrations and struggles. We also encourage Small Group participation within the ministry or externally.

Physical Contact: As a part of Life Safety, you serve hundreds of people at a time! Please be mindful of appropriate contact with these guests. A good guideline to follow is: high fives, fist bumps, and, when appropriate, a pat on the back or a side hug. If the opportunity presents itself to pray for someone, a hand on a shoulder or holding hands could be appropriate. Any other physical affection or playful physical contact should be avoided while you serve. We will never ask you to use physical contact in a conflict. Training will cover the specifics of our approach to ensure that each member is prepared.

Background Checks are required for all team members in all ministries at Victory (ages 18+). But don't let that stop you! Please have a conversation with us. We love to walk relationally with people and find a way to say "Yes!"

Onboarding and Next Steps: We've got you! Our process begins with an in-person interview. Your campus Life Safety leaders will get to know you, fill you in on all details, and answer any questions you may have to help you determine if the Life Safety Ministry team will be a good fit for you. There you can expect to learn serving expectations, what to wear (and not wear), where to meet, and where to park. We will then connect you to one of our team leaders and introduce you to the scheduling process. On the first two Sundays that you serve, you will be trained and shadow an experienced team member.

FAQs

How often would I be scheduled?

Security team members are asked to serve every other week. Scheduling for the Health & Wellness team members is based on availability because of work schedules. Additional details of "what time" and "how long" can be answered by your team leader.

Could I serve at the same (or different) time as my family?

Yes! Our scheduling tool, Planning Center, has functionality to help households serve the same or different weeks, even if people are on different ministry teams! We will work with you to accommodate your needs.

I have kids. Can I still serve?

Yes! This is a great opportunity to model serving to your children. We'll work with you and will help you know when you can step away to get your kids checked in to their ministry.

What happens if I miss a week I am scheduled?

Communicate, communicate, communicate. If you know in advance that you will be unavailable, please help your leader by blocking out those dates in Planning Center. If there is a conflict on the day of your serving (like waking up sick or with a sick child), communicate with your Team Leader as soon as possible. Any heads up is better than no heads up! And if you forgot and missed the scheduled time, then please communicate anyway. Communication builds relationship and trust.

What's next?

Someone from our ministry will be in touch to schedule an interview. If you, or our team, do not feel like Life Safety is the right fit for you, then we will help you find the right one, even if it means serving in a different ministry. We're here to help!

I still have questions...

Not a problem! Our Life Safety leaders can help guide you or find the answer you need.