

KIDS

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

Victory Kids (VK) is a place where we have the opportunity to engage with kids of all ages and have fun doing various activities! We have many different teams, roles, and leadership opportunities to help us bring life to the ministry and ensure the kids have fun when they are with us! Each team serves a unique function but carries the same heart of preparing for, looking for, and caring for the one while providing fun and entertaining elements for every family.

Below is a list of our Victory Kids teams, a brief explanation of their function, which campuses they serve, and other information you may need to know as you decide which you’d like to try.

Victory Kids Ministries: Age groups vary by campus.

- Nursery
- Preschool
- Elementary

Coach – A seasoned leader who supports the team from outside the classroom.

- *All campuses*
- *Ages: 18+*

Team Lead – A seasoned team member who supports the classroom by welcoming families as they enter the space, delegates responsibilities among the teachers, and teaches the main lesson in a fun and creative way.

- *All campuses*
- *Ages: 18+*

Teacher – Assists Team Lead by interacting with the children through games, owning different parts of the service flow, participating in worship and activities alongside the children, and helping redirect children’s attention during key moments in the service flow.

- *All campuses*
- *Ages: 9+ (ages 9-13 when serving with parent/guardian)*

Support Team – Welcomes families with a smile as they enter our lobbies, assisting them with checking their children into the ministry, registering new families into our system, and guiding them to their child’s classroom while sharing information about our church and ministry, as well as maintaining the safety of our ministry.

- *All campuses*
- *Ages: 9+ (ages 9-13 when serving with parent/guardian)*

Communicator – Team Member who supports the ministry by engaging elementary-aged children in stage games and activities.

- *All campuses*
- *Ages: 16+*

Minister – A seasoned Team Member who teaches the main lesson on the elementary stage in a fun, interactive, and relatable manner.

- *All campuses*
- *Ages: 16+*

Admin Team – Supports the ministry by preparing ministry supplies, assisting with inventory, putting together materials for classrooms and ministry events, and being prepared to help inside the classrooms.

- *Campuses: Norcross*
- *Ages: 16+*

OUR MINISTRY GOAL

Whether they’re brand new or they’ve been a part of Victory for years, every family attending a service is our guest. It’s our joy to welcome them, knowing that an encounter with God is exactly what they need! We build real relationships with God and each other, then together we serve all the families who come to our campuses on the weekends. We ensure the children not only learn about Jesus but have fun while doing so!

Victory Kids Ministry is the place where church and home come together to equip kids in becoming fully committed disciples of Jesus.

Safety – We create a safe environment for families and children.

Learning – We incorporate worship, Bible verses, stories, and activities.

Encouragers – We help bring out the best in every child.

Transition – We assist families with acclimating their children to our ministry space.

GUIDELINES & COMMITMENTS

Time Commitments:

Weekends: Victory Kids team members serve at our weekend services **every other week**. Exact arrival times and length of serving times are unique to each campus, but all teams will have a meeting or connection point during their scheduled time, and all teams' schedules are designed so everyone can attend a service. Team members are to remain at their designated serving spot until the last child has been picked up by a parent/guardian or until they are relieved by another team member or staff.

Trainings: During the year, trainings/refreshers may be scheduled for your team, or even for larger gatherings of all of your campus's Victory Kids teams. We ask that, as these are announced, you make every effort to attend.

Other Opportunities: The two items above are the only required time commitments. Your leader may send out additional opportunities (for example: additional Victory Kids needs for Easter and Christmas services). They are important, but optional. Help as you can when you can.

Scheduling: We use an online tool called Planning Center Online (PCO) for all of our ministry's scheduling. It will communicate to your email inbox, and even your text number if you like, but it will require you to use either its phone app or website to confirm your schedule request or to communicate your upcoming schedule conflicts. Using Planning Center is expected for all Victory Kids team members. But have no fear! It's not complicated, and we will help you until you're comfortable using it on your own.

Communication is a must from all involved. Exchange numbers, confirm email addresses, and ask any questions you can think of about scheduling and Planning Center. 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 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 Victory Kids leaders to you and from you to your VK leaders. Sometimes a process needs to change. Sometimes something additional/different needs to be done on a weekend. Sometimes mistakes are made. Let's maintain relationship and trust 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. Building relationships with your fellow team members will make serving alongside one another even more fun!

Physical Contact: As a part of Victory Kids, you could serve tens of children and team members at a time! Please be mindful of appropriate contact with these people. A good guideline to follow is: high fives, fist bumps, and, when appropriate, a pat on the back or a side hug.

Background Checks are conducted for all team members (ages 18+) in all ministries at Victory. 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 got you! Your campus' Victory Kids leaders can help you discern which team might be a good fit and will help you understand your next steps for that particular team. You can expect to be welcomed, to be well-trained, to be introduced to teammates, and to be provided with necessary details like time expectations, what to wear (and not wear), where to meet, and where to park.

FAQs

How often would I be scheduled?

Every other week. The additional details of "what time" and "how long" will be answered by the leader of the team you're interested in.

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.

I have kids. Can I still serve?

Yes! This is a great opportunity to model serving for 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, please help your leader by blocking out those dates in Planning Center and finding a replacement for yourself. If there's a conflict on the day of your serving (like waking up sick or with a sick kid), 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, please communicate anyway. Communication builds relationship and trust.

I am concerned about having a Background Check.

Please come talk with us! Whether it's concern about what may show up on it, fear of not having necessary documents, or something else, please trust us to walk with you. We can provide guidance, and we can also promise that your personal information will be handled with confidentiality and love by a very small number of necessary staff members.

What's next?

First, if you are unsure of which one of our Victory Kids teams are the right fit for you, our team will help you sort that out! One of our leaders will reach out to you about next steps (i.e. doing a tour of the ministry area you're interested in during an upcoming weekend service). If a team you try doesn't feel like the right fit, we will help you find the right one, even if it means serving in an entirely different ministry. We're here to help!

I still have questions...

Not a problem! Our Victory Kids leaders can help guide you or find the information you need.