

YOUNG ADULTS

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 Victory Young Adults (VYA), there are many different teams, roles, and leadership opportunities! Each team serves a unique function but carries the same heart of being a thriving community of young adults who are fully alive in Christ. Below is a list of our teams and a brief explanation of their function. Each team is represented at each campus. We are a peer-led ministry, so we require that you are between the ages of 18-30 to serve within the ministry.

Serving Teams:

Greeters – Welcome those walking in from the parking lot all the way to their seats.

Connections – Welcome new guests and help current members take their next step. (New Here/One Step)

Café – Continue the sense of connection and hospitality while serving guests beverages before service.

Operations – Arrive early to help set up, and stay a little later to help ensure that our services and events run effectively.

Baptism – Serve those who get baptized during our last service of the month.

Outreach – Minister to people outside of the four walls of the church, within our community, at various times throughout each month.

Social Media – Capture ministry moments throughout the week and share them on different social media platforms.

Events – Create special events throughout the year to celebrate and gather young adults beyond our normal services.

Prayer – Minister to those who need prayer at the end of our services.

Production – The production of our Young Adults services includes the following roles: Camera Operator, Computer Graphics, Lighting Operator, Producer, and Video Director.

Leadership Teams:

Small Group Leaders – These leaders offer greater intentionality in discipling others by leading groups on various days of the week to go deeper into the messages from our Young Adults services.

Team Leaders – These leaders disciple the team members who serve within the Young Adults ministry.

Coaches – These leaders oversee different areas of the Young Adults ministry by discipling Team Leaders and Small Group Leaders while also administratively supporting the ministry behind the scenes.

OUR MINISTRY GOAL

We are the Young Adults ministry of Victory Church.

Vision: We are a thriving community of young adults who are FULLY ALIVE in Christ.

Mission: Our mission is to cultivate purpose driven disciples and resilient leaders who are committed to growth.

Purpose: We believe the life you live and the legacy you leave are shaped by the decisions you make between the ages of 18-30.

GUIDELINES & COMMITMENTS

Team Flow

We are the VYA Crew! Anyone who serves within the Young Adults ministry is a part of the Crew! Each person on the Crew serves twice a month at our Tuesday night services (either 1st / 3rd Tuesdays or 2nd / 4th Tuesdays). Each team has its specific weeks to serve, which you will find out from your Team Leader when you join a team.

Once You Join

After you go through Discover Victory and choose which Young Adults serving team you want to be a part of, your new Team Leader will reach out to you with all the necessary information for you to show up prepared when you serve. On your first day, you will be trained to make sure you are well-equipped in the serving position you are stepping into.

Call Times

When it is your week to serve:

- Prayer – 6:30pm
- All Leader Huddle – 6:45pm
- Check in at One Step
- In serving positions by 7:00pm

Communication: Each person has a Team Leader or Coach who they are required to communicate with if delayed or unable to serve. We ask that you communicate at least 24 hours in advance. If an emergency comes up, please let us know ASAP so we can cover for you! We also believe communication helps build intentionality and strength in community within our Crew, so please be intentional to help support that. "Communication" starts with "co"... It takes both of us!

Wardrobe: There is no specific wardrobe, but we ask that you dress modestly as you are serving others! When it's your week to serve, we have a VYA Crew lanyard that we ask you to wear so others can identify you as a leader.

Flexibility is a gift. Sometimes a process needs to change. Sometimes something additional/different needs to be done during a service. 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.

Physical Contact: As a part of Young Adults, you could 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.

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!"

FAQs

Do I have to be between the ages of 18-30 to serve?

Young Adults is a peer-led ministry, so we do ask that those who serve are within the 18-30 age range.

What happens if I miss a week I am scheduled?

Communicate, communicate, communicate. If you know in advance, please reach out to your Team Leader to let him/her know. If there's a conflict on the day your serving day, 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?

One of our leaders will reach out to you about next steps. 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! You can email victoryya@victoryatl.com and we will help you take your next step and answer any questions that you have!