

EVENTS

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

There are many different teams, roles, and leadership opportunities! The Events ministry serves a unique function but carries the same heart of preparing for, looking for, and caring for the one. Below is a brief explanation of each team’s function, which campuses they serve, and other information you may need to know as you decide which you’d like to be a part of.

Conference Activities

- Greeter/Door Holder — Welcome guests as they enter our lobbies and sanctuaries
- Registration/Check-In — Welcome event attendees by getting them checked in and/or registered
- Teardown — Arrive towards the end of the event and help get the space ready for services again
- Food Assistance — Assist with any catering needs, such as food distribution, buffet, helping catering staff, etc.
- Merch — Assist with merch sales, including point-of-sale (POS) system and distribution

Special Weekend or Giveaway Weekend

- Weekends, such as Mother’s Day, Father’s Day, Christmas and Easter often have special elements that require support from the Events team
- Giveaway Prep — the week before, prep giveaways, special treats or special elements
- Photo Booth — taking photos for families at photo backdrops
- General Assistance — on hand for help with any other needs

OUR MINISTRY GOAL

Whether attendees are brand-new or have been a part of Victory for years, we are a team whose mission is to enhance the attendee experience by creating an environment favorable for spiritual transformation to take place. We build real relationships with God and each other, then together we serve all the people who come to our events.

GUIDELINES & COMMITMENTS

Time Commitments: Each event has unique arrival and serving times, but all teams will meet beforehand to review important details.

Scheduling: We notify team members about upcoming events in advance, and use Sign Up Genius to sign up for specific roles and timeframes.

Communication: We primarily use email for event updates, including save-the-dates, sign-up links, and serving instructions, and request that you communicate any changes to your availability.

Flexibility: Flexibility is key for both event leaders and team members, as processes and circumstances may change unexpectedly.

Real Relationships: We encourage meaningful connections through community and use the BAND APP to stay in touch outside of email.

Physical Contact: While serving, maintain appropriate physical contact, such as high fives or side hugs, and avoid excessive affection or playful touches.

Background Checks: All team members (18+) undergo background checks, but we're happy to have a conversation if you have concerns.

Onboarding and Next Steps: Your campus's Events Leaders will guide you through the onboarding process, including training, team introductions, and event details.

FAQs

How often would I be scheduled?

While we do not operate on a bi-weekly rotation, we ask that our team members have the flexibility to serve at the event of their choice.

- ex: "I can serve at the women's conference but, unfortunately, I will be out of town for the event next month. I will be available to serve during the following event."

Note: We kindly require that you serve with us for a minimum of six (6) months so you can serve at multiple events to get an understanding of different roles and expectations.

Do I have to serve all day?

No, we do not require you to serve all day or past the timeframe you select when you sign up via Sign Up Genius. We provide flexibility for our team to allow you to choose if you would like to serve all day at an event or just a particular timeframe.

- *Note: Times will be provided for the event on the Sign Up Genius link so that you know the time expectation in advance.*

I have kids. Can I still serve?

Yes! This is a great opportunity to model serving for your children.

- *Note: Some events that we have do not provide childcare.*

Do I have to serve in one area at every event?

No! What's awesome about serving with Events is that you get the flexibility and freedom to serve in whichever area you would like to during each event.

- *Note: The areas needed will be shared on the Sign Up Genius link.*

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?

We will reach out to you about next steps and some important information for our team to gather in order to get communication sent out to you. If the Events team doesn't feel like the right fit for you, we will help you find the right team, even if it means serving in an entirely different ministry. We're here to help!

I still have questions...

Not a problem! Our Events Leaders can help guide you or find the answer you need.