

SMALL GROUPS

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

In Victory Small Groups, our desire is to help men, women, and married couples of all ages and stages grow in their discipleship journey. There is currently one serving opportunity available to serve within the Small Groups team.

One Step Team Member – serves on the weekend to connect with members of our congregation interested in taking or sharing their One Step. Wherever you are, you can take One Step, and this team helps to connect others to that next step after each weekend service.

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

OUR MINISTRY GOAL

At Victory, our goal is discipleship! We believe that every disciple of Christ is on a lifelong journey of becoming fully mature in Jesus through their head, heart, and hands. Small Groups exist to create spaces through connection and community where we develop into well-rounded disciples who are equipped to grow in our knowledge of God, experience life transformation, and engage in meaningful service and mission.

Discipleship, through connection and community, helps us to become fully alive in Christ and Christ in us. Discipleship is a lifelong, Holy Spirit-led journey of becoming fully mature in Christ through our Head, Heart, and Hands.

GUIDELINES & COMMITMENTS

Time Commitments:

Weekends: One Step Team Members serve at our weekend services every other week. Exact arrival times and length of serving times may be 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.

Trainings: Prior to serving with One Step, ministry training will be provided to prepare you to serve. As additional ministry trainings are made available for team members throughout the year, we ask that you make every effort to attend.

Scheduling: For One Step Team Members, 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 the phone app or website to confirm your schedule request or to communicate your upcoming schedule conflicts. Using Planning Center Online is expected for all One Step 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 phone numbers, confirm email addresses, and ask any questions you can think of as it pertains to serving in your selected capacity. 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!

Real Relationships: It's our hope that friendships grow as you connect with others who you serve alongside or meet in an emerging leaders group! To encourage real relationships, we foster community where life can be shared and supported—both celebrations and struggles.

Physical Contact: As a part of our One Step weekend team, you could serve many people every weekend! Please be mindful of appropriate contact with these guests. A good guideline to follow: 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!"

Onboarding and Next Steps: We've got you! Your campus's Small Groups Leadership team can help you discern if either of these roles might be a good fit and will help you understand your next steps for that particular role. You can expect to be welcomed, well-trained, introduced to teammates and your group leader, and provided with necessary details to help you take your next steps.

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.

What happens if I miss a week of my Small Groups or One Step serving opportunity?

Communicate, communicate, communicate. If you know in advance, please help your leader by blocking out those dates in Planning Center Online or communicating to your group leader that you will be absent. If there is a conflict on the day of your serving (like waking up sick or with a sick kid), communicate with your Team Leader or Group 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, thank you for your interest in serving and helping others grow in their discipleship here at Victory. One of our leaders will reach out to you about next steps (i.e. shadowing a member of the team you're interested in during an upcoming weekend service). If a role 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 Small Groups leadership team can help guide you or find the answer you need.