

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. We are looking for people who feel called to lead groups in their homes.

Apprentice – Supports the group leader in facilitating discussions and group activities

- Builds relationships with group members and helps care for their spiritual growth
- Learns leadership skills through observation, practice, and feedback
- Steps into leadership responsibilities when needed
- Prepares to eventually lead and launch a small group of their own

All campuses

Ages: 18+

OUR MINISTRY GOAL

At Victory, our goal is discipleship! Discipleship, through connection and community, helps us to become fully alive in Christ and Christ in us. At Victory, we define discipleship as a lifelong, Holy Spirit-led journey of becoming fully mature in Christ through our 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.

GUIDELINES & COMMITMENTS

At Victory Church, Small Group Leaders are **disciple-makers**, not just hosts. You create environments where people grow in Christ through the **Head (truth), Heart (relationships), and Hands (action)**.

Relational leadership is key. More than leading a meeting, you're building a spiritual family—praying for members, following up, creating safe spaces, and helping people take next steps. People stay where they feel seen and cared for.

Core Expectations:

- **Consistency:** Meet regularly and communicate clearly to build trust and momentum.
- **Preparation:** Review discussion guides to lead meaningful, scripture-based conversations.
- **Care:** Support members spiritually, relationally, and practically; involve your Small Group Coach when needed.
- **Engagement:** Help people connect by being visible and following up with your Small Group Coach, and Small Group members within a 48 hour time frame or less.
- **Activation:** Lead a balanced group—growing in truth, deepening relationships, and serving others. This area includes community service projects that are partnered with Victory's Community Transformation Ministry.
- **Communication:** Stay connected with your Small Group Coach for support and accountability.
- **Development:** Identify and invest in future leaders.

What Success Looks Like: Faithful, consistent leadership that helps people encounter God, build relationships, and grow in their faith.

Time Commitments:

Weekly: Leading a Small Group in a large church context typically requires a healthy and sustainable commitment of about 3–5 hours per week. This includes hosting or facilitating group gatherings, communicating with and caring for members, preparing discussion content, and participating in occasional leadership development opportunities. During key ministry seasons or outreach moments, the commitment may increase temporarily. Small Group leadership is not about doing everything alone, but about creating intentional space for biblical community, discipleship, and meaningful connection through the head, heart, and hands.

Trainings: During the year, trainings/refreshers may be scheduled for Small Group leaders, or even for larger gatherings at your campus or globally shared with all campuses. 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 campus leadership may send out additional opportunities (for example: partnering with Guest Experience and Events needs for Mother's Day, Father's Day, Church Anniversary, and of course, Easter and Christmas services). They are important, but optional. Help as you can when you can.

Commitment: When you are ready to make Small Group Leadership *your* One Step, we will ask for a One Year commitment. And should a change need to happen before that One Year is up, we ask that you communicate immediately with your coach. This will allow us to come along side you for care and ministry because we value all of our leaders and understand that with the greatest of intentions, life may have more important plans.

Communication: For a Small Group Leader, communication is vital. An effective leader communicates clearly and consistently, ensuring group members have the information they need and a trusted point of contact when care is needed. They establish healthy rhythms of communication, creating regular opportunities for check-ins and meaningful follow-up. Small Group Leaders also maintain strong communication with their coach, keeping them informed of group dynamics, celebrating wins, and seeking guidance when challenges arise. Together, they remain attentive to potential and actively identify and develop future leaders within the group—so that every member is supported and no one is overlooked.

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

Physical Contact: Please be mindful of appropriate contact with Small Group members, leaders and coaches. 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 or lead.

Background Checks are conducted for all serving team members, leaders and coaches (ages 18+) in all ministries at Victory.

Onboarding and Next Steps: We've got you! Your campus' Small Groups ministry team can help you discern the best role for you, and understand your next steps. You can expect to be welcomed, well-trained, introduced to the ministry team and your group leader or coach.

FAQs

What happens if I miss a week of my Small Groups? Communicate, communicate, communicate. If you know in advance, please help your group (and if needed, your coach) know by contacting the group to let them know in advance that you are not able to host and/or facilitate. Ideally, you are encouraged to highlight and ask a reliable member, your apprentice, or even your coach to host and/or facilitate in your absence. If there is a conflict on the day of your meeting (like waking up sick or with a sick kid), communicate with your coach and apprentice as soon as possible. Any heads up is better than no heads up! 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. If leading a small group 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. Start with your campus' Small Group Ministry team or email us at smallgroups@victoryatl.com.