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vous



EDING CULTURE

REV. 2021

PLAY THE LONG GAME



vous

INTENTIONALLY + CONSISTENTLY



CULTURE EITHER HAPPENS BY DEFAULT OR BY DESIGN

CREATE THE CULTURE WE WANT TO SEE



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TOC. PLAY THE LONG GAME

CREATE CULTURE

VOUS

GUIDE CULTURE VOUS

Here at VOUS, we know that culture either happens by default or by design. Rather than allowing our feelings, upbringing, or the standards of our society take the lead, our goal is to intentionally and consistently create the culture we want to see. This book is your guide to the culture and language at VOUS. If you experience something that needs to be added to this book, let us know.

VOUS CORE VALUES

OUR CORE VALUES ARE WHO WE ARE. THEY ARE NOT JUST WHAT WE DO, THEY ARE PART OF OUR DNA. THESE ARE NON-NEGOTIABLE FOR OUR STAFF AND LEADERS.

VOUS CORE VALUES

JESUS: IS OUR MESSAGE

The purpose of VOUS Church is to share the hope of Jesus. Jesus is our message. We are Jesus people, not religious people. Methods will come and go, yet our message will remain the same.

PEOPLE: ARE OUR HEART

Our heart is for ALL people. All people are loved by Jesus. We make no apologies for being specifically focused on reaching those far away from God. We desire to bring the broken home at all costs. We believe that our light is best seen in the night.

GENEROSITY: IS OUR PRIVILEGE

Generosity is about giving more than what is required. We see generosity as a privilege. We're generous with our time, talents and treasure. We go first in our giving. God has given richly towards us, it's our honor to give back to Him.

EXCELLENCE: IS OUR SPIRIT

We are going to always do the best with what we have. We're on time, engaged and prepared. We don't do things halfway. If we're going to do it, it's going to be to the best of our ability.

SERVANT LEADERSHIP: IS OUR IDENTITY

If you're too big to serve then you are too small to lead. We believe the greatest leadership is service to others. Every leader is a servant first. From the parking lot to the pulpit, everyone serves. Every role is different but they are all important. If you ain't helping, you ain't helping!

HONOR: IS OUR CALLING

We own a vocal with our honor, meaning we are not stingy with our words. We submit to leadership and are thankful for spiritual authority. We choose joyfully to submit to those God has placed over us. We honor and care for those God has placed under us.

PASSION: IS OUR PURSUIT

Everything we do, we do it with passion. From our worship to our service we do it with Holy Spirit Energy. Passion drives us. Passion for Jesus. Passion for people. Passion for His church.

OUR STAFF VALUES ARE WHO WE ASPIRE TO BE. THOUGH WE MAY NOT ALWAYS LIVE UP TO THEM, THESE ARE THE ATTRIBUTES WE ARE CONSTANTLY PURSUING AS A STAFF.

VOUS —VALUES

FAITH VALUES

MAKE IT BETTER

What am I doing personally to help us improve organizationally? My role, no matter the job description, is to make the organization better. I won't do tomorrow what I can do today. I choose to put my full weight down. Imitate. Innovate. Evaluate. Repeat.

TAKE IT PERSONALLY

How am I personally engaged in our mission and vision? How am I putting into practice that which I am encouraging others to participate in? We can't ask people to do that which we are unwilling to do. We lead but we also participate. We are not just church leaders, we are members of the body. Serving, giving, Crews, Growth Track, the fundamental parts of our organization are championed by the team whole-heartedly. This is who we are. We are the Church. Think. Be. Do.

WORK TOGETHER

Where am I leveraging the talents and skills of those outside my primary team? "I'm not too proud to ask for help, and I'm not too busy to be of help." I will inspect what I expect. Collaboration is valued in all aspects of ministry. There are no one-man bands at VOUS Church. God is honored in our unity. We seek to honor God by our collaboration in every aspect of His church.

REPLACE YOURSELF

Who am I empowering today? It's not just about getting the job done, it's about involving as many people as you can. If you replace yourself, you'll always have a place. Leaders who attract leaders are the leaders you can't afford to lose. You can't fill anyone's cup, but you can empty yours. If you aren't bringing someone along and teaching them how to do what you are doing, you aren't leading. We aren't doers, we are leaders. We are intentionally creating and communicating a pathway of growth and purpose for others.

STAY FIT

How am I taking care of myself spiritually, physically, relationally, financially, and emotionally? We take responsibility for our own health. No excuses. Nobody owes me anything, Jesus gave me everything. Our personal lives come to work with us. (Your marriage, body, frustrations, come to work with you.) I can make a personal decision that negatively impacts the organization and my coworkers. Our attitude is not dictated by the weather, we carry our own weather. We choose to be here. We are thankful for community.

How do I manage the tension triggered by new ideas, innovation, and change? God gives you the “what” before he gives you the “how.” We are not intimidated by a big vision. We run towards God dreams and put our faith in action. Everyone is up for change until something changes. Change brings tension. In order to be flexible you have to constantly stretch. We embrace the stretch and the tension that change brings. We are not defensive or protective. We are called to the “house” not a “room.” We are committed to the big picture.

Am I finding something or someone to celebrate today? Gratitude brings joy and joy brings strength. We make it an organizational focus to celebrate the journey every step of the way. We don't take ourselves too seriously. We are committed to learn to laugh and have a sense of humor. Celebrate others success. We like to party (with a purpose) at VOUS. We make hard work look fun.

This image shows a single sheet of cream-colored paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

+ LET'S VOUS / THIS

INTO — THE NIGHT

ARE OUR HEARTS
NO MESSAGE
JESUS IS FOR PEOPLE

—O P M I T I A T R A

LOCATIONS

SOUTH MIAMI (SOMI)

6767 Sunset Dr S Miami, FL 33143

Seating Capacity: 500

Originally a Baptist church built in 1968, SOMI is our first permanent Sunday location, purchased in early 2021. We launched weekly Sunday services at SOMI on Easter Sunday, April 4, 2021.

VOUS HQ SOMI

6767 Sunset Dr S Miami, FL 33143

The staff headquarters at our South Miami location. In the spring of 2021, we converted this old Baptist fellowship hall into the SOMI hub for our staff.

VOUS HQ DESIGN DISTRICT

77 NE 40th St. Miami, FL 33137

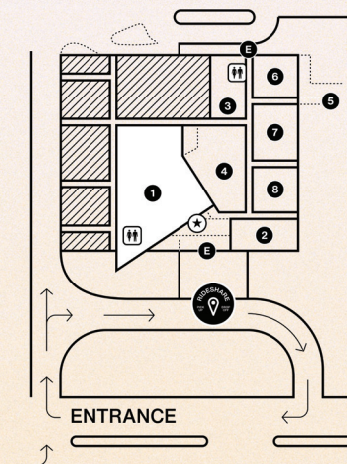
Our future staff headquarters, located in the heart of Miami's Design District. This building was purchased under miraculous circumstances in the middle of the COVID-19 pandemic in 2020.

CHURCH ONLINE

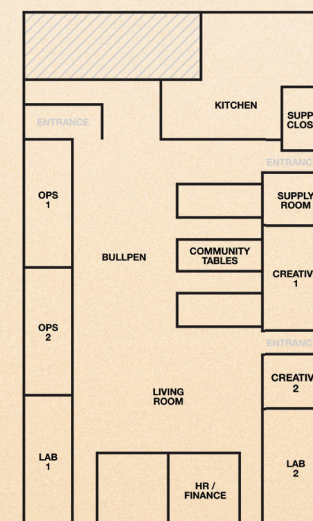
vouschurch.com/online

Our online church community, established in March 2020. Each week, thousands of people join us from all over the world to worship, serve, and connect.

SOMI - PROPERTY



VOUS HQ SOMI



FROM DAY 1, WE IDENTIFIED KEY BUILDING BLOCKS FOR OUR CHURCH, FOUNDATIONAL PILLARS UPON WHICH WE COULD BUILD A HEALTHY COMMUNITY. OVER THE PAST FOUR YEARS, WHAT BEGAN AS FIVE CORE THINGS HAS EVOLVED INTO A LIST OF EIGHT KEY AREAS.

THINGS FIRST

GROWTH TRACK

The VOUS Growth Track guides you to discover your redemptive purpose and live the life God created for you. Growth Track is made up of four steps over four weeks that equip you to follow Jesus, connect at church, discover your purpose, and serve others. Growth Track takes place at both of our locations each Sunday. (In months that include five Sundays, Growth Track does not occur on the fifth Sunday of the month.)

I LOVE MY CITY (ILMC)

Monthly we gather large for our ILMC outreaches in which we partner with local organizations to love on our community.

SUNDAY SERVICES

The large, corporate gathering of our church community every Sunday. Service times and locations may change but our gathering is always centered on worshipping God and connecting with others.

TEAM NIGHT

The midweek gathering for our community of servant leaders, currently hosted at VOUS Casa at 7:30pm on Wednesday nights. Team Night exists to include, inspire, instruct, and involve—to connect leaders, build culture, and develop the gifts God has given each of us.

VOUS CARE

An ongoing collection of curriculum known as Care Crews that help individuals navigate through seasons, to find freedom, and to walk in the path that God has planned for them.

VOUS CREW (CREW)

VOUS Crews are small gatherings of people who meet in-person or online to connect, hang, discuss a recent Sunday message, and pray together. These gatherings take place every other week each season.

VOUS HIGH

VOUS High is the junior high and high school community of VOUS Church. We are committed to creating a place where young people can belong, grow, and encounter God. We meet through VOUS Crews and seasonal events.

VOUS KIDS

The next generation of leaders. Every Sunday from 6 months of age to 6th grade these leaders are equipped with knowledge of the love of God and their identity in VOUS Kids services that happen simultaneously with VOUS Church services. This is not babysitting. It's leadership development.

Dreamers (Ages 6-24mos)

Heroes (Ages 2-4yrs)

Legends (Ages 5-11yrs)

VOUS Buddies (inclusion ministry for children with special needs)



I AM A LEADER

**VOUS
LEADER
9112-
MOTTO**

I AM A LEADER
I AM A PERSON OF
INFLUENCE
TODAY I CHOOSE TO BE A
BLESSING
WITH GOD'S HELP, THERE IS
NOTHING I CANNOT DO
INSTEAD OF BEING
REACTIVE, I WILL BE
PROACTIVE
I KNOW THE ANSWER
I AM THE SOLUTION

EVENTS

ALONG WITH THE EIGHT KEY AREAS OF FOCUS LISTED PREVIOUSLY, VOUS REGULARLY HOSTS A WIDE RANGE OF EVENTS, FROM SPECIAL SUNDAY SERVICES TO SEASONAL GATHERINGS, YEARLY CONFERENCES, AND MORE.

ANNIVERSARY SERVICES

The annual celebration of the launch of our church and all that God has done since.

BACK TO SCHOOL BASH (ILMC)

During the beginning of the school year we have an incredible opportunity to love the children in our community in a tangible way by providing them with backpacks full of school supplies.

BAPTISM SUNDAY

We believe that this outward expression of an inward decision is something that should be celebrated in front of the people you love and your community of faith. In our current schedule, VOUS throws a party for Baptism Sunday (complete with large baptism pools, a DJ, and cowbells) approximately six times a year.

COMMUNION SUNDAY

As a community, we remember the price paid on calvary and the words of Jesus at the Last Supper by taking Holy Communion together.

CHILD DEDICATION SUNDAY

Families that desire for their children to be prayed for by the VOUS community are honored and celebrated on Child Dedication Sunday.

CREATIVE COLLECTIVE (COLLECTIVE)

A midweek gathering, not currently occurring in regular intervals but in the past hosted 2-3 times per year. A connection point for current servant leaders within our creative department as well as new people who are looking to get involved or curious to know more. Collective is both an expression of creativity and a celebration of creative community. Practically, it serves as the deadline for design, environments, and stage design looks for the upcoming season of church.

CREW CATCH UP

A gathering created specifically for Crew Captains, Coaches, Leaders, and Co-Leaders to celebrate the wins of the season thus far, honor standout leaders, and hear an encouraging leadership message. This gathering happens in the middle of the current Crew season.

CREW COACHING

Before each new Crew season begins, all new Crew Leaders gather with Crew Coaches to learn the ropes of Crew life. Expectations, cultural language, and helpful resources are taught and discussed.

EASTER EGG DROP

The Easter Egg Drop is a fun-filled day, including a petting zoo, food, games, entertainment, and the crowd favorite: a helicopter egg drop with eggs stuffed with goodies and prizes!

FRIENDS & FAMILY

A community of pastors and church leaders who are friends and family of VOUS. F+F includes our library of resources designed to equip, empower, and encourage.

HABIT LAB

First conceived during our fall Pray First season in 2020, Habit Labs are one-hour gatherings where hosts lead us through conversations about matters of faith and spiritual discipline.

HEART & SOUL

A night for the stakeholders of our community. It happens 2-3 times a year and includes updates on salvations, baptisms, Crews, VOUS Care, and ILMC. It is a night of celebration, worship, and prayer.

PRAY FIRST

Twice a year, we set aside 21 days to pray and fast together. We call this time Pray First, as a reminder that prayer is not our last resort but rather our first response. Also, the Wednesday night prayer meetings held during this 21-day period.

STAFF RETREAT

A 4-5 day getaway each summer for the staff of VOUS Church. The retreat is focused on unity, worship, community, and growth. The purpose of the retreat, is to rest, relate and receive.

TEAM CONFERENCE

A free one-day conference exclusively for the servant leaders of VOUS Church. It includes a massive family lunch and leadership sessions with guest speakers and the VOUS team.

TEAM LEADERS MEETING

This gathering originated from the weekly Saturday morning leaders meeting at Pastor Rich and DC's home during the launch of VOUS Church. It now takes place several times a year at VOUS HQ and involves all team leaders and staff. It occurs on a Saturday morning with breakfast, worship, administrative announcements, and vision casting from leadership.

THANKSGIVING BASH (ILMC)

Help make Thanksgiving special for a family in need by serving in November's ILMC, Thanksgiving Bash where we distribute hundreds of meals to families in our community.

TOY BASH (ILMC)

During our annual Toy Drive you will have the opportunity to sort toys for children, write cards, go caroling and prepare goodie bags for the children & families in our community!

TRUNK OR TREAT (ILMC)

In October we host our Trunk-or-Treat, a fun experience for the families in our city! This is a special opportunity to spread the love of Jesus during October.

VISION SUNDAY

A Sunday set aside in August/September each year where the overall vision for the coming year is presented to the entire church community in all services. The vision includes language that describes the focus of the year thematically, along with specific goals for expansion and health.

VOUS BASEL

Art Basel is one of the largest events in the city of Miami in December annually. VOUS has hosted an interactive space for art, coffee, and conversations on faith and creativity. It is an outreach that reaches those outside of church.

VOUS CONFERENCE

VOUS Conference is an annual gathering in the month of June dedicated to encountering God, equipping the church, and empowering the next generation of leaders. Established in 2010 and currently hosted at the Watsco Center arena in Coral Gables.

VOUS CONF LIVE

VOUS Conf Live is the digital experience of VOUS Conference, pioneered in the summer of 2020. It is a weekend of online conversations, live panels, virtual crews, workshops, and the opportunity to interact with the greatest leaders of this generation.

VOUS CREW LIVE

A weekly YouTube release around Sunday's Sermon for viewers to experience what a VOUS Crew discussion is like.

VOUS GIRL

A sisterhood of strength for every season. A gathering for ALL women to come together for a night of encouragement, community, and celebration.

VOUS KIDS CONFERENCE

VOUS Kids Conference is a three-day conference exclusively for children that runs simultaneously with VOUS Conference. It includes interactive worship services, outdoor activities and special guests.

VOUS KIDS LIVE

VOUS Kids LIVE is a Sunday event hosted by the VOUS Kids team 2-3 times a year. It is a moment for parents to connect, gather resources, and receive encouragement as they continue to raise their children with Jesus at the center.

VOUS PARENT LIVE

VOUS Parent Live is an opportunity for parents to gather online to connect, learn about resources, and to be encouraged. Our VOUS Kids Team hosts these gatherings via our VOUS Kids Facebook group 5-6 times a year.

NOT EVERY EVENT AT VOUS COMES COMPLETE WITH A THEME, BUT CERTAIN RECURRING EVENTS COME WITH A THEME ATTACHED. THESE PHRASES OFTEN BECOME CONDENSED EXPRESSIONS OF PROFOUND LESSONS WE'VE LEARNED AS A COMMUNITY AT A PARTICULAR MOMENT IN TIME THAT WE CARRY WITH US INTO THE FUTURE.

2016 — 2021

THEMES

STAFF RETREAT

2016 - BETTER AT 70

We want our marriages, families, church community and city to be better when we are 70 years old. We are committed to living disciplined, intentional lives so that our future is full of strength and purpose. Our youth will not be our greatest season.

2017 - MIRACLE IN MOTION

See theme description under Vision Sunday. Pg 24

2018 - STAND FIRM

See theme description under Vision Sunday. Pg 24

2019 - BRICK BY BRICK

See theme description under Vision Sunday. Pg 24

2020 - PLAY THE LONG GAME

See theme description under Vision Sunday. Pg 24

TEAM CONFERENCE

2016 - CULTURE CARRIERS

We do not clock in and clock out at VOUS Church. We don't do the culture. We are the culture. Where we go, be it a supermarket or a conference meeting, we carry our culture marked by our values and faith.

2017 - IT'S A GROUP PROJECT

Church is not a solitary pursuit. It is a group project marked by community, service, and devotion to God. We bring as many people as possible along on the journey. We make room for others to belong.

2018 - BRING THE BAG

We live in a sound byte generation that loves handles. But the real power is what the handle is attached to.

2019 - MOMENT BY MOMENT

With Jesus, everything changes in a moment. What follows us a lifetime of learning, growth and change - moment by moment. As servant leaders, we have the privilege of creating moments for people that could change their lives forever.

VISION SUNDAY

2016 – MAKE SPACE

Isaiah 54 calls us to enlarge our borders and establish new territories while forgetting the pain of the past. Our first Vision Sunday was devoted to casting a vision of what our broken city could look like as we first make space for God's presence in our own lives.

2017 – MIRACLE IN MOTION

Individually and collectively, our lives are miracles in motion. We haven't arrived yet, but God is working on us as we continue on the journey He has set out for us.

2018 – STAND FIRM

If we stand firm, God will deliver us. Throughout history we see ordinary men and women experience extraordinary breakthrough and provision as they simply stand on the assurance that God is with them.

2019 – BRICK BY BRICK

The church is built one by one, person by person. Our individual lives are living stones united together to build the kingdom of God. God is the builder and we are the building, bride and body. We are not over the house, we are in it. Every day, every interaction and every responsibility is an opportunity to build, brick by brick.

2020 – PLAY THE LONG GAME

They say it's not whether you win or lose, it's how you play the game. The game of life is a race—not a sprint, but a relay—and the key to victory is endurance. Each generation prepares the way for those who will come next. Every present sacrifice is an investment in the future. So we play the long game, knowing there is more than the moment, looking beyond what we now see, enduring present pain for ultimate purpose, loving those we have yet to know. Victory is not for those who go the hardest, it's for those who go the longest. So we play the long game.

VOUS CONFERENCE

2016 – A CITY ON A HILL

The local church is the hope of the world because we have been entrusted with the message of Jesus. For far too long our faith communities have been confined to the four walls of a building on a Sunday. It is time to be the unhidden and unashamed city on a hill that lifts up the light of the world.

2017 – IN GOD WE TRUST

Regardless of our political climate, cultural context, or personal challenges, we can stand strong. Our hope is not in a system, our status, or ourselves. Our hope is in Jesus.

2018 – SO GOD CAME TO US

The love of God is so great that it crossed the chasm of sin and brought redemption to all. This is not a story we have initiated. We were lost and broken without a future or hope. So God came to us.

2019 – NO ONE ELSE IS COMING

So God came to us, so that we could go into the world. We carry the light into the night in order to bring the broken home. The charge has been set, the orders given. Go. And if we don't go, no one else is coming.

2020 – HELLO NEW WORLD

Not a seminar, not a webinar, not a summit, not a livestream. An interactive experience. In 2020, we hosted our first digital conference as we adjusted during COVID-19.

VOUS KIDS CONFERENCE

2019 – ON MISSION

VOUS Kids are called to live on mission. In every season, God entrusts his children to carry the light into the night. With every obedient step, the mission continues to unfold.

WHAT WE SAY

IT'S NOT JUST WHAT YOU SAY, IT'S HOW YOU SAY IT. HERE AT VOUS, WE'RE PRETTY PARTICULAR ABOUT THE LANGUAGE WE USE. THERE ARE SOME THINGS WE SAY A WHOLE LOT, AND OTHERS YOU'LL NEVER HEAR US UTTER. PAY CAREFUL ATTENTION TO THE LANGUAGE BELOW TO AVOID CULTURAL FAUX PAS.

DON'T SAY...	INSTEAD, SAY...
YOUR CHURCH	OUR CHURCH
MY TEAM	OUR TEAM
MY CREW	OUR CREW
VOLUNTEER	SERVANT LEADER
OFFICE	HQ
CAMPUS	LOCATION
SMALL GROUP	CREW
OFFERING BUCKETS	OFFERING CONTAINERS
BAND/SINGERS	WORSHIP TEAM
SERIES	COLLECTION OF TALKS
I HAVE TO DO IT	I GET TO DO IT
I HAVE TO BE HERE	I GET TO BE HERE
IT'S NOT MY PROBLEM	IT MAY NOT BE MY FAULT, BUT IT IS MY PROBLEM
THE TIME YOU HAVE TO ARRIVE	YOUR CALL TIME
SORRY, I KNOW SERVING IS HARD!	THANK YOU FOR SERVING!
SANCTUARY	AUDITORIUM

ADD ONS

_____	_____
_____	_____
_____	_____
_____	_____

CULTURAL PHRASES

A CREW TURNS A CROWD INTO A COMMUNITY

Sunday is our large gathering but VOUS Crews create intimate moments for relationships to be established. In the context of small groups individuals discover personal support for every season of life.

ENERGY EMPIRE / VAMPIRE

In any setting there are two kinds of people: those who bring energy to the room and those who suck the energy out of the room. At VOUS, we strive to be energy empires, not energy vampires. Which one are you?

FREEDOM IS FOUND IN THE CONTEXT OF RELATIONSHIPS

Real life change happens in community. We learn to walk out our faith and find freedom through relationships.

HEALTHY THINGS GROW

The ultimate goal of VOUS is not growth, it is health. True health creates strength that sustains genuine growth. The grass is greener where you water it. We believe that as we continue to steward what God has given us, water it, and focus on health, things will grow.

IF SERVING IS BENEATH YOU, LEADERSHIP IS BEYOND YOU

The first step of leadership is a willingness to meet needs. We fill gaps wherever we see them regardless of whether the task is in our department or job description. Serving others develops the leader within us and guarding our servant's heart in every season keeps our leadership genuine and effective.

IF YOU AIN'T HELPING, YOU AIN'T HELPING

We are in this to serve, not sit. We can all play a part in what God is doing in our city no matter what our age or background. There is a place for everyone.

I'M STRONG IF YOU'RE STRONG

As a team we depend on each other and our strength is interconnected. The synergy we sense is based upon our own individual responsibility to steward our lives.

INSPECT WHAT YOU EXPECT

As leaders we don't assign responsibilities and move on. We give responsibility and then inspect how the job was completed. By inspecting what we expect, we are able to measure how well the task was done and create goals for the future.

INTO THE NIGHT

Our mission is to bring people that are far from God near to Him. The only way that is possible is to take the light of Jesus into our dark, lost world. Into The Night expresses our commitment to fearlessly take the gospel into every space of our society.

IT'S NOT BABYSITTING; IT'S LEADERSHIP DEVELOPMENT

At VOUS Kids we're not playing games and passing time, we're intentionally building next generation leaders. Dreamers, Heroes and Legends are spaces designed to instill purpose, identity and the love of God into the heart of every child.

JUST KEEP COMING BACK

At the end of each service the person closing cues everyone in the auditorium to say together "just keep coming back." Church isn't a one-day event. It's a community that enjoys the journey together. Each Sunday builds on the next. If you don't know what to do, just keep coming back and watch as your life is changed.

LET'S VOUS THIS!

We have our own unique culture. When we do things, we do them the VOUS way. Let's do this. Even better, let's "VOUS" this.

MORE IS CAUGHT THAN TAUGHT

People are looking for leaders who walk what they talk. Witnessing faith and leadership in action is the most effective teaching. Live life understanding that others are watching what you do, not just what you say, and they are following suit.

NOBODY OWES ME ANYTHING, JESUS GAVE ME EVERYTHING

We don't play politics and we don't live jaded. We forgive and focus on the freedom we've been given. No favors needed, Jesus is enough.

PLAY THE LONG GAME

We are not looking to try to solve every issue in our lives and answer every question we've ever had about faith in one service. That would be one long, laborious service. We are seeking to grow together in faith and community one day at a time. We value the deep and lasting change that takes place as we journey together.

PRAYER ISN'T OUR LAST RESORT, IT'S OUR FIRST RESPONSE

At VOUS, prayer is something we take very seriously. We believe in the power of prayer and want to make it our first response in every situation.

RULE EVERYTHING IN BEFORE YOU RULE ANYTHING OUT

When faced with a problem, don't write off possible solutions prematurely. Just because you have never done it that way before doesn't mean it won't work. Finding solutions requires an open mind to new ideas, a willingness to take risks and a resolve to stop cynicism from killing the solution before it has a chance.

STAYING PARTY

We don't have to wait for someone to go away to throw them a party. At VOUS, we like to throw staying parties, celebrating those who continue to faithfully and sacrificially serve our community.

THE BEST IS YET TO COME

We are people of faith and believe all things work together for our good as we trust God. Our eternity is secure because of Jesus and that is truly the best that is yet to come, no matter what this life may bring.

THIS CHURCH ISN'T BUILT ON THE TALENTS OF A FEW, BUT ON THE SACRIFICE OF MANY

The only way the church progresses is with a sacrificial spirit. VOUS servant leaders, teams, and Crews are made up of countless men and women who place their personal preference aside for the larger purpose of seeing the message of Jesus advance.

WE DON'T HAVE TO, WE GET TO

Serving is a privilege. We serve willingly. No one is forcing us to be here so we show up with a smile and an expectancy that as we unite to build God's house miracles take place.

WHAT WE ARE PART OF IS BIGGER THAN THE PART WE PLAY

There are no divas at VOUS. We are a part of the global, capital "C" church, not just in the present but throughout many generations past and to come. Our position or title is not the point. What we accomplish when united together is what pleases the heart of God.

WE'RE CALLED TO SERVE THIS CITY, NOT TO CHANGE IT

Only Jesus brings change. We have been invited to be a part of the story He is telling in our city and our role is to serve others. As we serve, His love and grace do a work that we could never do.

WE'RE NOT A CHURCH WITH SMALL GROUPS, WE ARE A CHURCH OF SMALL GROUPS

Crews are not something we just offer as an additional program at church. They are the heartbeat of the community we are creating. We encourage everyone to be part of a Crew. It establishes a consistent peer group of support, creates real relationship, and allows leaders to develop their heart of service.

WE'RE INCLUSIVE NOT EXCLUSIVE.

At VOUS, we say you "belong before you believe". We are an inclusive church. All are welcome to come on the journey.

YOU MIGHT HAVE SOME ENEMIES OUT THERE, BUT NONE OF THEM ARE IN THIS ROOM

Life has a way of making you feel alone and on the defense. Anyone that steps into VOUS is stepping into a space full of friends who are for them and believe in them. No need to keep the guard up, this is family.

YOU TEACH WHAT YOU KNOW, YOU REPRODUCE WHO YOU ARE

More is caught than taught. Your actions create ripple effects that far outweigh your words. Replace yourself is a VOUS staff value. However, as you train others to do what you do, be sure your character is worth emulating.

VOUS GIRL PHRASES

A SISTERHOOD OF STRENGTH FOR EVERY SEASON

VOUS Girls are committed to the journey ahead – single, married, raising world changers, running a business, walking through heartbreak and everyone in between!

HOME IS ALWAYS A JOURNEY

On the journey home, you'll never walk alone. We find rest, relationship and responsibility along the road home.

ADD ONS

IF SERVING IS BENEATH YOU LEADERSHIP IS BEYOND YOU

THE FIRST STEP OF LEADERSHIP IS
A WILLINGNESS TO MEET NEEDS

SERVING
DEVELOPS
WITHIN

THE

OTHERS
LEADER
US

IF YOU'RE STILL READING, YOU THE REAL MVP. WE'VE COVERED A LOT SO FAR! CHECK OUT THIS LIST FOR A VERITABLE A-Z OF VOUS CHURCH-A GLOSSARY OF TERMS COVERING EVERYTHING FROM THE MYSTERIOUS ONLINE LAND KNOWN AS "BASECAMP" TO THE MISCHIEVOUS SUMMERTIME CREATURE CALLED A "VOUSTERN."

A — Z 2201 ARY

B

BASECAMP

The project management hub of everything at VOUS. All staff and servant leader communication for teams and projects are created, developed, and completed on Basecamp. Don't send an email. Post on basecamp.

BLACK BOX

The gift given in exchange for a Connect Card. Visitors receive the small box with candy, stickers, and WWJD bracelet.

BUILDING BLOCKS

The leadership team within each individual Crew is referred to as Building Blocks. Every Crew has 6 Building Blocks: Crew Leaders (2), Co-Leaders (2), Cultivator, and Calculator.

C

CARE CREWS

At VOUS, we care for every part of someone's journey. Care Crews are an ongoing collection of curriculum-based Crews designed to help people navigate through seasons, find freedom, and walk on the path that God has planned for them.

CHURCH COMMUNITY BUILDER (CCB)

The church management software for VOUS. CCB manages individual profiles, teams, crews and much more.

CONNECT CORNER

The location in our courtyards where new guests are greeted, questions are answered and Bibles distributed to those who made a salvation decision.

CREW CAPTAIN

Each set of Crew Coaches has two Crew Captains. A Crew Captain's main responsibility is to help oversee the health of Crew Coaches as well as help facilitate and implement changes that happen in the course of a Crew season. A Crew Coach oversees 5-6 Crew Coaches and its leaders per season.

CREW COACHES

Crew Coaches are the men and women that oversee Crew Leaders at VOUS Church. These individuals are responsible for the pastoral care and development of the Crew Leaders they are assigned to.

CREW CO-LEADERS

Each Crew has two Co-Leaders. The Co-Leader's focus should be on orchestration, the process of how we do Crew and the planning behind it. Just as a conductor orchestrates a band with many pieces, the Co-Leader organizes to achieve the desired outcome.

CREW CULTIVATORS

Everyone likes to attend a good Crew. All good Crews have one thing in common: they are fun to attend. A Crew Cultivator is one who sets the vibe and whose main focus is celebration. They find stories of life change and encouragement. They oversee the praise and prayer time of Crew and come with an exciting ice breaker each week.

CREW CALCULATORS

In order to determine if your Crew is making the appropriate strides, evaluation must take place. Crew Calculators oversee all numbers and data. Having the appropriate data will tell us if what we are doing is working. Collecting names, phone numbers, email address and attendance for the night and inputting them in to CCB in real time goes a long way in our evaluation process.

CREW LEADERS

Crew Leaders are the primary leaders of small groups at VOUS (Crews). These 2 leaders oversee the process of how Crew nights are executed and how individuals in Crews get connected to VOUS. They are tasked with building and developing building blocks within their Crew and preparing them to lead their own Crews.

CONNECT CORNER

A place to connect with VOUS servant leaders if it's your first time, have any questions, or need prayer. Connect Corners are easy to find—they're the white tents located in

the courtyard of each of our locations.

CULTURE CARRIER

Culture happens by design or default. We are intentional about designing our culture, but equally as committed to carrying our designed culture on a daily basis. Wherever we work, in every social setting, in all relationships, we are culture carriers.

CULTURE ROOM

The Culture Room is our interactive, pre-service experience. This is a space for people to be informed, inspired, and integrated into VOUS culture.

D

DEPARTMENT

An area of focus within our organizational structure. Our staff and teams are organized into five primary departments—Creative, Kids, Operations, Production, and Worship.

DISC

A behavior assessment tool based on the DISC theory of psychologist William Moulton Marston, which centers on four different behavioral traits: dominance, inducement, submission, and compliance. It is administered at Growth Track stepTHREE and utilized at VOUS within teams to increase synergy.

E

EST.EHB

A sermon preached by Pastor DawnCheré first at a Launch Team Meeting at the Miami Rescue Mission, then at VOUS Conference 2016. EST.EHB stands for "Establish Every Heartbeat."

F

FAMILY DINNER

Dinners after Sunday services at Pastors Rich and DC's home or HQ. Typically 20-40 different servant leaders.

FIRST LOOK

The onboarding moment for new Servant Leaders of VOUS Kids Department. At a "First Look", new Servant Leaders are taken through the Dreamers, Heroes and Legends space. They are introduced to leaders of each age group and given the opportunity to shadow.

FRIEND OF SINNERS: WHY JESUS CARES MORE ABOUT RELATIONSHIP THAN PERFECTION

Pastor Rich's second book in which he explores the profound implications of the reality that Jesus calls us friends not because of who we are or what we have done, but because of who he is.

G

GROWTH TRACK STEP ONE

Learn the spiritual journey that God has for each of us: to follow Jesus. stepONE happens the first Sunday of every month.

GROWTH TRACK STEP TWO

Explore the ministry of VOUS Church and find out how to connect with our church. stepTWO happens the second Sunday of every month.

GROWTH TRACK STEP THREE

Discover your personality type and spiritual gift. See how they indicate your purpose in life and your best fit at VOUS Church. stepTHREE happens the third Sunday of every month

GROWTH TRACK STEP FOUR

Find opportunities to serve at VOUS Church with your gifts and live out your purpose by serving others. stepFOUR happens the fourth Sunday of every month.

H

HUDDLE NOTES

A message containing important reminders, sent out each week to team leads to review in their team's huddle on Sunday.

K

KICKOFF

A meeting that sets the foundation for any event. All Basecamp to-dos are assigned and overall vision is cast.

L

LAUNCH TEAM

The team that gave heart and soul to launch VOUS Church in 2015. The OGs.

LAUNCH TEAM MEETINGS

The gatherings that took place leading up to VOUS Church launch in September 2015. Hosted first at Pastors Rich and DawnCheré's home and then at the Miami Rescue Mission from 2014-2015.

LEADERSHIP MOTTO

"I am a leader. I am a person of influence. Today I choose to be a blessing. With God's help there is nothing I cannot do. Instead of being reactive, I will be proactive. I know the answer. I am the solution."

LOAD IN

The process of preparing our locations for services each Sunday or setting up a venue for a given event. All equipment is loaded in and set up. Start and end times vary per location and event.

LOAD OUT

The process of loading equipment out of our locations or venues after services or events. All equipment is loaded into a truck or storage unit or returned to the rental vendor until the next service or event. Start and end times vary per location and event.

M

MEETUP

Part of our staff's weekly expectations, meetups are 45-60-minute meetings with servant leaders—often conducted off site over a meal or coffee—designed to strengthen relationships and communication.

O

ONLINE CREW

Online Crews are VOUS's online small groups. Online Crews gather in a seasonal rhythm, along with in-person Crews, by utilizing ZOOM.

OFF-MONTH

April, August, and December. The Off-Month is a period of rest, evaluation, and planning for the season ahead. During this period, we pause Team Night, VOUS Care, and VOUS Crew and host OMMs (see below) and Heart & Soul gatherings.

OFF-MONTH MEETING (OMM)

Three times a year, team leaders recalibrate and refocus through our Off-Month Meetings that evaluate the prior season. Data is reviewed, team dynamics are discussed, and vision is cast for the future.

P

PIPE AND DRAPE

The ministry essential they don't teach you in seminary. A magical curtain apparatus used to create great atmosphere for services, events, meetings, breakouts...anything, really.

PLANNING CENTER ONLINE (PCO)

An internet-based application that provides one central place to organize all aspects of VOUS service programming.

PLATFORM HUDDLE

All production and worship servant leaders meet 20 minutes before each service to review the day's PCO plan and pray.

PUSH WEEK

The week following Scheduling Day (see below) in which team leaders push for 100% responses from all servant leaders for the upcoming month.

R

REACH UP

Every staff member is required to have a minimum of two relationships with leaders at other churches. These contacts are specifically others who are doing their same job at a capacity and excellence level they admire and wish to emulate.

RESOURCE CORNER

A place to buy resources such as Bibles, books, merchandise, and other seasonal products. Resource Corners are the black tents located in the courtyard of each of our locations.

ROSTER

A Roster is a CCB list of servant leaders currently serving on a specific VOUS team. Team leads are tasked with building and stewarding their rosters throughout every SZN.

—OTMI
THE NIGHT

S

SANDCASTLE KINGS: MEETING JESUS IN A SPIRITUALLY BANKRUPT WORLD

Pastor Rich's first book in which he uses four powerful stories from the seventh chapter of Luke to explain why spiritual fulfillment cannot be found in ourselves, in other people, in material things, or even in religion. Are we building our lives on lasting foundations, or are we just building sandcastles and calling ourselves kings?

SCHEDULING DAY

Once a month, all team leaders schedule servant leaders for the month ahead. Scheduling Day happens two Mondays before the upcoming month.

SEASONAL MODEL

From our inception, VOUS Church has embraced a seasonal model. Our calendar is divided into three seasons consisting of three months: January-March (SZN 1), May-July (SZN 2), and September-November (SZN 3). Each season is divided by an Off-Month. As mentioned above, the three Off-Months are April, August, and December. Our seasonal model creates rhythm for our church, determining when certain key events occur, when recurring events pause or resume, and when seasonal design, environments, and stage design looks change.

SEPTEMBER 13, 2015

The day that VOUS Church officially launched weekly Sunday services. Launch Day happened at Jose De Diego Middle School. In those early days, we hosted 11:00am and 6:00pm services.

SERVANT LEADER RELEASE FORM

A document that all servant leaders must sign for liability release before being allowed to serve.

SERVANT LEADER SPOTLIGHT

A moment of honor for a single servant leader highlighting what they add to the team. Servant Leader Spotlights could be a shoutout, a moment onstage, or a video created for and played during a specific event.

STAFF MEETING

VOUS Staff gathers at HQ every Monday afternoon for a 90 min meeting to celebrate the weekend, review and update team for upcoming events, and cultivate a leadership culture.

T

TEAM LEADER

Every team has one to two leaders. They oversee recruitment, development, structure, scheduling and the health of the team. Every team lead is expected to live according to VOUS Church standards as well as participate in and attend Crew, Sunday services, Team Night, and Saturday Team Leader Meetings.

TEAM RALLY

All servant leaders meet in auditorium 35 minutes before morning or night block services and take 6 minutes to share information, be encouraged, and pray together.

THANK YOU CARDS

Every week each staff member takes the time to write a few thank you cards to servant leaders.

TRACKS

In addition to academic courses within VOUS College, all students choose an area of focus, which is referred to as a "Track." This immersive training goes beyond curriculum to develop talent, leadership, character and community. Students receive practicum credit toward their degree program.

TRACK DIRECTORS

Each track in VOUS College has an overseeing Track Director. Track Directors are selected from within the staff department that corresponds to a given track.

V

VOUS BUDDIES

VOUS Buddies is a team within VOUS Kids Department that focuses on providing an inclusive environment and one-on-one support for children with special needs.

VOUSCHURCH.COM/ONLINE

This is VOUS Online's one-stop shop for all things online—joining our virtual connect corner, attending the Growth Track, applying for a Watch Party, or simply getting connected.

VOUS COLLEGE

Southeastern University (Lakeland, FL) partners with VOUS Church to host an instructional site on the church campus and offer students affordable degree programs. Students receive hands-on experience in ministry and an accredited degree.

VOUS COLLEGE 1 YEAR LEADERSHIP PROGRAM

The VOUS College Leadership Program is a one-year post-college program for young professionals who want to be trained in ministry and developed as leaders. It is a fully-immersive experience including leadership classes and practical experiences at VOUS.

VOUS ONLINE

VOUS Online is VOUS's online church community. Consisting of Sunday streams through Zoom, YouTube, and Facebook and our online community via Crews, Watch Parties, and team.

VOUS COLLEGE ORIENTATION DAYS

Before VOUS college semesters begin, there is an orientation for new students and their families. VOUS College staff review the VOUS church values, VOUS College handbook and cast vision for the upcoming semester.

VOUS COLLEGE PREVIEW DAYS

Preview Days are events the VOUS College team puts together to give prospective students a glimpse of the VOUS College experience. Prospective students are invited to spend half the day with our College team and shadow classes.

VOUS MERCH

Merchandise created by the VOUS team and distributed for free or sold at the Resource Corner at VOUS events throughout the year.

VOUSTERN

Our term for a summer intern. VOUSTerns serve for eight weeks during the summer, following a specific track within one of our five staff departments—Creative, Kids, Operations, Production, or Worship.

VOUSTERNSHIP

VOUSTernship is a two-month summer program for hands-on ministerial experience. VOUSTerns receive an intro to theology, VOUS Conference team experience, and focused leadership training in a track program.

W

WATCH PARTY

Watch Parties are the best way to experience Church Online. They exist to bring friends near and far to watch and discuss the Sunday sermon, build community, and make friendships that last a lifetime. They are hosted via ZOOM, Facebook, or in person.

WHITE TENT

At all VOUS locations, white tents are the symbol for Connect Corners.



ONLY
BODY
OWES ME
SOMETHING
— Y'NA
SUS
GAVE ME
EVERYTHING



20
21



+ LET'S VOUS / THIS

INTO THE — NIGHT

REV — 2021
EADING
CULTURE
VOUS — CHURCH