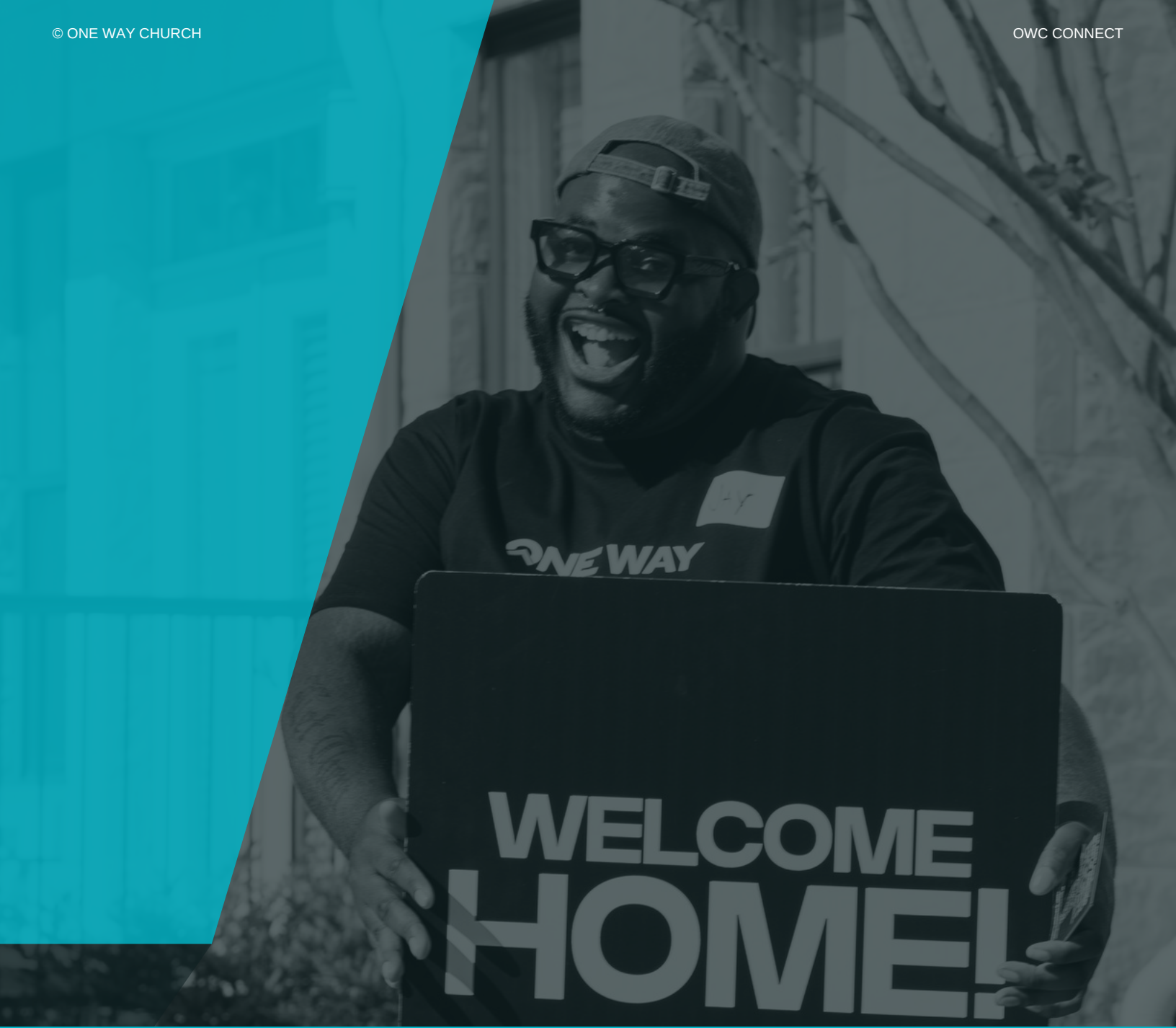


A man with a beard and glasses, wearing a dark t-shirt with 'ONE WAY' on it and a cap, is smiling and holding a large black sign that says 'WELCOME HOME!' in white capital letters. The background is a blurred outdoor setting with trees and a fence. A large teal triangle is on the left side of the image.

SERVE TEAM CULTURE GUIDE

SERVE TRACK | ONE WAY CHURCH

"Presence over Everything"



SERVE TEAM CULTURE GUIDE

What it means to serve at One Way Church: our values, our expectations, and the heart posture that makes everything else work.

Welcome to the serve team. You just made one of the best decisions of your life.

Serving at One Way Church is not a job. It is not a duty. It is an act of worship. Every time you show up to serve, you are saying: God, what You are building here matters to me and I want to be part of it. That posture changes everything about how we do what we do.

This guide exists to make sure every person on every serve team at OWC carries the same culture. Not because we are rigid, but because culture is what protects the presence. We are intentional about who we are and how we show up, because the people we serve deserve our best.

01 OUR NON-NEGOTIABLES

These are not suggestions. They are the foundation of serve team culture at OWC. Every team member is expected to carry these regardless of role.

PRESENCE FIRST	You cannot give what you do not have. Before you serve the house, you must be with God. Daily personal encounters with God are non-negotiable for every serve team member. We lead from overflow, not empty. If His presence doesn't go with us, we don't go.
LIVE UNOFFENDED	Unforgiveness disqualifies you from spiritual maturity and from effective service. We do not hold grudges, carry offense, or let bitterness take root. We release it fast. Forgiveness is not weakness -- it is obedience.
SABBATH STRONG	Rest is worship. We do not run on fumes and call it faithfulness. Honor your Sabbath. Protect your rest. You serve better from a full place.
FIRST AND BEST	We do not lead where we do not sow. Serve team members model generosity. We give our first and best to God -- our time, our talent, and our tithe.
ONE SOUND	We fight for unity, not our opinions. We speak life, protect the house, and shut down gossip. Division is not an option. Unity is not agreement on everything -- it is surrender to the same Spirit.

02 HOW WE SHOW UP

Culture is not what we say. It is what we do consistently. Here is what showing up well looks like at OWC:

1

ON TIME IS LATE

Arrive early enough to be spiritually and practically ready before people walk in. Your preparation time is part of your serve. Build it in.

- 2 COME READY**
Know your role. Know your assignment. Come having prayed, having worshipped, and having surrendered your day to God. Do not show up and try to get spiritually ready on site.
- 3 STAY IN YOUR LANE**
Do your role with excellence. Do not drift into other areas without invitation. Trust your team leads. Cover your assignment and do it with everything you have.
- 4 COMMUNICATE**
If you cannot make your serve, communicate early and to the right person. Do not leave your team scrambling. Honor them with notice. Clear communication is how we honor people and protect vision.
- 5 RECEIVE FEEDBACK**
Feedback is a gift, not a threat. Correction is how we grow. Receive it with humility, apply it with faithfulness, and thank the people who care enough to invest in you.

03 WHAT MAKES OWC SERVE TEAMS DIFFERENT

A lot of churches have volunteers. We are building something different.

WE ARE PRESENCE-DRIVEN	Every serve team at OWC exists to steward an environment where people encounter God. That is the filter for every decision, every role, every standard. Does this help create that environment? Then it matters.
WE SERVE UNTO THE LORD	Colossians 3:23 -- Whatever you do, work at it with all your heart, as working for the Lord, not for human masters. Your serve is worship. It is an act of devotion regardless of who sees it.
WE BUILD FAMILY	Serve teams at OWC are not task forces. They are families. We celebrate together, carry each other, and do life beyond the serve slot. The goal is not just a well-run service. It is a community that endures.
WE MULTIPLY	We do not hoard our roles. We develop the people around us. If you are good at what you do, teach someone else. We don't maintain -- we multiply.

04 CARRY THIS WITH YOU

"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving."

Colossians 3:23-24

"Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God."

Hebrews 13:16

Thank you for saying yes. Thank you for showing up. Thank you for deciding that what God is building at One Way Church is worth your time, your talent, and your presence.

We do not take that lightly. And neither does He.

Pastor Jeremy and Gabrielle Gibson

One Way Church | Suwanee, Georgia
onewaychurch.life | connect@onewaychurch.life