



Champion Job Description
Primary Tasks of Champions

1. Champions **develop relationships** with each group member.
 - The Champion role begins while the participant is enrolled in the Work Life class. The Work Life class is a biblically based 6-week program which aims to empower adults to overcome obstacles and while developing tools to become economically stable by helping them achieve career and financial goals.
2. Champions **lead** the discussions using the provided discussion guides and **participate personally** in those discussions.
 - The Champion should lead the discussions, but also be vulnerable and honest in answering the same questions and discussions.
 - If you don't get through your discussion guides each week that is OK. Our main goal is building relationships. If the conversation moves in a productive direction not related to the sheet, it's fine.
3. Champions **pray** with and for the group and **call** their group in and out of stated discussion time.
4. Champions assist their group with **planning** next steps and **holding participants accountable** to those next steps.
 - Your job will be to work with your group to identify goals and action steps for each person. You will revisit these goals and action steps in the following weeks.
 - There is a fine line between "telling someone what to do," which is bad, and being so hands-off that you don't provide important information for planning, which is also bad.
5. Champions **connect** with their groups throughout the Work Life class with the hope of building relationships that persist after graduation whether in be phone communication or face-to- face.
 - Connecting with group members beyond the walls of Advance helps move the relationship forward. Inviting group members to church with you or attending church with them is a great way to do this.
6. How to Get Started: Contact Advance Memphis Staff at 901.543.8525, specifically the Volunteer Coordinator at cchapple@advancememphis.org who will provide you with the next steps in becoming a Champion.



Champion Job Description **FAQ's**

1. What is expected of me with my participant group AFTER the program ends?

Answer: We encourage you to connect with every member of your group even AFTER the program ends. Meeting regularly, meals together, and more contact is HIGHLY encouraged.

2. Should I give money to individuals I meet at Advance?

Answer: (Almost) NEVER give money to individuals you meet at Advance. The primary reason for this is that giving money a) solidifies the participant in their marred identity as the needy person and you in your identity as the "have," b) it often provides an extremely short-term solution, and c) this short-term solution often helps participants PUT OFF LONG-TERM SOLUTIONS.

However, we think eating out with participants, inviting participants and their families into your home for meals, and paying a participant for legitimate work done (such as mowing your lawn, etc.) is GREAT. Staff do occasionally give cash, and if you think this is an emergency case, please call us.

3. What should we do if people face serious crises, such as becoming homeless or being totally broke or in abusive relationships?

Answer: This really depends on the person and the situation. Here are some pointers and guidelines:

- a. REMEMBER that the materially poor often live in crisis. Ask them how they have handled these situations in the past.
- b. ASK lots of questions about options. Try to help them think through their own solution.
- c. PRAY.
- d. CALL an Advance Memphis staff person and talk with us about options.
- e. READ and SHARE the *Safety Net Services & Community Resources* sheet, and research other community organizations or partners.
- f. OFFER to help participants get help immediately in true emergencies (such as offering to take a woman in an abusive relationship to the police station to file a restraining order, or driving a newly homeless man to a shelter). If a person refuses your help, they probably have another solution.

4. Are there boundaries that are appropriate between a Champion leader and the group?

Answer: YES. But we're not going to tell you what they are, because that depends on you, your family, and the folks who show up for your group. Some groups should probably limit interaction to primarily Wednesdays and phone calls, but we're delighted to see Champions who have eaten meals in each other's homes and spent time with each other's families. RECONCILIATION is our GOAL, and remember, we think that YOU need them as much as THEY need you!

5. What do I need to be good at to be a Champion? What if I'm not good at relating to the community?

Answer: In our experience the ONLY criteria to being a GREAT Champion are:

- a. A passionate relationship with Jesus.
- b. A willingness to be very vulnerable about your own life.
- c. A willingness to really listen.
- d. A willingness to pray with community members.
- e. A willingness to pursue your group through phone calls and visits after the program ends.
- f. If you've got these things, you're going to be awesome.