

As a team, we are ...

ALL ABOUT PEOPLE

No matter what role we have on the team, everything we do is about serving others. Our plans and programs exist for them, not the other way around. We will not use people to do ministry. We will use ministry to benefit and develop people.

EAGER TO GROW

We refuse to believe that we've already peaked. We're grateful to have come so far, but what got us here won't take us to what's next. We will make and take every opportunity we can to grow spiritually, personally, relationally, and professionally.

COMMITTED TO CANDOR

Nothing gets better if no one speaks up. Whether it's with ourselves or with others – comfortable or uncomfortable – we will be open and honest about what we think, feel, observe, and discern all with a spirit of humility and respect.

FOR ONE ANOTHER

This is not a competition or a cage fight. God may have brought our team together, but it's on us to make sure we don't tear it apart. We will support each other, champion each other, handle problems like grown-ups, and work for one another's good.

RESPONSIBLE FOR OURSELVES

After Jesus the greatest gift we can give the world is ourselves. We will care for our own health and wellbeing, being mindful of our attitudes and how we show up in a room so that we can make our best and highest contribution to the Kingdom of God.

WILLING TO DO WHAT IT TAKES

Nothing that needs to be done in this job is beneath us or beyond us. We're willing to roll up our sleeves, get our hands dirty, and throw all our plans out the window if that's what the moment requires. Whether it's little tasks or big pivots, we will do what needs to be done.

ROWING IN THE SAME DIRECTION

We are not a bunch of individuals each doing their own thing. We are a group of people with different gifts, abilities, and personalities all coming together to pursue a shared vision. We will work towards a common set of goals and objectives, offering our unique contributions to the good of the whole.

HERE BECAUSE WE WANT TO BE

No one is on this team by accident, obligation, or necessity. God has invited us to be a part of what He wants to do here and it's an honor to get to do this. Until He re-assigns or re-deploys us, we will chose to show up with our very best because we wouldn't choose to do anything else.

NOT AFRAID TO HAVE FUN

We take ministry seriously but not ourselves. Even when things are tough, we will look for ways to enjoy our work and the people we work with. When we can do this job with laughter and a light heart, we know we're doing something right.

Staff Culture Code Diagnostic Questions

ALL ABOUT PEOPLE

1. What's going on in the lives of people that I'm serving or serving with?
2. Who have I invited to be part of what I'm doing?
3. Who is growing by being a part of what I do?

EAGER TO GROW

1. How am I investing in my growth as a person?
2. How am I investing in my most important relationships?
3. How am I investing in my professional skills and awarenesses?

COMMITTED TO CANDOR

1. Am I willing to give and receive the 10% with each person on the team?
2. What are my strengths and weaknesses?
3. Is there anything I'm holding back in my interactions with others on the team?

FOR ONE ANOTHER

1. How am I working for the good of my team members?
2. How have I celebrated a team member recently?
3. Is there any unresolved conflict between me and team member? How will I address it?

RESPONSIBLE FOR OURSELVES

1. How am I taking care of my physical, mental, emotional, and relational health?
2. What attitudes am I choosing to bring into my interactions with people here?
3. Is there any area of life where I'm feeling depleted or need to ask for help?

WILLING TO DO WHAT IT TAKES

1. Am I feeling bitter or resentful about something I had to do recently?
2. When was the last time I changed plans based on what a moment needed?
3. When was the last time I jumped in to help in an area outside my official role?

ROWING IN THE SAME DIRECTION

1. Am I clear about the direction we're headed and am I compelled to pursue it?
2. How is my work contributing to the direction we're all headed?
3. How have I used my time, skills, and abilities to contribute to another person's project recently?

HERE BECAUSE WE WANT TO BE

1. What do I sense I've been called to do?
2. How does my calling align with my work here?
3. Why did I say "yes" to this job?

NOT AFRAID TO HAVE FUN

1. Are people able to laugh when I'm around?
2. Am I able to laugh at myself?
3. When was the last time I did a non-work thing with the team?