**STAFF VALUES - EXAMPLE**

**The purpose of this document is to delineate how we as a church staff will be responsible to the church and relate to our co-workers.**

**LOVE UNCONDITIONALLY**

We will create unity by practicing the biblical law of unconditional love. We will help others feel safe, secure and validated in their essential worth by loving without any strings attached.

**SPIRIT FILLED LIVES**

We will strive to live a spirit controlled life evidenced by the display of the fruits of the spirit in all of our dealings and relationships.

**CONFRONT IN LOVE**

We will care enough to confront when we have differences, feel wronged or see behavior inconsistent with our agreed upon values. We will not talk about each other until we have talked to each other.

**SEEK FIRST TO UNDERSTAND**

We will seek first to listen and understand, then to be understood.

**VALUE DIFFERENCES**

We will value and respect our individual gifts, strengths, perspectives, ministries, callings and differences recognizing God has uniquely knitted each of us together for his purposes.

**VALUE TEAMWORK/COLLABORATION/INNOVATION**

We will create a synergistic interdependent organization through teamwork and believing that our whole is greater than the sum of its parts. We will seek each other’s input, encourage each other towards innovation and give ourselves permission to fail.

**COMMUNICATE OPENLY AND HONESTLY**

We will take personal responsibility for fostering mutual information sharing and for keeping informed supervisors, peers and subordinates throughout the organization. We will invest the time and effort up front to make expectations clear, explicit and mutually agreeable.

**APOLOGIZE AND FORGIVE SINCERELY**

We will demonstrate strength of character by apologizing and forgiving quickly, sincerely and from the heart when we have wronged or been wronged.

**SEEK WIN/WIN SOLUTIONS**

We will demonstrate win/win thinking by pursuing agreements and outcomes that are mutually beneficial and satisfying. We will view our work as cooperative rather than competitive; believing in God’s economy there is sufficient recognition and resources to accomplish his purposes.

**KEEP COMMITMENTS**

We will build bridges of trust by being responsible, keeping the promises we make and fulfilling the expectations we agree upon.

**PRIORITIZE SELF-DEVELOPMENT**

We will invest in continuous training and development to reach our full potential.

**SHOW INTEGRITY**

We will avoid any conversation or behavior that is dishonest, deceptive or full of malice.

**BE GOOD STEWARDS**

We will maintain fiscal responsibility by pursuing the best dollar value. We will establish a system of checks and balances that will flag any area of expenditures before it grows out of line. We will assume personal responsibility for managing all costs related to our ministries and we will constantly monitor the use of our budget against our mission, objectives and goals.

**SUPPORT ONE ANOTHER**

We will be loyal, honor and encourage each other in conversation, both publically and privately, rather than criticize, belittle or gossip. We will be positive, affirming and supportive in our conversations and actions towards the leadership, ministries, programs, decisions and strategies of the church.

**PROFESSIONAL BEHAVIOR**

We will respect each other by responding in a prompt and courteous manner to all correspondence, inquiries and requests. We will abide by organizational policies, procedures, systems and practices.

**PRAY FOR AND NURTURE ONE ANOTHER**

We believe in the power of prayer therefore we will undergird one another in prayer for personal and ministry concerns. We will offer each other encouragement, comfort and support in times of need.

**COMMITMENT TO EXCELLENCE**

We will strive to implement with excellence, accountability and high expectations.

**INTENTIONAL ALIGNMENT**

We will strive to align our ministries with the mission, vision, objectives and goals of the church rather than practice sub-optimization.

**MANAGE CHANGE**

We recognize that there is no improvement without change, therefore we will value, embrace and encourage change that improves. We recognize that poorly managed change hinders effectiveness and efficiency therefore we commit to practicing proven change management principles.

**FOLLOW CHAIN OF COMMAND**

We will follow the organizational chain of command in dealing with questions, concerns, and decisions.

**The above values are not law. These are guidelines that we believe reflect our Savior. They are the desires that we long to see become disciplines of our organization.**

* “*But if we walk in the Light as He Himself is in the Light, we have fellowship with one another, and the blood of Jesus His Son cleanses us from all sin.” 1 John 1:7*
* *“Shepherd the flock of God, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness; nor yet as lording it over those allotted to your charge, but proving to be examples to the flock.” 1 Peter 5:2,3*