

*Garvin Adams*

**YOUR CHURCH NAME**  
**STAFF CULTURE DESCRIPTION**

This document is our attempt to define what is **common to us** that might not be common to everyone. The following values define **how** we work together to accomplish our **individual** roles and our **collective** mission and vision.

**MODEL INTEGRITY**

- How am I developing my **personal relationship** with Jesus Christ?
- As a staff member, am I **living** above reproach?
- As participants of this church, am I **giving, serving,** and **pursuing community** in a group?
- As a staff member, am I being a faithful **steward** of the resources extended to me?

**WELCOME FEEDBACK**

- Do I find **value** in who I am, not what I do?
- Do I actively **seek** feedback?
- Am I **responding** to feedback in a healthy manner?
- Am I providing feedback to others in a **helpful** manner?

**EMBRACE CHANGE**

- Am I **married** to the mission, and not the model, and as a result, **embracing** innovation to further our mission?
- What am I doing to help us **improve** organizationally?
- What am I doing to help myself improve **personally** and **professionally**?
- Do I take calculated **risks**?
- Do I define success not just in the success/failure of a product, program, environment, or experience, but in what we **learned** through the process?

**WORK TOGETHER**

- Do I see our staff as a collection of **uniquely** gifted people working in well-matched positions that all bring intrinsic value to the **team**?
- Do I equally prioritize **relationships** and **results** and understand them as fundamental necessities of a healthy team?
- Am I willing to be **vulnerable** for the sake of fostering a healthy team dynamic?
- How am I working as part of the larger team to pursue opportunities to **serve** outside of my specific department?
- How am I identifying and cultivating **potential** others?