

# Chapel Staff Cultural Values & Behaviors

## Chapel Mission & Vision

Williamsburg Community Chapel is an interdenominational family of faith called to make disciples of Jesus Christ by:

- meeting people where they are on their spiritual journey,
- getting people into God's Word and God's Word into people,
- and preparing believers for works of service to foster unity and maturity in the Body of Christ.

*From Matthew 28:19-20 & Ephesians 4:12-13*

## Chapel Staff Purpose

Our Chapel staff purpose is to create and sustain a healthy environment that promotes maximum fulfillment of our Mission as a family of faith.

The hallmarks of this environment will be:

- The quality of our relationships with each other,
- The quality and quantity of Chapel disciples,
- Continual ministry growth, innovation, and renewal,
- Effective leadership development for the Chapel's future,
- The quality of our network with the local, national, and global Church;
- And the Kingdom's impact in our local, national, and global communities.

To create and sustain this healthy environment, these values and associated behaviors will exist within our staff culture:

## **Our primary calling is to make disciples of Jesus and tend to their growth and maturity.**

- I do my work as a ministry to and for Jesus, regardless of my specific task and function.
- I reproduce disciplemakers, rather than just "do" ministry.
- I set aside my personal vision and that of my ministry team when doing so would benefit the Chapel team's common mission.
- I serve as Jesus served, remembering that every person is a potential disciple of Christ.

## **The first measure of our success as a staff team is how well we love one another**

- I treat each individual as a valuable member of the team with unique, God-given skills and talents.
- I treat others as I would like to be treated.
- I affirm and express appreciation for other team members' contributions.
- I seek and support opportunities to have fun with other team members.
- I maintain a positive attitude of encouragement and support.
- I care enough to confront and strive to resolve conflict.

**We value the quality and growth of our spiritual life.**

- I tend to my personal spiritual life and that of my family and team.
- I am intentional about sharing struggles and celebrating God's victories in my life and the life of my team.
- I initiate and participate in opportunities for prayer and shared spiritual experiences as a staff team.

**Our choice to trust and to be trustworthy is essential for unity and fulfillment of our mission.**

- I fill any gaps between what I expect and what I experience with trust and belief in my other team members.
- I support other team members when I hear someone expressing a lack of trust.
- I go directly to other team members when what I experience from them begins to erode my trust and encourage others to do the same.
- I honor the ministry structure, recognizing that trust and morale can be damaged when I fail to do so.

**Good communication is crucial for our effectiveness.**

- I recognize that good communication starts with me.
- I communicate fully and effectively the information I have to those who need or could benefit from it and follow-up to ensure understanding.
- I give and accept clear, complete, and unfiltered communication; I speak the truth in love.
- I receive difficult communication from others with an open heart and mind.
- I practice professional etiquette in the content and timeliness of my communication.
- If I feel the need for information, I will ask the appropriate person. When information isn't shared with me, I trust that there is a valid reason and I don't engage in gossip.
- I respect confidentiality and share sensitive information only when it is allowable and appropriate.

**Accountability and results are essential to our mission.**

- I am fully accountable for the goals and responsibilities that I have agreed upon with my supervisor or other team members.
- I seek clarification of my role and the extent of my responsibilities and authority.
- I continually evaluate myself and seek the evaluation of supervisors and team members regarding the effectiveness of my ministry.
- I am involved in opportunities to grow professionally so that I more effectively serve my role in ministry.
- I respect the roles of other team members and encourage them to exercise their spiritual gifts and professional skills until my help is requested or required.
- I make every effort to plan and implement effectively to avoid eleventh hour changes and micromanagement.
- I step out of my primary role to assist other members of the team when called upon.

- I set deadlines which allow sufficient time for proper completion.
- I meet deadlines and arrive to meetings prepared and on time.
- If I am unable to meet deadlines and tasks as assigned, I communicate in a timely manner with those affected.
- I use and support established procedures and systems.
- I duplicate my skill sets in others through mentoring, sharing my knowledge, and delegating in an effort to grow future leaders.

**We value ministry growth, innovation, and renewal. We recognize that personal renewal and wellbeing are essential for that process to succeed.**

- I communicate my need for personal renewal and wellbeing and support that need in others.
- I discuss and reconcile competing priorities with my supervisor and my team.
- I commit to regular evaluation of ministry opportunities and programs and their impact on the whole team.