

# WE ARE

## STAFF VALUES

We are dependent on God, unified as a team, excellent at what we do, and fun to be around.

These four Staff Values concisely describe who we are and how we approach our work. They are the characteristics we look for when adding to our staff and expectations that guide our behavior. Staff Values apply specifically to our staff, and complement our church Core Values, which apply to every member of Watermark.



# 1

# WE ARE DEPENDENT ON GOD

We must first get from Jesus what we need to minister to others. Everything we do flows out of our relationship with Jesus, and we work with the strength that He provides. We are not “professional Christians” who rely on our megachurch resources to be effective, but rather dependent followers of Jesus who receive our daily bread from Him.

“I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing.” (John 15:5)

## EXAMPLES OF LIVING IT OUT

### RELY ON JESUS

- Abide with Christ
- Live unashamed of the gospel
- Keep your relationship with Christ your top priority
- Prioritize prayer
- Care for your soul
- Practice spiritual disciplines
- Minister to others out of what Jesus gives you
- Rest well
- Fight burnout
- Root your identity in Christ

### GIVE GOD THE GLORY

- Walk in humility
- Tell stories of how God is at work, both individually and corporately
- Remember that this is God’s mission, not ours
- Seek the Lord’s will and direction
- Trust in God’s sovereignty and timing

### GIVE MINISTRY AWAY

- Equip the saints for the work of ministry
- Minister through people, not only to people
- Invest in volunteers

### LIVE AUTHENTICALLY

- Share how you are really doing
- Don’t hide mistakes
- Live in the light
- Confess openly
- Know what could take you out, and take steps to defend yourself

### WAYS TO REINFORCE IT

- Staff prayer devotionals from a variety of voices
- Staff prayer testimonies and stories
- Pastoral emails to staff
- Asking each other what God is teaching us
- Team-wide or staff-wide Bible studies
- Frequent storytelling of God at work
- Books or other resources on spiritual disciplines
- Sabbaticals
- Using PTO
- Half days away
- Team and staff prayer times

# 2

# WE ARE UNIFIED AS A TEAM

We believe that we'll be most successful in our mission if we are deeply connected as a staff family. Therefore, we aim to love one another unconditionally and place a priority on cultivating deep relationships, while keeping short accounts, handling conflict biblically, and doing everything we can to live at peace with one another.

“Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.” (Ephesians 4:15-16)

## EXAMPLES OF LIVING IT OUT

### HANDLE CONFLICT BIBLICALLY

- Believe the best
- Seek first to understand
- Lead with questions
- Keep short accounts
- Don't gossip
- Ask for and extend forgiveness

### GIVE PREFERENCE TO ONE ANOTHER

- Honor others
- Be a “there you are” kind of person
- Have a posture of humility
- Respect authority
- Have a teachable attitude
- Be flexible
- Be interruptible and accessible
- Be considerate of others' needs
- Be emotionally intelligent
- Disagree well
- Execute the idea like it's your own

### INTENTIONALLY PURSUE ONE ANOTHER

- Love unconditionally
- Take responsibility for the health of your relationships
- Welcome others as Christ has welcomed you
- Take time to get to know one another

- Learn each others' names
- Choose people over paper
- Treat staff as an extension of community

## WAYS TO REINFORCE IT

- Conflict Field Guide
- EQ resources and training
- “Get inside the circle”
- Cross-team relationship-building
- 1:1 staff relationship-building
- Performance reviews
- Managers contextualize what unity looks like for their team – both within the team and in interactions with other staff members and teams

# 3

# WE ARE EXCELLENT AT WHAT WE DO

To whom much is given, much is expected. As stewards of God’s resources, our aim is to be found faithful in how we invest and use them. This includes our own skills and abilities, the physical and financial resources that we’ve been entrusted with, and, most importantly, the lives of the people we are called to serve and lead. We believe that excellence honors God and inspires people, and every day we press on towards the goal that God has called us to.

“Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.” (Colossians 3:23-24)

## EXAMPLES OF LIVING IT OUT

### BE A GOOD STEWARD

- Leave things better than you found them
- Take responsibility for what you see
- If you see trash, pick it up
- Be a host, not a guest
- Prune in order to grow

### BE A THOUGHTFUL TEAMMATE

- Display appropriate levels of professionalism in conduct, attire, etc.
- Honor others’ time
- Consider the impacts of your choices and decisions on other individuals and teams
- Follow through on commitments
- Communicate clearly up, down, and across teams
- Respond promptly to internal and external communications
- Become great at your job

### TAKE INITIATIVE

- Be a self-starter
- Bring your best
- Work hard for the Lord
- Have a strong work ethic
- Have a bias towards action
- Make things better
- Identify solutions, not just problems

### ENGAGE FULLY

- Be excited to be on staff and in your role
- Be excited about our direction and priorities
- Be characterized by self-motivation and energy

### LEAD YOURSELF AND OTHERS WELL

- Call yourself and others to greatness
- Be the example you want others to follow
- Welcome and offer feedback
- Avoid surprising others (especially your boss)
- Be your own “chief development officer”
- Learn and grow in your role
- Lead and manage yourself well
- Lead and manage direct reports well
- Have healthy boundaries
- Prioritize your family

## WAYS TO REINFORCE IT

- Recognize people for their excellence (for example, the “Knock our socks off” award and other limited-edition Watermark swag)
- Bonuses for truly over-and-above work
- Leadership and management training
- Personal development plans
- Annual performance reviews
- Consistent 1:1 meetings
- Setting goals and accomplishing them
- Clear job descriptions and expectations

# 4

# WE ARE FUN TO BE AROUND

The joy of the Lord is our strength, and it should also show on our faces! A staff and team that play together, stay together – and work well together too. We don't take ourselves too seriously, and laughing together should be normal. We believe it's completely possible to get all of our work done and have a great time doing it.

“You make known to me the path of life; in your presence there is fullness of joy;  
at your right hand are pleasures forevermore.” (Psalm 16:11)

## EXAMPLES OF LIVING IT OUT

### MAKE FUN A PRIORITY

- Make time for fun, laughter, and enjoyment
- Take part in farkles, consequences, prizes, etc.
- Make a memory
- Go all-out
- “Now THAT’s the way to lose!”
- Work hard to make things fun for others

### HAVE A POSITIVE ATTITUDE

- Work joyfully
- Have a “Can you believe we get to do this?” attitude
- Be grateful
- Love what we do

### ENCOURAGE AND RECOGNIZE OTHERS

- Be a source of refreshment
- Be a stress de-amplifier
- Celebrate others
- Be the kind of person others would want in their car at Staff Retreat

## WAYS TO REINFORCE IT

- Staff Retreat
- Staff Christmas party
- Staff lunches
- Team retreats
- Team lunches
- March Madness
- Farkle consequences and prizes
- Staff prayer shenanigans