

Harmony's Ministry Staff Values

We stand with each other for the mission...

John 17:20-23

20 "My prayer is not for them alone. I pray also for those who will believe in me through their message, 21 that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. 22 I have given them the glory that you gave me, that they may be one as we are one— 23 I in them and you in me— so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.

Up not down or to the side - when you have a disagreement or a problem always go up with it not down to volunteers, not to the side to other staff members - we take those things to the people that can address them

Growth changes everything - As we grow things will change about structure, how close we can be or even decisions being made without you being present that you used to sit in the room for. It's important to understand that, not hide it, talk about it so we can address it

Unit is the key to health - Unity is Satan's number one target in the church

We put people above process

Mark 12:31

The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these."

Matthew 20:26-28

26 Not so with you. Instead, whoever wants to become great among you must be your servant, 27 and whoever wants to be first must be your slave— 28 just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

Most ministry leaders use people to get stuff done, we use stuff to get people done - the temptation in ministry is to let the urgent demands of the tasks of ministry drive our leadership rather than the unseen need to develop and care for people. When you begin to see all of your ministry as an opportunity to build people - even your volunteers, it will shift the way you lead.

I care more about you than I care about what you can do for me - people need to know that the reason you care about them is because they matter to you and matter to God, not because they get something done for you. They are not a cog in a machine making a widget. They are not a "human resource" to be used at our disposal. They are souls that are carefully designed and loved by God. So, when the job comes in conflict for what is best for the person, we always choose the person.

This will ALWAYS take more care and attention than simple process, policies, & systems allow - we need systems and processes to help streamline what we do and to communicate at a grand level the “how” of ministry (how to accomplish the tasks people lead in). But process, systems, and policies are only guides, they must not become law. Leading in this way means that sometimes you have to care for the person more than the policy. It means you have to use your discernment and wisdom. It means you have to over communicate with your team if there is a break in policy or process that you make that break because love compels that action. The pharisees were all law, all truth and no grace. Jesus allowed for areas where policy did not.

We are real people have a really good time (non-stuffy)

Romans 12:9

“Love must be sincere. Hate what is evil; cling to what is good.”

1 Corinthians 16:14

“Do everything in love.”

1 Peter 1:8

Though you have not seen him, you love him; and even though you do not see him now, you believe in him and are filled with an inexpressible and glorious joy,

Authenticity - there is an incredible incentive to hide our weakness and to limit transparency in the church. The incentive is that it pads our ego’s and holds up the image people have about us that we are a more perfected human than they are - something they can look at as an ideal. It is intoxicating, but it’s also deadly. Being transparent, and careful, with our faults is crucial. Our job is to lead them to the savior that we need just as much as they do - not to become the savior.

Unearthed Motives - transparency isn’t enough on it’s own. It can be easy to use authenticity as a gag to manipulate people to our way of thinking. Unearthing your motives is what keeps authenticity in check and balanced. You being brutally honest with yourself about where you are operating out of fear and pride. Checking your motives with questions like, “why did I just do that?” “say that?” “why am I so upset right now?” etc. You cannot just identify your fleshly motives without setting your mind on a better way - set your mind on Christ - on exalting God to reset your motives.

Joy but not sacrificing righteousness - I know a lot of churches that their staff’s are “fun,” and almost all of them, to a T sacrifice righteousness and holiness in order to have their fun. They are crass, say things behind closed doors that they would never say in front of someone at church - they live these double lives, thinking they're funny when in reality they're just mirroring the world. I believe there is a way to have a blast doing ministry without sacrificing your life being honoring to Jesus. Find that way and walk in it.

We are shockingly generous

Matthew 10:8

“Heal the sick, raise the dead, cleanse those who have leprosy, drive out demons. Freely you have received; freely give.”

Luke 6:28

“Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you.”

Matthew 25:26-27

26 “His master replied, ‘You wicked, lazy servant! So you knew that I harvest where I have not sown and gather where I have not scattered seed? 27 Well then, you should have put my money on deposit with the bankers, so that when I returned I would have received it back with interest.

People are the only treasure that matters - we recognize we have a responsibility to be good stewards - but we also recognize that our treasure is not in our bottom line as a church but in the lives changed. We will always choose generosity over being stingy - even when it hurts.

We use money to make people, not people to make money - this is the core difference between churches and businesses. We are an upside down organization. This means we lead with generosity towards people, whether it's with our time, money, or talent.

We share what we've learned - our natural inclination is to always hold hard learned lessons close to the chest - it makes us look good to have secret information about how things work best and how to be successful. But we are not after looking good, we are after the Kingdom and the Kingdom is not tied to one church or one ministry. We are quick to give away what we have learned and how to do ministry better - even if it helps another church become better than us.

We are a church of second chances (we lead with Grace)

John 21:15-19

15 When they had finished eating, Jesus said to Simon Peter, “Simon son of John, do you love me more than these?”

“Yes, Lord,” he said, “you know that I love you.”

Jesus said, “Feed my lambs.”

16 Again Jesus said, “Simon son of John, do you love me?”

He answered, “Yes, Lord, you know that I love you.”

Jesus said, “Take care of my sheep.”

17 The third time he said to him, “Simon son of John, do you love me?”

Peter was hurt because Jesus asked him the third time, “Do you love me?” He said, “Lord, you know all things; you know that I love you.”

Jesus said, “Feed my sheep. 18 Very truly I tell you, when you were younger you dressed yourself and went where you wanted; but when you are old you will stretch out your hands, and someone else will dress you and lead you where you do not want to go.” 19 Jesus said this to indicate the kind of death by which Peter would glorify God. Then he said to him, “Follow me!”

We seek to restore - all of us will be tempted at times to hide problems and issues in our lives. Being on a team that seeks restoration rather than condemnation means we can be transparent about our struggles and know the team will care for us and lead us towards healing.

We see failure as learning opportunities, not ends - we strive to see failing as an opportunity to learn from our mistakes. This allows us to experiment and try things rather than walking cautiously only trying to amass “wins”

We assume positive intent - we try and believe the best about each other. Rather than thinking another person is trying to take advantage or be malicious, we try and think the best possible thing rather than the worst.

We have grace, but still hold the standards of truth closely - we lead with a high degree of grace, but we hold up the truth and standard of integrity that matters for those who follow Jesus. We don't slip on those truths, but we have grace when we fail to live up to those standards.