



OAK HILLS CHURCH

Staff Values

All-In

Better Together

Joyful Excellence

Kingdom Multiplication

Our Staff Values describe how we relate to one another and work together. They are the everyday habits and behaviors that unify us as we pursue our mission and vision together. These Staff Values apply to all our staff and complement our OHC Core Values, which apply to every member of Oak Hills Church.



All-In

We are fully committed to following Jesus and serving at Oak Hills Church with passion and integrity. As covenant members and staff of the Oak Hills Church family, we use our unique gifts and talents to seek first the Kingdom of God and pursue our mission and vision together. We fervently believe in the power of the local church as “God’s Plan A.” This is more than a job—it is a calling!

Follow my example, as I follow the example of Christ. 1 Corinthians 11:1

EXAMPLES OF BEING ALL-IN

- Abide in Christ by regularly engaging in spiritual practices.
- Connect in biblical community.
- Attend worship and invite others regularly.
- Sacrificially serve others in the church and community.
- Regularly support the church financially.
- Invite and live under spiritual accountability.



Better Together

We celebrate a multi-gifted team. We hold our plans and preferences loosely and welcome input from team members. We work together across all areas of Oak Hills Church, not just in our individual roles. We protect the unity of the church by handling conflict quickly and according to Biblical principles. We prioritize knowing, supporting and celebrating one another.

Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. Ephesians 4:15-16

EXAMPLES OF BEING BETTER TOGETHER

- Prioritize prayer and pray for and with one another.
- Learn from and collaborate with others.
- Take blame and give credit.
- Show respect, be on time, be responsive.
- Celebrate one another.
- Build relationships across teams.
- Assume good intentions.
- Have crucial conversations quickly.
- Practice forgiveness and reconciliation.



Joyful Excellence

Ministry is a beautiful calling, full of joy and challenges. Made in the image of a creative God, we embrace innovation and take risks in our Kingdom pursuits. We work hard but stay humble and light-hearted, knowing mistakes happen. We focus on faithfulness over performance and find joy in the process.

*Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.
Colossians 3:23-24*

EXAMPLES OF JOYFUL EXCELLENCE

- Cultivate positivity and make time for fun and laughter.
- See opportunities, not obstacles.
- Set goals and measure what matters.
- Evaluate, adjust and look for ways to innovate.
- Display discipline and self-control.
- Pursue greater self-awareness of strengths, weaknesses, tendencies.
- Collect, share and celebrate stories of transformation.
- Pursue healthy life rhythms.
- Prioritize marriage and family as our first area of ministry.



Kingdom Multiplication

We are about maximizing Kingdom impact by multiplying disciples, leaders and churches. We believe that grace-filled, Kingdom-minded, Spirit-led churches are God’s plan for multiplying disciples and renewing our world. We resist spiritual complacency and courageously follow God’s leading.

Then Jesus said to his disciples, “The harvest is plentiful, but the laborers are few; therefore, pray earnestly to the Lord of the harvest to send out laborers into his harvest.” Matthew 9:37-38

EXAMPLES OF KINGDOM MULTIPLIERS

- Mentor and disciple others.
- “Give away” ministry to volunteer leaders.
- Invest in the next generation of leaders, including apprentices and interns.
- Invite new people to join in Kingdom community.
- Collaborate and learn from other churches.
- Pursue Kingdom partnerships in our city and around the world.
- Encourage all staff to participate in short term mission trips.
- “Understand the times” by cultivating a Kingdom worldview.



Oak Hills Church is committed to supporting and developing these *staff values* through:

- Consistent 1:1 Meetings, Team and Department Meetings, and Staff Meetings.
- Incorporate Staff Values in recruitment, v, and new hire orientation processes.
- Staff Covenant Membership.
- Ministry Planning, Goal Setting, and Performance Evaluations.
- Staff Development.
- Prayer with staff and volunteers.
- Staff Serve and Fun Days.
- Celebrating how God is moving in and through Oak Hills Church.