

# Heritage Community Church: Declaration of Culture

**Given:** Hypocrisy makes the church incoherent, therefore HCC is committed to nurturing a coherent culture based on the following:

➤ Statement of Purpose: **HCC is a community of Christians devoted to nurturing love for Jehovah God, love for self, and love for others (Mt. 22:34-40).**

➤ At HCC



lish this by balancing the following five Biblical purposes:

- Connect to God and each other through **Fellowship**.
- Cultivate spiritual maturity through systematic **Discipleship**.
- Commit to **Ministry** through the discovery of each individual's S.H.A.P.E. (Spiritual Gifts, Heart, Abilities, Personality, and Experiences).
- Commission for **Evangelism**.
- Convey **Worship** and glory to God, both personally and corporately.



erized as a **“Purpose Driven – Spirit Lead”** church.

- **Purpose Driven** – The five Biblical purposes named above provide the organizational structure of HCC. The Church as a whole attempts to balance the purposes; furthermore, each ministry of the church attempts to focus on one purpose, or balance all five depending on the nature of the ministry.
- **Spirit Lead** – HCC believes in the active work of the Holy Spirit in the life of each Christian and the church.
- **Purpose Driven – Spirit Lead** - The Purpose-Driven model gives HCC its skeleton, while the leading of the Holy Spirit fleshes out the skeleton with Spirit-lead theology and personality.

➤ The culture of **spiritual development** at HCC intends to model God's orderly design of **human development**. In human development we are physically born, then we bond with our biological family, then we are systematically educated, then we contribute through work, and ultimately reproduce. In spiritual development a Christian is **born again** (spiritually), they **bond** with their spiritual family, they are **systematically educated** in the knowledge of God, they contribute through **servicing**, and they reproduce through **evangelism**. The HCC culture aspires to coherently nurture this progression.



Home



School



Community



Hospital

## **HCC Work Culture “Grooves”**

**“Let there be real harmony so that there won’t be splits in the church ...Be of one mind, united in thought and purpose.” 1 Corinthians 1:10 (LB)**

**Assumption** – A “groove” is literally a natural or human creation used to guide, like a river or a stylus in the groove of a phonograph. In slang terms, a groove is a settled routine, situation, or activity that one enjoys, or to which one is especially well suited. Furthermore, the quality of a groove can be understood as how people react or interact harmoniously. In the context of this document, I am using the word groove to mean a consistent disposition toward our work of ministry. A uniform understanding of what is meant by the word “groove” is foundational to understanding the following ten HCC Grooves, which relate primarily to those employed by HCC.

1. ***Salubrious*** – A person or environment that promotes health and well-being. Commitment to this groove is the top priority of the Lead Pastor for the congregation and professional culture. For this, groove to be realized, each person connected to HCC must start with dedication to personal health and well being, which will naturally contribute to an overall salubrious environment. Therefore, balance of the mental, physical, emotional, relational and spiritual components is corporately and personally essential for a salubrious environment.

2. ***Honesty*** – Jesus’ honesty was not brutal, but tactful and kind (unless he was being honest with the religious). For any person or environment to improve, the culture must be conducive to giving and receiving tactful and kind honesty. Christ-like honesty makes space for free and unfettered exchange of positive and negative feedback. Diminished honesty often results in personal and professional stagnation.

3. ***Accountability*** – There is a subtle but critical difference between being responsible “for” someone and being responsible “to” someone. As generally healthy, unimpaired adults we are responsible “for” ourselves, not each other. Meaning that we do not own each others feelings or actions. However, as a spiritual family and professional team, we are responsible “to” each other. Being responsible “to” includes developing vulnerable relationships with each other where the freedom to “check-in” is promoted. “Checking in” could include topics related to health, relationships or spiritual concerns. These relationships of accountability are conscious and mutually agreed upon. An accountability ambush is never helpful. Furthermore, an accountability relationship is between two people exclusively. Meaning that accountability concerns shared with others outside the relationship is a violation of confidentiality, and will not be tolerated.

4. ***Safety*** – The comfort that comes when there is confidence that a colleague has your back, cannot be overemphasized. In professional ministry it is often the case that congregants will make negative remarks about other ministers. As a team, we must have the confidence that our teammates are supportive and looking out for each other’s safety. Each team member must model for the congregation the art of redirecting the negative into the positive. In doing so, a “safe” work environment will develop. The same is true for congregational health.

5. ***Noble*** – The word ‘noble’ means distinguished by rank or title. The office of ‘pastor’ (Eph. 4:11,12) carries with it great nobility, hence consequences for any irresponsibility related to the office (Jeremiah 48:10). Every act related to serving the kingdom of God in the context of ministry, from vacuuming floors to preaching, has a direct influence on the nurture or eternal destiny of the soul. Therefore, tenaciously keeping this noble responsibility always in the foreground of our mind is essential. However, our worldly tendency is to lapse into an ignoble belief about this work. The Devil is constantly busy in the proverbial “backyards” of those working in ministry, undermining the eternal nature of the work, and hoping that a default to a temporal worldview will occur. If we allow him to gain this influence in our thinking, he will quickly gain access to all other grooves, compromising their quality. See Colossians 3:23, 1 Timothy 5:17 & 1 Corinthians 10:31.

6. **Integrity** – Is the quality or condition of being whole or undivided; completeness. This quality is linked first to an individual's relationship with God, and then to the church (His bride). The quality of HCC's reputation is directly linked to success in evangelism. Jesus has appointed His followers and those called to professional ministry, as ambassadors. Each HCC team member must protect the positive reputation of HCC's integrity with all aspects of their life, both inside and outside the church. Participation in un-ethical, immoral or immoderate behavior will not be tolerated.

7. **Relaxed** – Some blue jeans bear the label "Relaxed Fit". This label indicates that those jeans are purposely designed to provide more space and flexibility to be more comfortable. "Comfortable" is the intended feel of the HCC work culture. Providing space and flexibility is the key to promoting good will and creativity at HCC. Realizing that each person in the HCC professional work environment has been created with a different personality, style, creative cycle, disposition, tastes, etc. a relaxed and accommodating work culture will elicit the best from each person. As with all relaxed-fit jeans and work environments, there are boundaries. Therefore, some positions will have more structured hours and expectations than others. All positions are subject to expansion or contraction at the Lead Pastor's discretion.

8. **Initiative** – This is the power and ability to begin or to follow through energetically with a plan or task; using inherent enterprise and determination. All hired personnel at HCC are expected to have initiative. At all levels, working at HCC has eternal implications. Therefore, initiative is a groove that is expected and respected. By respected, it is meant that well-intentioned risks taken for the improvement of HCC will be honored as valiant, even if those risks yield negative results. Furthermore, general church resources will be risked for well-intentioned initiatives.

9. **Self-managed** – Since each individual stands ultimately before God alone to give account of his or her life, it is logical to live now with a strong sense of individual responsibility. In no way does "self-managed" include independence from the team. More accurately, to be self-managed means that each individual is contributing to the overall health and success of HCC through inter-dependence. The Lead Pastor expects to cast vision for the general church, while nurturing each ministry professional in a manner consistent with macro-management, not micro-management.

10. **Eternally motivated** – Christian living is not about here, it's about there! So lighten up about all the terrestrial stuff and shore up all the eternal stuff. Jesus left the church with the task of brokering influence for God regarding the eternal destination of human souls. Talk about a noble task! This singular objective of the church must be central-more central than anything else in our hearts and minds as we go about the work of ministry. Hagglng about the work place minutiae is ultimately a hindrance to the mission and grooves of HCC. We desire high quality work; but if the stress or complexity of achieving high quality work hinders the quality of our relationship with God and others, it must always take a secondary place. This is not an excuse for shoddy work, but a call to value relationships and prudence in priorities.

# Human Development

**Born ▶ Bond ▶ Educate ▶ Work ▶ Reproduce**



# Spiritual Development

