

Perimeter Church Staff Orientation

September 12, 2017

1. Introduction

-Why A Staff Orientation?

2. Overview

- 1) FY 17-18 Ministry Plan
- 2) Embracing What It Takes To Win
 - (1) A Winning Mindset
 - (2) A Winning Culture
 - (3) Winning Behaviors
- 3) Frequently Asked Questions
- 4) Staff Affirmation Agreement Pledge
- 5) Next Steps

3. Perimeter Church Ministry Plan

- 1) Why Do We Exist? (Our Purpose)

To glorify God and to enjoy Him

- 2) What Are We Trying To Accomplish? (Our Vision)

To make and deploy mature and equipped followers of Christ for the sake of family, community and global transformation.

3) How Do We Plan To Accomplish Our Vision? (Our Mission)

- We plan to make mature and equipped followers of Christ by:
 - 1) Winsomely engaging the unchurched where we live, work and play.
 - 2) Attractively exposing the unchurched to God's Word and God's people.
 - 3) Sponsoring newcomers into church membership.
 - 4) Discipling members in life-on-life missional discipleship.

- We plan to bring about family transformation by:
 - 1) Equipping children & youth to understand the gospel and to embrace a biblical world and life view.
 - 2) Equipping singles to leverage their missional mobility and to make wise marital decisions.
 - 3) Equipping marrieds to delight in their God-given roles and to fulfill their God-given responsibilities.
 - 4) Equipping parents to develop a family plan and to shepherd their children's hearts.

- We plan to deploy our people for community and global transformation by:
 - 1) Serving people in need.
 - 2) Partnering with other churches and organizations.
 - 3) Planting new churches.
 - 4) Igniting movements of disciple making churches for the renewal of the city.

4) What Is Most Important To Us? (Our Core Values)

(1) "Who We Are" Values

- Practicing indiscriminate **love** regardless of social, economic or racial status
- Demonstrating personal, family, organizational, financial & leadership **integrity**
- Living by **faith** in Christ and attempting faith oriented goals in an environment of innovation and change
- Speaking and proclaiming the **truth** regardless of the consequences

(2) "What We Do" Values

- Worship (includes prayer)
 - Corporate Worship
 - Family Worship
 - Personal Worship

- Belong (Community)
 - Shepherding Groups (quarterly)
 - Connect Groups

- Grow (Equipping)
 - Journey Groups
 - Seminars, Classes, Groups, Express Your Faith, LINK, Financial Peace University
 - Leadership Training

- Bless (Service, Mercy, Outreach & Generosity)
 - Weekend Serving
 - Church Ministry Teams
 - Community Ministry Teams
 - Global Ministry Teams
 - Investigative Forums
 - Guest Sponsorship
 - Community and Global Journeys
 - Tithing (weekly giving)
 - Ministry Development / Capital Campaigns (2 year giving)
 - Estate Planning (long term giving)

5) How Will We Know If We Are Accomplishing Our Vision And Mission (Strategic Priorities and Goals)

FY 17-18 Strategic Priorities

- (1) Engaging The Lost Through A Culture Of Invitation
Transition from program attraction to member attraction by embracing the strategy of GBIS (Greeting, Befriending, Inviting, Sponsoring)
- (2) Extending Our Impact Through Indigenous Decentralization
Shift to decentralized, indigenous ministry in local cities within our ministry reach.
- (3) Enhancing The Informing And Equipping Of Congregants Through Digital Advancements

FY 17-18 Goals

- (1) Culture Of Invitation
 - Staff – 4 sponsored families or singles
 - Officers – 2 sponsored families or singles
 - Members – 1 sponsored family or single
- (2) Indigenous Decentralization
 - Establish functional city transformation ministry teams in 5 cities (10 within 2 years)
 - Identify 3 potential off-site rental facilities for 2020.
- (3) Digital Advancements
 - Tutorials and on-line video promotion for every ministry
 - Resources & certifications for Connect groups and Journey groups

4. Embracing What It Takes To Win

1) Our Big Win

Making The Bride Of Christ As Beautiful As She Can Become Before The Lord Returns.

To win, our staff must model being:

- generous
- missional
- dependent
- life on life

2) Winning Mindsets

- (1) Regarding the capability of volunteers
 - Many important ministries can be led by volunteers.
- (2) Regarding recruitment of volunteers
 - Effective recruitment of volunteers is accomplished best by life on life invitations to “sample, see & pray” on a weekly basis, with terms of service beginning and ending throughout the year.
- (3) Regarding weekend worship
 - Weekly family worship is critically important and possible for every staff member.
- (4) Regarding the specialization of job descriptions
 - Staff can be effective with moderately broad job descriptions and must be available to serve in any staff capacity asked by one’s supervisor.
- (5) Regarding time management
 - Staff function more effectively with on-going accountability of one’s use of time.
- (6) Regarding expectations of leadership responsibilities
 - Believing that good leaders do not lead by what they say, but rather by what they tolerate, staff should expect honest feedback from their leaders including expressions of frustration, disappointment, correction and admonition as well as encouragement, praise and appreciation. Staff should expect accountability and consequences for poor performance as well as praise and reward for outstanding performance.

3) Winning Cultures

- (1) Dependence – dependence on the Holy Spirit
- (2) Worship – sincere worship of God
- (3) Discipleship – faithful making and training of disciples
- (4) Stewardship – efficient use of time and resources
- (5) Innovation – creative and innovative thinking
- (6) Family – strategic family building activities

4) Winning Behaviors

- (1) Dependence on the Holy Spirit (a culture of dependence)
 - Appropriating the power of the Holy Spirit at the beginning of each day and throughout each day as needed (KCP)
- (2) Sincere Worship of God (a culture of worship)
 - Daily personal worship
 - Weekly corporate worship (family worship)
- (3) Faithful Making and Training of Disciples (a culture of discipleship)
 - Routine encounters of GBI
 - Diligently seeking to sponsor a minimum of four new families or singles per year into the membership and life of Perimeter
 - Leading an approved Journey Group (unless permitted to be a participant in another leader's Journey group)
- (4) Efficient Use of Time and Resources (a culture of stewardship)
 - Maximizing an approved work week (worship not included unless leading)
 - Volunteering your time for service to the church over and beyond regular work hours
 - Tithing (giving at least 10% of gross income) to the Lord through Perimeter Church
- (5) Creative and Innovative Thinking (a culture of innovation)
 - Spending a minimum of 1 hour per work week dreaming how our ministries could make the Bride of Christ more beautiful
- (6) Strategic Family Building Activities (a culture of family)
 - Engaging in monthly relationship building activities (games, meals, etc.)

5) Our Mantra

Embracing Our Culture. Keeping Our Standards.

5. Staff Affirmation Agreement Pledge

As a follower of Christ, motivated by His work on the cross, I desire to work faithfully unto the Lord (Colossians 3:23), to preserve the function and integrity of Perimeter Church as a local Body of Christ, and to provide a biblical role model to Perimeter members and the community.

As a Perimeter Church staff member, I have read and agree to adhere to the Perimeter Staff Embracing the Winning Culture document and agree to comply with the Winning Behaviors in accordance with my job classification (check one).

___ **Full-time or Part-time Exempt** - I agree to diligently seek to fulfill all the Winning Behaviors described above.

___ **Full-time Non-exempt** - I agree to prayerfully consider voluntarily fulfilling the Winning Behaviors described above*. As a member of Perimeter Church, I also re-affirm my commitment to the Membership Covenant.

___ **Part-time Non-exempt** - I agree to prayerfully consider voluntarily fulfilling the Winning Behaviors described above*. If a member of Perimeter Church, I also re-affirm my commitment to the Membership Covenant.

I further agree that if I am no longer willing to adhere to the Perimeter Staff Embracing the Winning Culture document, I will make this known to my supervisor.

Signature _____

Name (Printed) _____

Date _____

*It is our hope and desire that it would be your heart to strive to fulfill the Winning Behaviors, even though they are voluntary.

6. Frequently Asked Questions

Q. To whom does the Embracing the Winning Culture document apply?

A. This document applies to all Perimeter Church full-time and part-time exempt staff. For full-time and part-time non-exempt, the Winning Behaviors are voluntary, but it is our hope that it would be your heart to strive to fulfill the Winning Behaviors. For staff working in the areas of CSO, Perimeter School, Campus Outreach and Church Planting, there may be some exceptions and these will be communicated to you by the department leader.

Q. What is an “approved work week”?

A. For full-time exempt, an approved work week is 40 hours, understanding that there will be times when more hours may be needed to complete important responsibilities. For full-time non-exempt, an approved work week is 37.5 hours. For part-time exempt and part-time non-exempt, the approved hours depend on the specific position and therefore the supervisor and staff member are to meet and make sure the number of approved work hours per week is clearly understood and agreed upon.

Q. What are expectations regarding volunteer hours?

A. Church members are expected to volunteer their time to the church. As a church member, staff members should also be volunteering their time to the church.

Q. How do we keep track of who is the sponsor of a new member?

A. As prospective members that you are in relationship with register for Taste of Perimeter, you should notify the Director of Membership that you are the sponsor. In some cases, the Director of Membership will assign prospective members to a staff member in advance of Taste of Perimeter. There is only one sponsor for a prospective member.

Q. What if I fall short of successfully sponsoring four new members?

A. The expectation is that you will pray, develop a plan and diligently follow through on your plan. If you fall short of the goal but have been diligent, we will understand.

Q. What is an approved Journey Group?

A. It is a Journey Group registered on the Perimeter website that is using the Journey Curriculum.

Q. If I am leading a KIDS Town, Jhi or Watershed discipleship group, do I also need to lead or participate in an approved Journey Group?

A. No.

Q. What if I have Sunday morning responsibilities and I am not able to attend a worship service?

A. Meet with your supervisor and develop a plan for you to be able to attend a weekend worship service each week. Although Jhi, Watershed or KidsQuest Sunday gatherings are meaningful and worshipful, these are not considered a weekend worship service for adults.

- Q. What if I am struggling to tithe right now due to special circumstances?**
- A. Discuss this with your supervisor. Pray and work together on a plan to continually grow in your giving and to eventually be able to tithe.
- Q. Can department budget money be used for strategic family building activities?**
- A. Yes, but any money to be spent for strategic family building activities must be pre-approved by your ELT division leader and will be charged to your regular department budget. And as always, steward with care the church's money that was tithed by the congregation.
- Q. What does it mean to dream about how our ministry could make the Bride of Christ more beautiful?**
- A. Spend time alone or as a team and pray and ask God to give you ideas on how your ministry area can improve, be more effective, impact volunteers better, reach the lost and strengthen everyone's love for God and others.
- Q. By when do I need to comply with the Winning Behaviors?**
- A. It is our desire that all staff will begin immediately to fulfill the Winning Behaviors. If, you are not able to begin right away, it is expected that a plan will be in place to help you comply by the mid-year review in February.
- Q. Will I be reviewed on this?**
- A. Yes, it will be reviewed at the mid-year and year end staff reviews.
- Q. What if I am falling short?**
- A. If you are falling short, your supervisor will work with you to help you.
- Q. Who can I talk to if someone (including my supervisor) is not in accordance with the winning mindsets, culture and behaviors?**
- A. It is our desire that you speak directly with your supervisor or division leader about this. You are also free to reach out to someone in human resources.
- Q. Will the discipleship ministries start listing "approved Journey Groups"?**
- A. Yes, this will be available on the Perimeter website.
- Q. How will staff maintain accountability to the work-hour guidelines?**
- A. Each staff member is expected to be accountable for their work time. Supervisors are expected to be accountable for their team's work time.
- Q. Can you clarify what constitutes work hours on Sunday morning and what does not constitute work hours on Sunday morning?**
- A. If time spent on Sunday is part of your assigned job responsibilities, then it is considered work time.

7. Next Steps

- (1) ELT discusses the Embracing the Winning Culture document with their direct reports to get their feedback and dialog on any questions they have (Sept)
- (2) ELT meets with their direct reports to have them sign the Embracing the Winning Culture staff affirmation statement (Sept)
- (3) HR hosts a training meeting with supervisors regarding Annual Reviews (Sept)
- (4) Supervisors' have individual meetings with their staff (includes Annual Review feedback and discussion of the Embracing the Winning Culture document) (Oct)
- (5) All staff affirm their support of the Embracing the Winning Culture document by signing the staff affirmation statement (Oct)
- (6) Mid-Year discussion between supervisor and staff on progress (Feb)

Perimeter Church

Membership

Covenant

Being convinced that I have been spiritually born into a relationship with God by means of faith in Jesus Christ and repentance from sin and being in agreement with Perimeter's philosophy, beliefs and standards, I feel led by God to become part of the Perimeter family. I hereby place myself under the spiritual leadership of this church. In doing so I am saying the following:

- I Have Made A Credible Profession Of Faith.
- I Am Committed To Living As A Follower of Christ.
- I Am Committed To Protecting The Peace And Purity Of The Church.
- I Am Committed To Supporting The Worship And Work Of The Church.

I understand that the above standards cannot be maintained without relying on the Holy Spirit to work in my life and without specific commitments on my part. Having completed the Membership Class, I agree with the Philosophy, Beliefs and Standards of Church Membership and do set the following as goals toward which I will strive:

In order to live as a follower of Christ I will strive:

- to spend time daily alone with God in personal worship to obey the teachings of Scripture
- to regularly fellowship with believers

In order to protect the peace and purity of my church I will strive:

- to act in love toward other members
- to refuse to gossip, giving and receiving only good reports
- to submit to the authority of the elder leadership

In order to support the worship and work of my church I will strive to glorify God by:

- faithfully attending weekend services and partaking of the Lord's Table

to grow in my faith by:

- advancing my biblical understanding and ministry skills by attending at least one equipping seminar or class each year
- completing one year of discipleship training within five years

to give myself away by:

- routinely serving others by participating in a serving or mercy ministry (i.e. weekend serving, a ministry team, a community ministry team, a community or global journey.)
- sponsoring at least one new person into Perimeter Membership each year
- moving toward the practice of tithing to God's Kingdom
- community or global journey - once every 3 years
- every 5 years we ask members to return back through the membership process. It's a great time to be missionally minded and invite someone to come through the process with you.

Signature

Date