



HIGHLANDS

# **LEADERSHIP** *Culture Guide*

LA CRESCENTA  
CA — 2023

WHO  
WE  
ARE

## **MISSION**

*Following Jesus Together*

## **PURPOSE**

*To Show The World What God Is Like*

## **VISION**

*So The Lost Can Be Found And The Found Can Be Free*

HOW  
WE  
LIVE

*HERE  
AT  
CHURCH  
WE  
HAVE*

- 1. CONVICTIONS**
- 2. VALUES**
- 3. LEADERSHIP VALUES**

*CHECK  
THEM  
ALL  
OUT  
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## **CONVICTIONS**

Our deepest held beliefs that reflect the heart which God has given us for the church and the world.

we believe that:

### **JESUS IS LORD.**

Jesus is the visible image of the invisible God and reigns supreme over all creation.

### **THE HOLY SPIRIT IS WORKING IN AND AROUND US.**

God filled us with his Holy Spirit to guide, comfort, encourage, and empower us in every good work.

### **THE BIBLE IS GOD'S WORD.**

God gave us the scriptures as the sole inspired authority for faith and conduct.

### **PRAYER CHANGES THINGS.**

When we speak to God through prayer in Jesus name, He promises to listen and respond. He brings change; often to circumstances, but always in us.

### **THE CHURCH IS GOD'S PEOPLE TODAY AND OUR FAMILY FOREVER**

Jesus calls the church His bride, which makes us family from here to heaven.

### **THE DOOR IS ALWAYS OPEN AND THE TABLE ALWAYS SET**

There is no one too lost to be found. God wants all to know Him, to believe and be saved. Like a good father, God is always waiting with an open door and a table set.

## **CONVICTIONS**

Our deepest held beliefs that reflect the heart which God has given us for the church and the world.

### **GOD'S LOVE IS ETERNAL**

For all who confess Jesus is Lord, there is nothing that can separate us from God's love.

### **THE PAST IS PROLOGUE.**

For all who confess Jesus is Lord, the past has passed away and now holds no power over the future of faith God is calling us into.

### **EVERYONE IS ESSENTIAL TO SHOW THE WORLD WHAT GOD IS LIKE.**

There is no retirement age or permission slips in the kingdom of God. We are all created to uniquely reflect His Glory in ways only we can.

### **ANYTHING WORTH DOING SHOULD BE DONE WITH INTENTION.**

Because nothing is wasted with God, everything should be done with intention and anticipation of what God might do. Planned with creativity, prepared with purpose, performed with excellence, and appraised with humility.

### **ONE DAY ALL THINGS WILL BE MADE NEW.**

In the end, God forecasts a promised future free of pain, death, sin and striving. A future for all who confess Jesus is Lord, where the entirety of creation is reconciled back to God. This is the greatest possible end for God's people, as heaven restores earth once and for all.

## **VALUES**

Principles or standards for behavior. These values reveal what we believe is most important in life that ultimately focus and determine what we do.

### **JESUS IS OUR MESSAGE**

Colossians 1:28

There is no greater news than the Gospel of Jesus and His kingdom come. This message literally changed the course of human history and our future eternity. Jesus is our Savior, Lord, and Teacher. We are His people, alive to share His message from here to heaven.

### **PEOPLE ARE OUR PASSION**

Matthew 28:19-20

Our vision is to be a place where the lost can be found, and the found can be free. A church for anyone, knowing full well we won't be a church for everyone. We long to be an anchor for connection and community in a world without God and without hope.

### **FUTURE IS OUR FOCUS**

John 16:13

We choose to see and believe that anything is possible with the power of the Holy Spirit. That God has spoken a better ending and always only leads to peace. This perspective forces us to see the world with optimistic eyes. Focusing on this one thing, forgetting the past and looking forward to the future.

### **HONOR IS OUR ACTION**

Romans 12:9-10

We believe God made all of humanity with dignity and worth, so in reply we choose to honor always. To acknowledge the identity and worth of anyone God puts in our way, independent of situation or circumstance.

### **SERVICE IS OUR STANDARD**

Romans 12:13

God has given everyone a unique set of passions and skills to serve His church. This means, from the pulpit to the parking lot, everyone is essential. No one is above serving, and there is no service too small. Every role matters and contributes to the future God is building.

### **HUMILITY IS OUR HEARTBEAT**

Romans 12:16

In everything we do, we must approach it from a posture of humility. While everyone is essential, no one is above another. Regardless of worldly success or influence, the reality is we all find ourselves daily at the mercy of the King. So let us bow, laying all we are down on the altar before Him

### **GRATITUDE IS OUR ATTITUDE**

Colossians 3:15-17

In a world where selfish entitlement is the norm, it's up to us to be a people of gratitude. To see what's before us and respond with appreciation. We must carry an optimistic vision if we're to be the church God is calling us to be.

### **GENEROSITY IS OUR PRIVILEGE**

Acts 2:46-47

We believe in giving more than the minimum. We see generosity coming straight from the Father's heart, which makes it not only an expectation for God's people... but a privilege. We choose to be generous with our time, our talents, our treasure and encouragement. After all, we can't take anything with us.

# **LEADERSHIP VALUES**

These values are what we believe are most important for leaders at Highlands Church;

## **ASSUME THE BEST**

We must grant the positive assumption as often as we can, even when we don't have all the information.

## **KEEP SHORT ACCOUNTS**

Don't let disappointment or unmet expectations linger. Address any question or tension before it unnecessarily escalates.

## **WATCH YOUR MOUTH**

Words can bring life or speak death, so watch your mouth. There is no room for aggressive, condescending, negative, or slanderous language within the people of God.

## **IT'S NOT ABOUT YOU**

Everything we do is about Jesus and advancing His Kingdom mission forward. This means your ministry is not yours, it's His. So none of this is about you, but it includes you. All of you, working together with open hands and humble hearts for His Glory and our good.

## **DREAM BIGGER**

Always imagine what could be if God showed up. We never want to be defined by what we can do, but rather what God can do through us.

## **NEEDS BEFORE NEW**

Prioritize meeting the existing needs of the church before starting something new. Even if the new thing is more fun. Even if the existing thing is less fun.

## **WORK SMART**

Aim to complete the work with excellence, but also efficiency. This means partnering with others, but also managing the project for the greatest return on investment.

## **SEE IT THROUGH**

Finish the job or hand it off. Period.

## **HONOR THE CLOCK**

Being on time is important. When we're late it doesn't only affect us, it affects everyone around us. Early is on time...so plan ahead, don't make others wait.

## **REMEMBER WHERE YOU STARTED**

It's easy to assume "someone else will do it" but at Highlands, no job is beneath you. We must be willing to flex beyond our job descriptions to keep things moving forward.

## **CELEBRATE CONSTANTLY**

Church work is hard. We must identify wins and find opportunities to celebrate as often as we can.

HIGHLANDS CHURCH

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