



Hillsong Africa Staff Credo

Credo - a statement of the beliefs which guide our actions

*Building a church to build a nation
and a continent*

1. We believe the Bible is the Word of God, brings wisdom to our daily lives, and draws us closer in a relationship with Jesus.

That means:

- We seek Jesus' truth
- We live the truth in the Bible
- We are committed to reading, studying and growing

2. How we live and what we believe matter.

We believe in having a personal, vibrant, authentic, intimate relationship with Jesus and we believe that the Bible is the inspired Word of God.

That means:

- We are baptised in water
- We are baptised in the Holy Spirit
- We are growing and exercising our spiritual gifts and the fruit of the Holy Spirit
- We bring our tithes and give our offerings
- When we bring our tithes and offerings we do so with cheerful hearts

3. We value and encourage health and wholeness.

That means we help each other pursue:

- Sound finances
- Good health
- A loving family life
- Strong and deep relationships
- Growth and health intellectually, emotionally and spiritually
- Freedom from anything that might hold us back (mindsets, past addictions, abuse, mental illness) from fulfilling our God given potential

4. We travel light.

That means:

- We deal with our baggage
- We guard our heart in all situations
- We let go of offences
- We walk in forgiveness
- We endeavour to live with joy, peace and rest

5. We honour and value each other.

That means:

- We value each other's time
- We treat one another with respect in all conversations and communication
- We honour and respect the leadership that God has placed over us
- We understand that there are different roles and responsibilities in the Body of Christ, and we honour and respect each of them (across our whole team)

6. We champion diversity because we believe it makes us all better.

Diversity of

- Race
- Gender
- Age
- Background and Social Status
- Mindset and Personality

That means:

- We do not tokenise diversity
- We understand that championing diversity comes at a cost
- We also understand that building diversity in our team requires wise and intentional decision making and that it takes time

7. We believe in and expect the best of each other.

That means:

- We seek to create an environment of trust and safety
- We hold open and honest conversations with positive intent
- We always act in love and grace, in all relationships
- We do not take offence, but seek to understand each other better
- We seek to draw the gold out of each other
- We are each other's greatest cheerleaders

8. We're not afraid to ask hard questions in order to get the right answers.

That means:

- We have healthy debates when we need to make decisions
- When we don't understand something we take responsibility to ask questions in order to get clarity
- We seek the best and most informed opinions, meaning that we get the right people in the conversation, but it does not mean that we need to get all the people in every conversation. That will slow us down.

9. We operate with healthy, humble, honest communication and feedback.

Jesus was crucified, so we don't crucify each other.

That means:

- Feedback is welcomed and encouraged
- We give feedback with love, wisdom and grace
- The focus of our feedback is to improve what we're working on
- We check our intent before we give feedback
- We listen and respond, rather than react when we receive feedback
- We're not afraid to apologise when we get something wrong

10. We don't sweep things under the carpet.

That means:

- We don't avoid issues that need to be challenged or addressed
- We don't avoid the elephant in the room, but at the right time, with love and grace we address it
- With wisdom we keep confidentiality while recognising the legal and moral obligations of every situation
- When things go wrong, we deal with them openly and honestly and we don't take criticism personally

11. We're flexible yet organised, this means that we plan ahead but we're ready for anything.

That means:

- We plan and are consistently refining and improving our systems and structures
- We're always up for a new adventure or ready for a new opportunity
- We are organised and this creates room for spontaneity

12. We believe that healthy margin builds healthy people in order to build a healthy organisation.

That means:

- We create surplus time, energy, finances in order to be ready for opportunities
- We discipline ourselves to create margin so we can think, rest and grow

13. We recognise that change and transitions are necessary in a healthy and growing organisation.

That means:

- Transitions are an important part of our organisation, and we handle the process with care and consideration
- The goal of transition is to find the best fit for every role and every individual
- We communicate transitions clearly
- We lead people well through transition
- We take care to follow the transitions plan for every transition

14. We take extreme ownership.

That means:

- We are faithful and trustworthy with what's in our hands
- We don't make excuses or blame
- We own the vision personally
- Our work ethic is a reflection of our personal conviction

15. We are constantly taking steps of faith with people and projects.

That means:

- We intentionally find ways to raise up and develop people into their God given gifts and talents
- We love seeing people succeed at something outside their comfort zone
- When someone is stretched in a task or a role, we are there to help, assist, resource, coach, cheer on and bring strength

16. We have a big vision, we work hard and we sometimes make mistakes

We do not like making mistakes, but we recognise that in a growing organisation mistakes will happen.

That means:

- We acknowledge and fix mistakes quickly
- We learn from our mistakes
- We deal with our mistakes with love and with grace

What is not ok:

- Sweeping mistakes under the carpet
- Consistently violating lifestyle expectations
- Repeated and unrepentant moral failure

We recognise that each situation is unique, with context and background that we may not see at first. We seek to understand. We strive to make wise decisions.

17. We are stewards and we care deeply about all we are entrusted with.

That means:

- We recognise that we are working for the Lord, not just Hillsong church
- We care about the people we lead
- We care about and value our role and the work we produce
- We steward church resources with responsibility, care, honesty and accountability

18. We build people first.

We have a long-term mindset. If we build a great team of people, we will also have great events, great projects, great ministries and ultimately a great church

That means:

- We cultivate a fun, exciting, enriching and fulfilling environment to work in
- We understand how important it is to hire the right people and we are rigorous in this process, and we know that this takes time
- We understand people are our greatest resource

19. We highly value our volunteers.

That means:

- We celebrate them
- We take time to think about the best way to serve them and help them grow
- We encourage them
- We honour their family life and their time
- We understand that they have other responsibilities

20. This is a job and a calling.

That means:

- We are privileged to receive an income to build the church
- We are grateful for any bonus, or any blessing we might receive but we don't expect it
- We acknowledge that finances are an important part of our world, and we endeavour to pay people well for their work

21. We choose to be full of hope about our city, our country, our continent.

That means:

- We recruit people who love the country and the African continent
- We speak with honour when speaking about our country, our continent, it's leaders and people in responsible positions

This does not mean that we're not honest about current realities. But we understand that building a nation is an optimistic and ambitious undertaking. Therefore, we don't focus on the problems, we focus on God-given solutions.

22. We are both Hillsong and Africa, at the same time.

That means:

- Our identity is unique and recognizable
- Even if we would remove the signs from the building, when you walk into one of our gatherings you know you are welcome and you know that you are at Hillsong Africa
- We love to express Hillsong in our local voice
- We forever seek to present the gospel in a relevant way. We love our heritage, and we seek to serve our city, our country and our continent

23. We build unity.

That means:

- We endeavour to always see the bigger picture
- We understand that being unified doesn't mean that we'll always be in agreement about everything
- We are careful with our words, phrases and conversations
- We do not gossip or have unconstrained conversations about other people that may not be true or do damage to their reputation
- We understand to stay unified requires a level of sacrifice from all of us

24. We are committed to constant improvement.

That means:

- We attempt to do a better job each time
- That we understand that what we have done in the past may not work anymore as we move forward
- We're constantly learning in order to improve in all areas of our organisation
- We're not afraid to try new ways of doing things
- We have a posture of learning, we remain humble and teachable
- We see growth and health as multi-dimensional including intellectual, spiritual and emotional

25. We take what we do seriously, but we do not take ourselves too seriously.

That means:

- We temper serious moments with lightness and joy
- We are advocates of humour and spontaneity
- We believe that our ministry, life and work is to be enjoyed, and not endured
- We love a "play on words"

26. We're not afraid to start small, go deep and build strong.

That means:

- We're comfortable starting small things with the right people
- We pursue sustainable growth and health over time
- We value the development of depth in relationships and processes, in order to do things with excellence, and that takes time
- We believe healthy things will grow
- We are patient and recognise that as we start and continue to grow our expectations and level of excellence will change over time
- We are not driven by external expectations but by internal understanding of what is required to build something healthy over time

27. We're pioneers – we're brave, tenacious and always find a way

That means:

- We do more with less resources
- When we purchase resources we always get three quotes and negotiate
- We understand that even with limited resources we are committed to producing the highest quality work (basically we punch above our weight – if you had to use a boxing analogy)
- We're okay with saying no many times before saying yes to the right deal or opportunity