



HILLSONG CREDO



AUSTRALIA



INTRODUCTION

Our Credo is a set of statements that embody who we are and who we aspire to be as Hillsong Church Australia staff.

These cultural values and principles shape how we do things around here. Our credo guides our actions, how we choose to behave and how we relate to one another.

Our Hillsong Australia staff credo is a mirror not a window, meaning these are responsibilities that compel my own sense of accountability, rather than expectations I place on others.

It is a live document and will change as we mature and grow as a staff. Our hope is that this Credo will help build a healthy, vibrant, and faith-filled team, as we outwork our mission together.

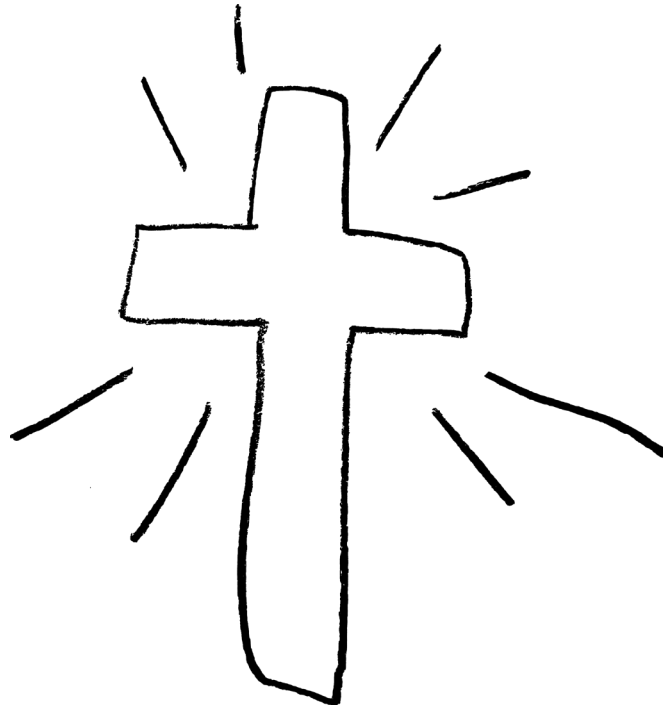
LOVE
GOD LOVE
MISSION





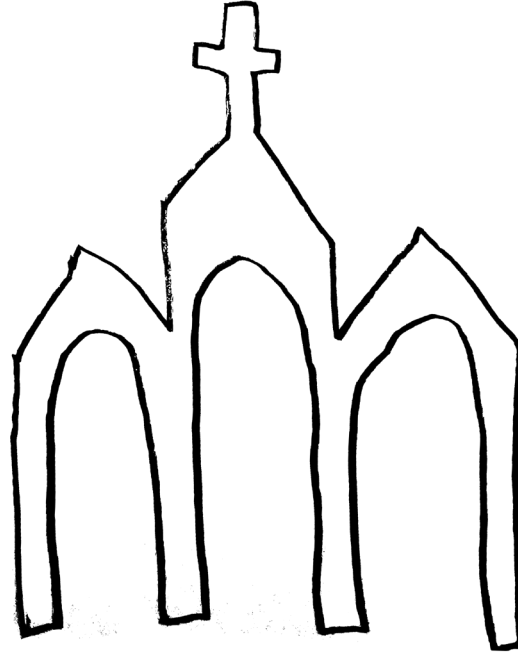
Jesus follower first

To be like Jesus is my highest calling. I am first and foremost a disciple before a staff member, volunteer, or any other role. My responsibilities at work and activity on staff are never a replacement for an active relationship with Jesus Christ.



Costs me something

I have a personal conviction to live out the mission of our church. It is an honour to be on staff and I acknowledge the weight. If I'm looking for easy, this isn't it. My ultimate motivation isn't external, it's a deep fulfilment that I am where God wants me to be, and I am doing what God has built and called me to do.



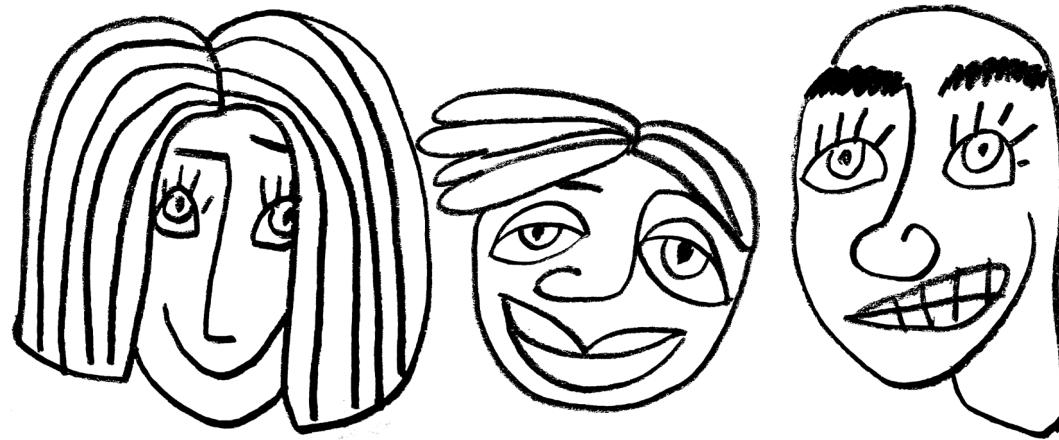
Foundations uphold the house

Hillsong is my employer, and also my local church. I embrace our Statement of Beliefs and Code of Conduct. I am committed to practising what I preach. I understand that by choosing to attend, tithe faithfully, and serve regularly, I am contributing to the life and health of Hillsong Church.



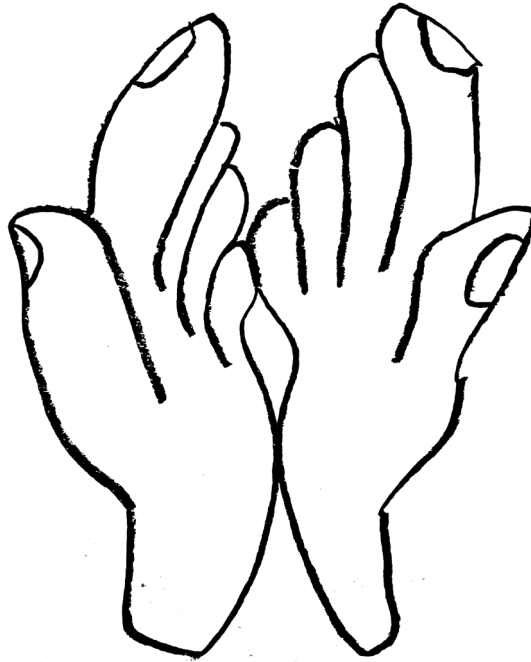
The upside-down kingdom

We lead with humility and empathy, for we are a part of the “upside-down kingdom”; not to be served but to serve. Our time, energy, and hiring reflects the priority of people’s continuous growth as disciples and disciple makers, because Church is more than a Sunday service.



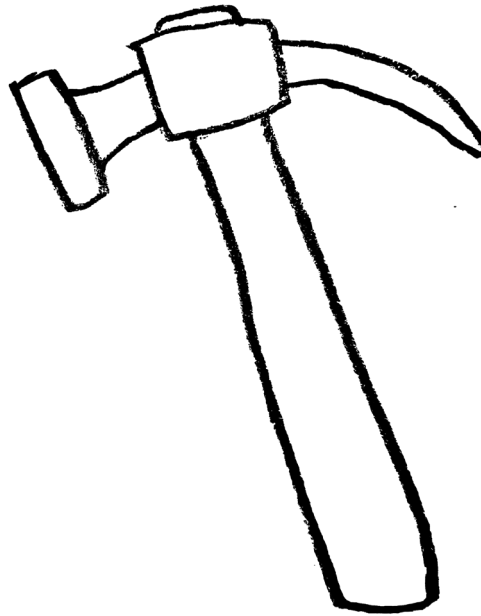
Social impact is not a department

It's not just the role of a department to care for those in need beyond our four walls.
It's mine! I stand alongside the rest of humanity regardless of race, creed or religion,
without judgement, to care for others in need.



I work with the widows mite

I understand that our work is funded by people's giving. This generosity drives me to steward my time, resources and responsibilities in a way that honours people's sacrificial giving. I treat church finance that is entrusted to me as if it were my own, and spend it with care and diligence to help achieve our mission.

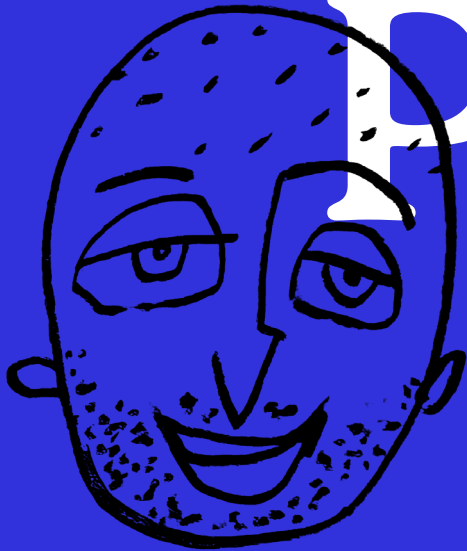


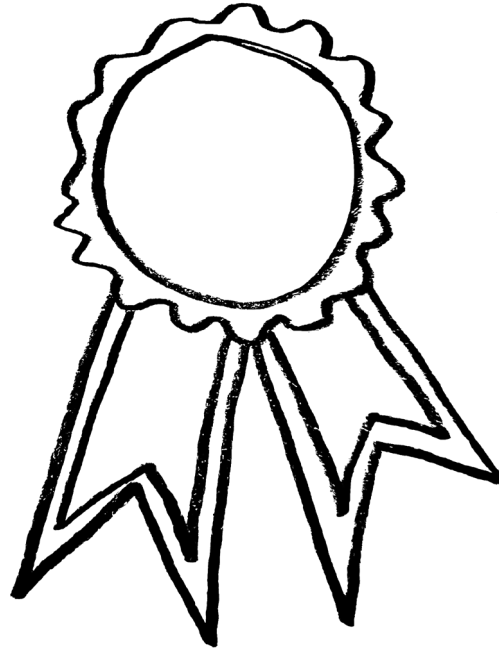
Leave it better than we found it

We are respectful people who look after our church assets, resource and venues. We make sure we put back what we use, tidy up after ourselves, fix what is broken and return what is borrowed.



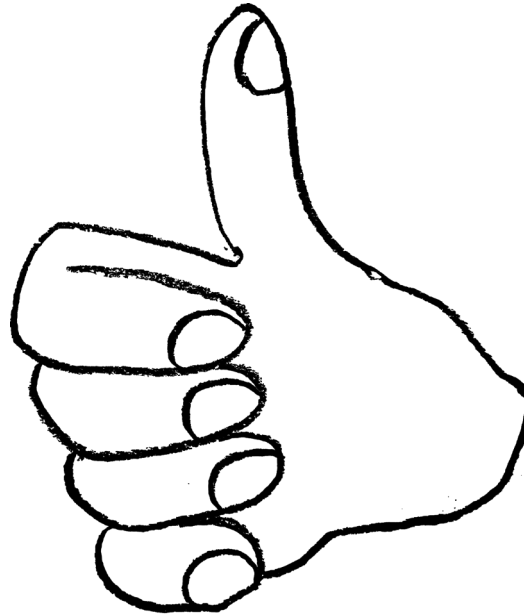
LOVE
PEOPLE





People are our priority

We value 'who' over 'do'. We value each person for who they are before the function they fulfil. We celebrate and show gratitude to other staff members and volunteers. We delegate, but we never dump. We inspire hearts, but never twist arms. We value each other as staff and volunteers and orient ourselves and our work in a way that best honours their time, talent, and sacrifice.



I've got your back

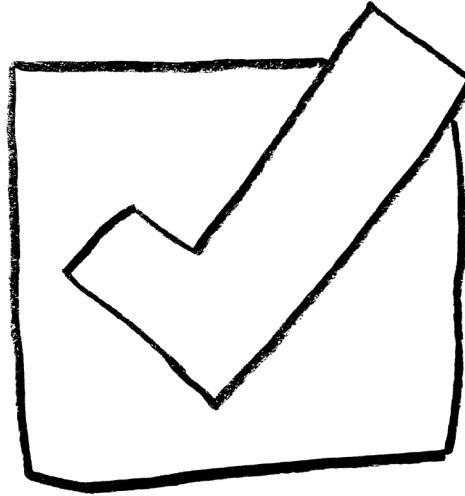
I intentionally take time to build relationships and forge connection and camaraderie.

My team relationships are not transactional. We share stories over lunches and around tables. My fellow staff members are my mates, and how we treat one another matters.



My urgency is not your emergency

We are proactive with our planning. We are flexible and understand that things happen outside of our control, but we don't use this as an excuse to make someone else responsible for my lack of foresight. There will be times when things need to happen in a short period of time, but we consider each other's workload and extend grace to each other.



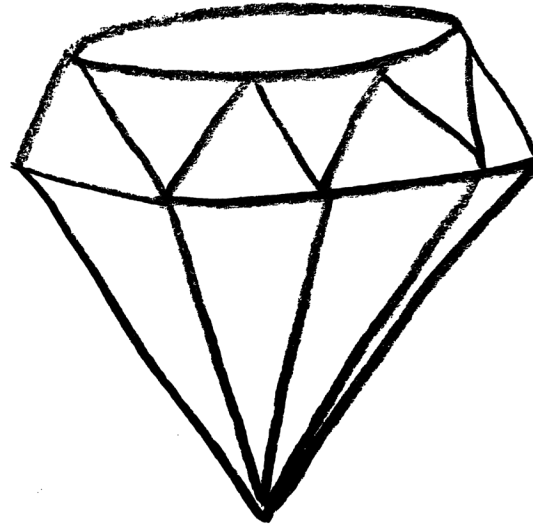
Best person = best option

We don't position people on the basis of family, relationship, or connection. We craft our teams based on character and competence. We do our best to continuously place the right people in the right roles, based on their own merit.



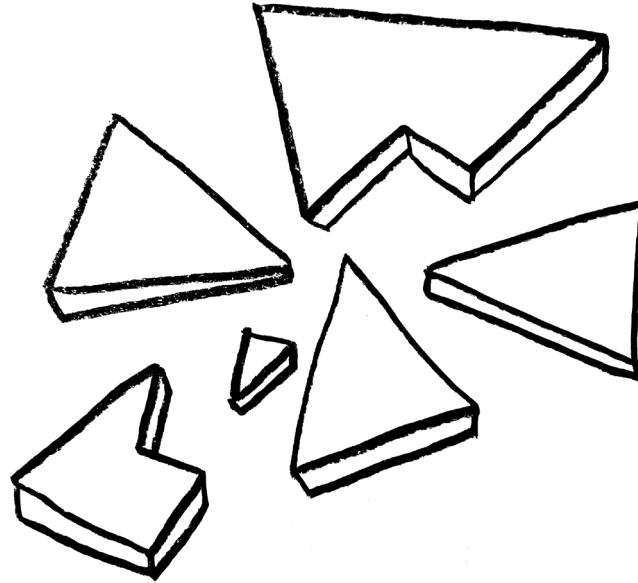
Different voices = our advantage

Our different voices and perspectives empower and strengthen us. We choose to embrace different points of view - it's the "what" not the "who" that matters when looking for the best idea. Our teams operate with a sense of mutual respect, knowing how to engage in robust, yet kind conversation, that seeks the best possible outcome.



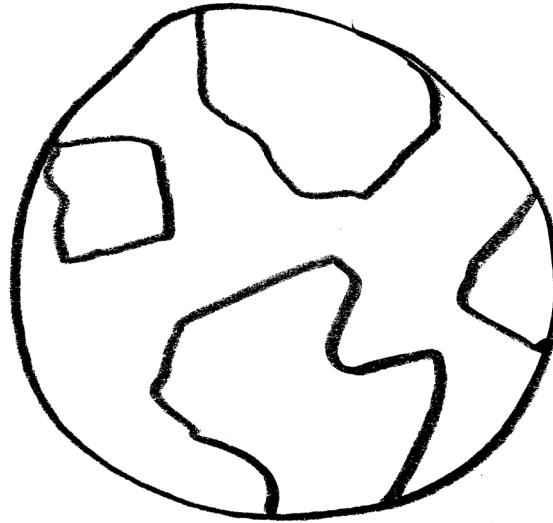
Leaders find the gold in people

As a team leader, I'm not autocratic, but I actively invite others to contribute because I value collaboration and collective wisdom. I actively invite others to contribute their view and perspective when collaboration serves the goal. As a team member, I surface problems and commit to solving them together. I develop solutions through collaborative conversations. I am intentional about listening, contributing, and then outworking the solutions we ultimately decide on.



Break the glass ceiling

Female leadership matters. We are committed to learn how to “break the glass ceiling” around gender, marital status and stereotypes. We seek to intentionally create pathways for female leaders to progress through the breadth of our church, from grassroots to boardrooms. We are committed to the journey of change required and will proactively champion women in our language, strategy, and day-to-day interactions.



We are a diverse and inclusive staff

Racial diversity reflects Christ and our leadership must continue to grow to reflect and represent this. Racism exists but it has no place in our community. We will not engage in racist behaviour, innuendo or slur, but beyond this we choose to actively create pathways to enable diversity at all tables in every level of leadership in our organisation. 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 are committed to this journey.

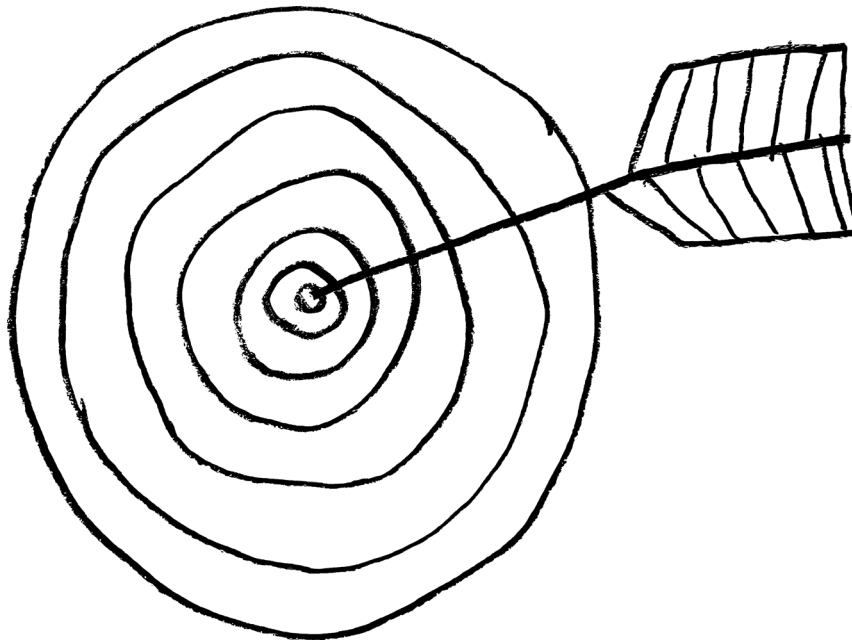


Building generations

We are guardians not gatekeepers. We raise, and release young people and are committed to be a help and not a hindrance when someone makes mistakes along the way. We are generous with releasing the people we build into the organisation. We are committed to building a leadership culture of purpose-filled young disciples who are known for their character, competence - and most of all, their heart for God.

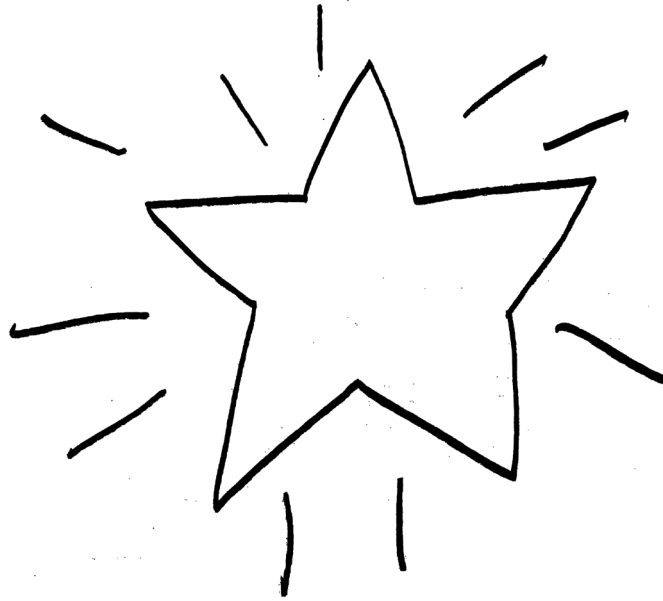
HEART
FOR
HEALTH





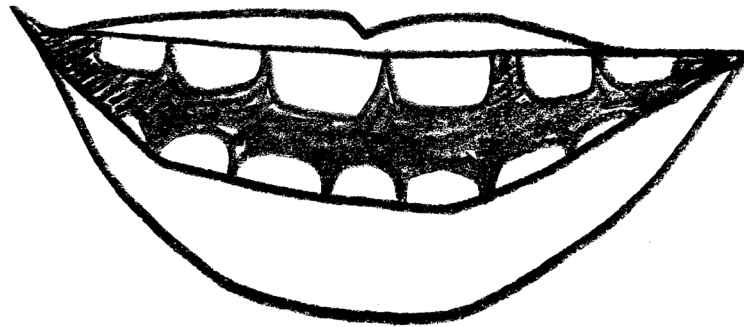
Dashboards, not scoreboards

KPIs are not king, but we carefully implement different metrics in order to measure our health, growth and performance. Both quality and quantity matter when it comes to the fruit of our work. We are willing to be accountable for our achievements, as well as when we are not hitting the mark. Measurement matters but we use it to inform us, not define us.



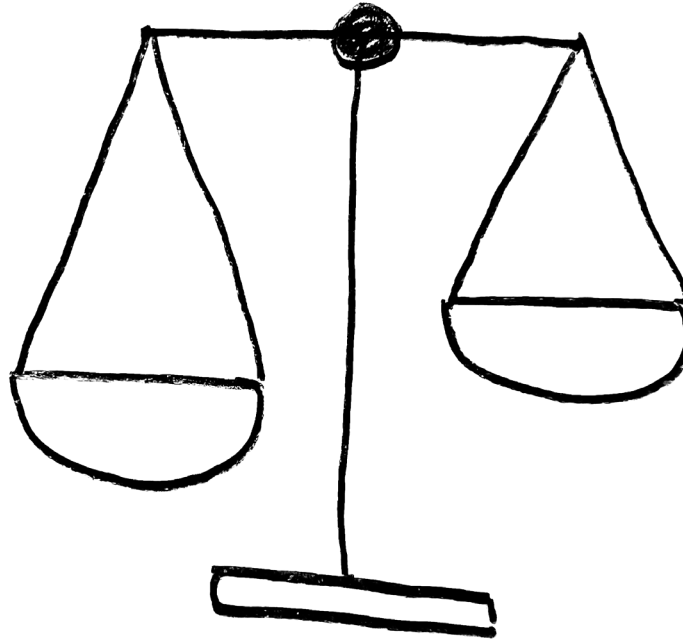
Our pursuit is not fame

Our strengths are for service not status, we seek to serve the church congregation and our greater community. We desire to be great examples through humility, love and faithful service. We choose to turn away from celebrity, fame, and unhealthy influence. We don't pursue applause, platforms, or accolades for ourselves.



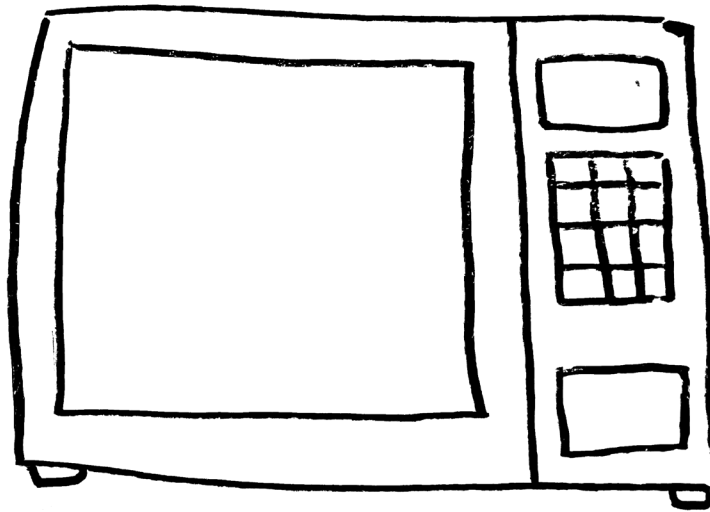
Ministry of fun

We love to laugh, and we don't take ourselves too seriously. Fun isn't forced - it's who we are. We find ways to bring this to life in our work weeks. We are all a part of the ministry of fun.



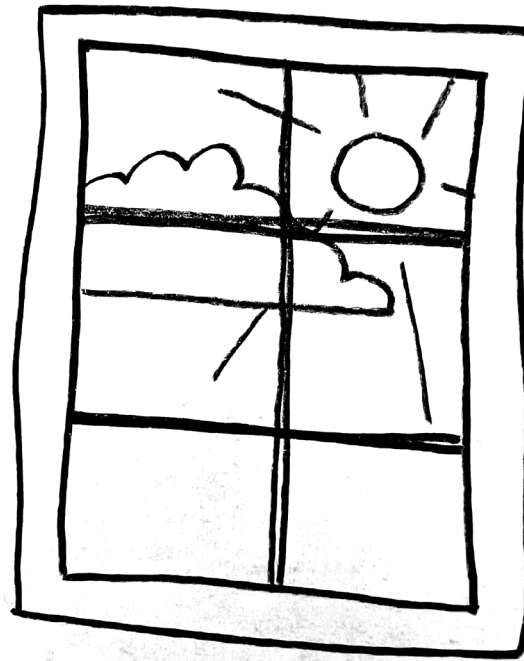
Church is family, staff is team

We are both a family and an organisation. I am on team to fulfil a specific role as we work together towards a common goal. If my role on staff changes, or my time on staff comes to end, I am secure in the place I hold within my church family.



Not a microwave church

We understand that scale is important - and therefore choose to scale in a way that is sustainable - helping us to avoid outrunning our infrastructure. We have a deep commitment to the health and personal growth of our team. We know that good things take time. We would rather build things that last than build things fast. All of our activities relate back to our long-term vision. We run at a sustainable pace, as we are in this for the long haul.



World outside your window

We honour people's time outside of their responsibilities and encourage them to create margin for the things and people they love. Families matter, hobbies matter, and friendships matter. Building church should not regularly be at the expense of family and friends. We do sacrifice, and we also do boundaries.

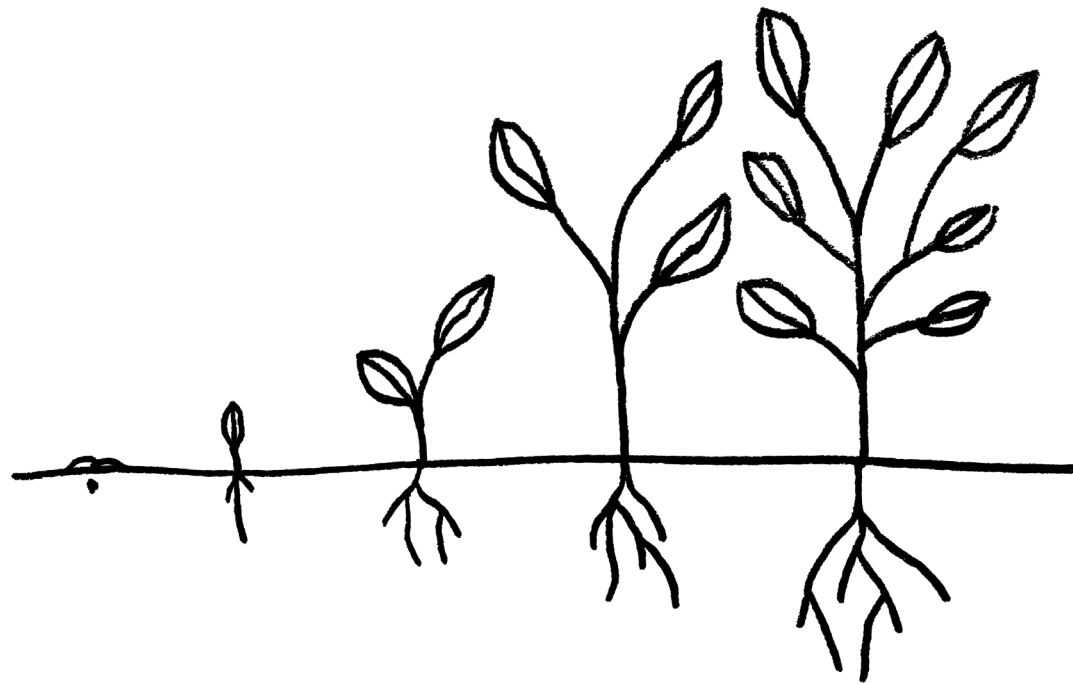


I'm committed to health and healing

I am honest about how I am doing and have the courage to put my hand up when I need help. I understand there is no shame in getting help for anything from workplace challenges to life-controlling issues - and everything in between. Challenges come to us all. We need each other and stand with others, rallying to their aid. I don't turn away when someone else struggles. I'm trustworthy and my goal is always health and healing.

GROWTH GAME





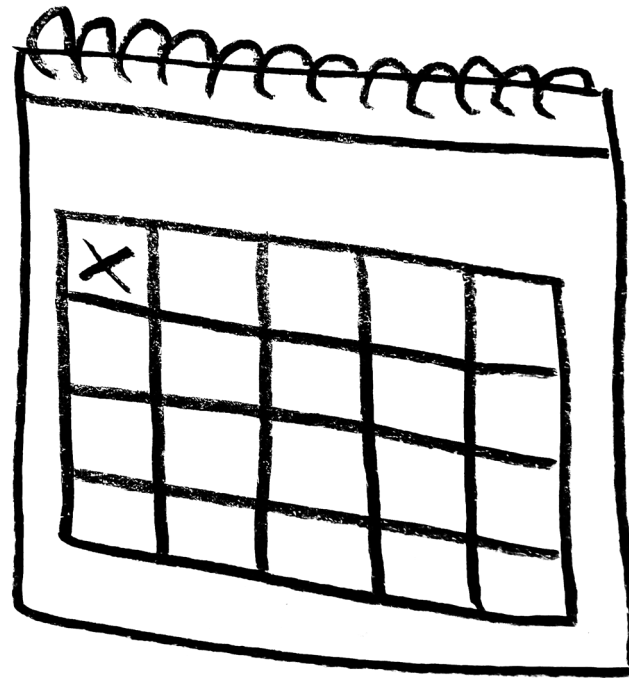
I commit to growing

I put heart and soul into everything I do, and this includes an ongoing commitment to growth. My goal isn't perfection, but incremental improvement on who I am; through a regular and active commitment to listening, learning, reflecting, and growing. I can learn something from everyone, including volunteers, other departments and other churches and organisations.



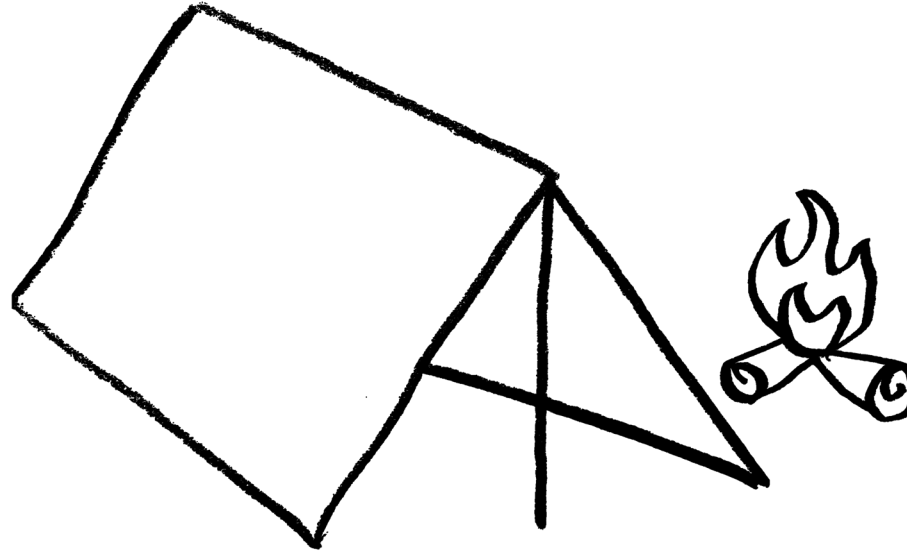
He desires my best

I serve an excellent God who desires my best. He is not mediocre and inspires me to seek excellence both in process and outcome. Excellence is the result of incremental determination and effort to bring positive change within my means.



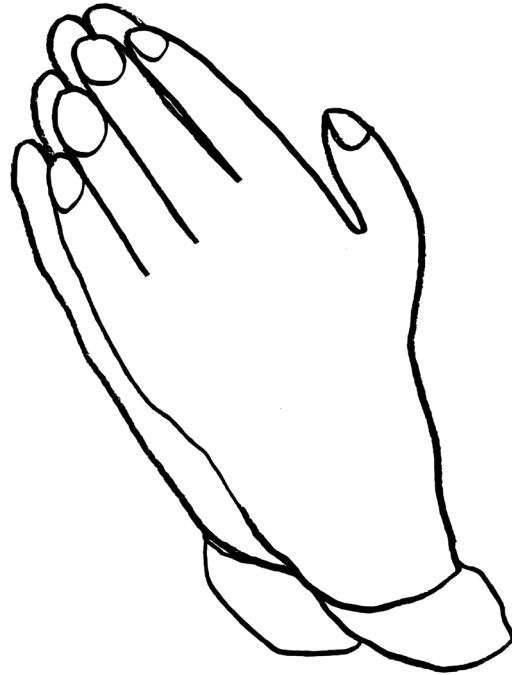
Always day one

We are lean, agile, and move quickly towards the cutting edge of innovation. For us, it's always day one, and we will never rest on our laurels or think we've reached our destination. We seek to be waymakers for the local church and endeavour to benchmark new frontiers at the forefront of critical thinking, ideation and human imagination.



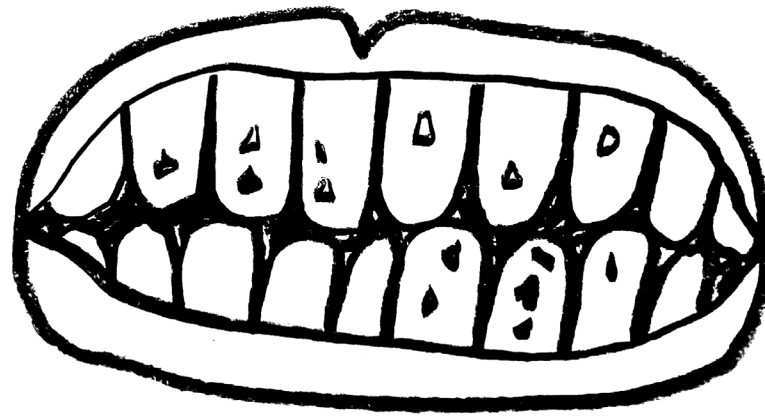
Closer to basecamp than summit

We know we are just scratching the surface of what God wants to do with His Church on the earth, and we are constantly in pursuit of it, seeking to share the love of Christ. Our desire is to bring the transformative power of Jesus into culture, technology, and every available means, to pursue Christ's call for our community and our mission. We want to play our part to see all of humanity come to know Jesus as their Saviour. We want to see our world changed.



Fail forward and forgive fast

We encourage testing and experimenting consistently. We learn from failure as a crucial part of growth and innovation; we do not fear it and we allow our mistakes to be our teacher. We understand we are on the same team and so we are quick to forgive one another. Almost no failure is fatal. We celebrate the wins together and we grow through the losses together. We are generous with forgiveness, which means we can be fearless in pushing the status quo.



Spinach in my teeth

I value honesty over artificial harmony. I welcome and seek feedback because I want to get better and I understand that you can see things in me that I don't. I apply that feedback to sharpen my performance. I give feedback because I care about others, and want people around me to get better. Knowing these moments can be difficult and easy to misinterpret, I choose to steer clear of harshness and generalisations and I find the right setting for these conversations.

