



DAVID H. MCKINLEY, PASTOR-TEACHER

### AUGUSTA

3203 Washington Rd.  
Augusta, GA 30907  
706.860.1586

### BELVEDERE

421 Edgefield Rd.  
North Augusta, SC 29841  
803.279.0415

STEPHEN NEWMAN  
Campus Pastor

### CROSSBRIDGE

3130 Skinner Mill Rd.  
Augusta, GA 30909  
706.733.3652

ANDREW SKELTON  
Campus Pastor

### GROVETOWN

777 Horizon South Pkwy.  
Grovetown, GA 30813  
706.922.7600

JOSEPH HUMPHREYS  
Campus Pastor

warren.church

# eight essential practices of our staff team

## 1. BE WHO YOU SAY YOU ARE

- We live and serve with **Integrity**.
- This is the opposite of hypocrisy. We must be who we say we are and live accordingly.
- Recognizing our imperfection, we seek to pursue holiness through daily devotion and confession.
- Life pursuit and lifestyle are critical to who we are and what we do. This includes honesty, responsibility, and credible Christian witness.

## 2. PURSUE EXCELLENCE

- We strive for **Quality** and **Creativity** in all we do.
- All of us benefit from the contribution and collaboration of each of us. We are better together and nowhere is this observed and experienced more than through creative ideas and efforts that enable us to advance and serve others more effectively.
- We choose to work and serve in the context of "Excellence in all things and all things for the glory of God."



### 3. CONNECT WITH THE PEOPLE

- We extend help and hope through **Hospitality**.
- Be attentive to the needs and cares of others, modeling a culture of a warm and welcoming high-touch and face-to-face kind of ministry.
- It's easy to let ministry be filled with the busyness of programs, projects, and activities while neglecting the business of the people we are called to reach and serve.
- Let's not allow our use of technology for efficiency become an obstacle to building true biblical community. Show respect through prompt response to phone calls, texts, and emails. Practice kindness and patience as we serve others in love. Be truthful and clear in communication and frequent in expressions of gratitude, honor, and appreciation.
- We want to be a place where people come to find care, compassion, and consideration, but most of all, Christ.

### 4. LEVERAGE CHANGE TO MOVE THE MISSION

- We embrace **Flexibility** and **Adaptability**.
- Change is inevitable and must be met with an eager willingness to adapt and adjust structure, resource, relationships, and work patterns to allow greater growth and mission impact.
- We don't change for the sake of change, but we don't resist change, knowing this enables us to keep moving, thriving, and growing together as we seek to live out God's mission in the world.

### 5. TAKE ONE FOR THE TEAM

- We expect **Loyalty** and **Unity**.
- There must be a total adhesion to mission, vision, and values that unite us in our work and resource. This includes a commitment to helping one another grow and succeed as we serve the Lord together.
- A critical spirit and divisive actions cannot be permitted or promoted.

### 6. PROTECT OUR PEOPLE & PROPERTY

- We desire **Security** for our staff, for those in our care, and in all areas we have stewardship over.
- Understanding the dangers that surround us and the darkness of the world without God, we take personal responsibility and maintain standards of practice that guard us morally, emotionally, and physically from injury and harm.
- This includes security practices and procedure related to our children and families, even as it extends to our facilities and gatherings.

### 7. AGREE: NO EXCEPTIONS. NO EXCUSES.

- We honor **Accountability** at all costs.
- All ministry leadership is a stewardship of responsibilities, resources, and roles for the well-being of the body of Christ, the church.
- Our ministry is not mine or yours, but rather a shared trust for working together and owning the challenges, problems, burdens, and opportunities provided to us through our partnership in the Warren Church staff team.
- We are tough on ideas, but soft on people—healthy conflict creates growth as we walk together in love.
- Responsibility is personal. Ownership is vital. Dependability is essential for the well-being of us all.

### 8. REMEMBER: WE CAN'T, BUT HE CAN!

- The great **Confidence** and **Joy** of ministry is that it is God's work, not ours.
- We can't change anyone or achieve anything of lasting value in our own strength and will. But God chooses and uses people, common ordinary people to share in His uncommon and enduring work.
- We do what we do in faith, hope, and love knowing God honors those who live these.
- We guard our attitude and the atmosphere of our workplace, not giving place to discouragement and defeatism. Instead, we believe God's Word and serve God's church knowing, embracing these admonitions: "And let us not grow weary of doing good, for in due season we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, especially those who are of the household of faith" (Galatians 6:9). "For God is not unjust so as to overlook your work and the love you have shown for His name in serving the saints, as you still do" (Hebrews 6:10).