



HQ CULTURAL COMMITMENTS



At BSF HQ, we are on mission.

Literally.

Many of us have uprooted our families. Left behind longtime friends. Sacrificed our careers. Said goodbye to our local BSF classes. Why? Because we are overwhelmed by the love of God in Christ Jesus. We give our lives to the gospel of Jesus Christ because Jesus Christ gave His life for us. Therefore, we radically dedicate ourselves to the global mission and vision of this ministry. We long to see God magnified and His people fully matured. We desire to see in-depth Bible engagement producing passionate commitment to Christ, His Word and His Church on every continent, in every nation. We want every barrier to in-depth Bible study demolished. We want people of all ages, ethnicities, backgrounds and behaviors to encounter God through His Word and be transformed.

We are a team. And we are on mission.



CULTURAL COMMITMENTS

Be on Mission

Be a Team

Be a Communicator

Be Smart

Be a Learner

Just Be

Be a Kingdom Citizen



BE ON MISSION

Single-minded Focus

We keep our eyes on the greater mission and vision of Christ and His Church and are personally invested in the mission and vision of BSF. We know there is life-giving power in the Word of God. With single-minded focus, we teach, train and lead individuals to know and love God through His Word. Whether our role directly accesses the field or not, whether our role is up front or out of sight, whether our role seems great or seems small, we see each and every role as integral to the mission. We focus on mission outcomes, results and priorities, and do not allow personal agendas to drive ministry strategies. While we readily acknowledge the Lord's ability to use anyone, we wholeheartedly believe we are called by God to this mission for this season and trust Him to sustain and establish the work of our hands forever.

Matthew 28:18-20; Colossians 1:28-29



BE A TEAM

We Need One Another

This work is too great to go it alone. We need one another. I need your strengths, and you need mine. As a team, we collaborate together toward common team goals. Preferring team success over personal accolades, we strive for less “me” and more “we.” We agree collective insight is better than individual insight. Therefore, together we lean and support, rely and relate, give and take, recognize and celebrate. We value the contributions of others and encourage differing opinions. We hold one another accountable and forgo competition for collaboration. We extend grace and encourage in love. Because we know great teams cannot exist without trust, we assume the best, reject gossip, keep short accounts and refuse to criticize team members when mistakes are made.

John 15:12-13; Romans 12:3-8; Philippians 2:1-4



BE A COMMUNICATOR

Actively Speak & Listen

Great teams require great communication. Great communication is clear, direct, open, honest, proactive and driven by humility. To this end, we depend on God as we aspire to be intentionally authentic, appropriately transparent and purposefully encouraging in our communication. We practice active, not distracted, listening. We aim to be fully engaged and present in every moment and ignore devices during conversations and meetings. We avoid talking over others and patiently allow others to finish their thoughts. We believe clarity is kindness. Therefore, we take great care to communicate relevant information to staff and the field. We strive to set clear expectations, ask thoughtful questions and give meaningful feedback when needed. We consider our audience and tailor our message accordingly. We lean into difficult conversations and choose to resolve conflict face-to-face rather than gossip behind another's back or hide behind email rants. We engender trust by keeping confidences and challenge ourselves daily to speak in ways that encourage others to listen and listen in ways that encourage others to speak.

Matthew 18:15-17; Ephesians 4:25-27, 29 & 5:4; Colossians 3:8-10



BE SMART

Mission Requires Strategy

God is a God of order. Therefore, mission requires strategy. Strategy is a means to a greater end and requires well-defined team roles, processes, goals and objectives. We rely on the best project management tools and practices to achieve our goals with efficiency and accuracy. We utilize quantitative and qualitative data to ensure wise and relevant decisions are made, and we innovate and design with the end user in mind. We know the value of an effective hire and believe great teams operate best when the right people are in the right seats. We work with discipline, keep one another accountable, document repeatable processes and strive for organization-wide simplicity and structure.

Genesis 1; Exodus 18:13-27; Proverbs 21:5; Luke 14:28-32; Luke 16:1-13



BE A LEARNER

Ask For Help

We are infinite learners who seek to embody the humility that acknowledges we do not know everything. First and foremost, we learn from God and His Word. Our intentional rhythm of Bible study and prayer is a daily reminder of our humble dependence on Him. We also listen to and learn from one another. We heed feedback from the field and seek trusted feedback from our supervisors, colleagues and direct reports. We are not afraid to ask for help. Because we are solutions-oriented, we leverage our mistakes and failures as learning opportunities. We welcome challenges, embrace change, aim to remain open-minded and pivot when needed. We learn from industry experts, relish opportunities for professional development and actively define goals that ensure consistent growth. We strive for excellence not perfection and exercise patience with ourselves and others throughout the learning process.

Psalms 19:7-11; Psalm 119:105; Proverbs 1:1-7; Proverbs 15:22; Proverbs 27:17



JUST BE

God Establishes Our Work

While we value our work, we do not place our value in our work. We trust God is sovereign over our lives, our work and the results of our work, and we take courage when we realize His work does not stop even when we rest. We trust He is the One who ultimately establishes the work of our hands. Therefore, we find freedom as we integrate rest and recreation with our work because we know and believe God is good and He cares for us.

Genesis 2:2-3; Psalm 46:10; Psalm 90:17; Psalm 127:1-2; Matthew 6:25-34



BE A KINGDOM CITIZEN

Cultivate Belonging

The kingdom of God is multi-faceted and diverse. Nations, tribes, tongues, poor, rich, old, young – every citizen belongs. As believers in Jesus Christ, not only do we belong to God, but we also belong to one another. That means we appreciate one another and acknowledge others' unique gifts, talents, and abilities. We do not play favorites nor value some gifts greater than others. We welcome each new team member as a valued contributor to a culture of acceptance, creating safety to be the people God made us to be. We seek to understand and be understood so that we can do our best work for the glory of God. We fight for each other's highest good.

Matthew 6:10; Galatians 3:28; Revelation 7:9-12



“He is the One we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ. To this end I strenuously contend with all the energy Christ so powerfully works in me.”

Colossians 1:28-29