
Shepherd of the Hills

LUTHERAN CHURCH

The Values That Inform Who We Are
and How We Do the Jesus Truth in the Jesus Way
to Live the Jesus Life



WHO WE ARE

MISSION

To Know Christ and To Make Him Known

WHAT WE DO

Shepherd of the Hills spurs a connection
to life in Christ with spunk and grit.

Prepared by The Strategic Planning Committee

Foundational Values

These values are the minimum behavioral standards that are required in an organization. Although they are extremely important, foundational values don't serve to clearly differentiate an organization from others. Values common to this category include honesty, integrity, and respect for others. These values are often broadly shared by other organizations of the same kind (other churches). These statements deeply describe who we are and how we operate as a body of Christ.

Faith



We stand firm and united in our faith in God, who created us; Jesus, who redeemed us; and the Holy Spirit, who guides and strengthens us. We strive to live a life devoted to Jesus as Lord and Savior.

- We are saved by grace through faith—*Ephesians 2:8-9*
- Through Christ's promises given through the sacraments of Baptism and Communion, we are assured of forgiveness of sins and eternal life—*John 3:16, John 14:16, Acts 22:16, Titus 3:5-7*

Word



We place God's Word as our final authority in matters of faith and life. *2 Timothy 3:16, Psalm 119:105, Matthew 4:4, 2 Peter 1:19-21, 1 Thessalonians 2:13, Revelation 22:18-19, John 17:17, 20:31*

- The Bible is not just ancient literature, but rather a living book which Jesus opens to us—*Luke 24:45*.
- We accept the Book of Concord (Lutheran confessional writings) as a true witness to the Gospel and as valid interpretations of the faith. <https://bookofconcord.org>

Protect



We protect the unity of our church by:

- Acting in love toward other members—*Romans 14:19*
- Refusing to gossip—*Ephesians 4:29, Matt 18:15-17, Exodus 20:16*
- Following and praying for our leaders as they follow Christ—*Hebrews 13:17*

Foundational Values

Responsibility



We share the responsibility for the mission of our church by:

- Being committed to the Great Commission—making disciples—*Matthew 28:18-20*
- Generously supporting missions near and far to bring people to Christ—*Colossians 1:3-6*
- Being generous with encouragement, sharing in happiness or grief and praying for those who are struggling and in need—*Romans 12:10-18, 1 Thessalonians 1:2-3*
- Inviting the unchurched to attend—*Luke 14:23, John 1:46*
- Being a light on a hill and warmly welcoming guests who visit—*Matthew 5:16, Romans 15:7*

Serve



We serve the ministry of our church by:

- Using our gifts and talents—*1 Peter 4:10*
- Being equipped to serve through the provision of the Holy Spirit—*Ephesians 4:11-12*
- Developing a servant's heart by setting ego aside—*Philippians 2:1-5*

Support



We support the testimony of our church by:

- Attending faithfully—*Hebrews 10:24-25*
- Living a godly life—*Philippians 1:27*
- Giving regularly, participating in faithful stewardship—*1 Corinthians 16:2, Malachi 3:8-10, 2 Cor. 9:7*

Soli Deo Gloria

To God Alone Be the Glory

Core Values

These are a small number of behavioral traits that are inherent in an organization. Core values lie at the heart of an organization's identity, do not change over time, and must already exist. In other words, they cannot be contrived. They are not generic. They are not broadly shared with other organizations. They are the DNA of a community, its character.

We Are Christ Centered

We exist to grow Christ's kingdom in our lives and His world.

1 Corinthians 3:6-11

We Glorify God

Our worship is sacred, participatory, and musical.

Psalms 95:1-7

We Grace It Up!

We live from God's forgiveness so our joy spills over to others.

Romans 5:1-5

Life is Better Connected

We connect people to God and one another.

Matthew 22:37-40

Aspirational Values

These values are the characteristics that an organization wants to have, wishes it already had, and believes it must develop in order to maximize its success. Aspirational values are the qualities that an organization is aspiring to adopt and will do its best to manage intentionally into the organization. However, they are neither natural nor inherent, which is why they must be purposefully inserted into the culture. They should not be confused with core values which do not change over time and do not come and go with the needs of an organization.

Shepherd of the Hills is a place where people . . .

EXPERIENCE GOOD

Good is the word God used to express His pleasure in creating the world and us. Jesus spoke of good soil as a condition of hearts being receptive to God's Word. Good soil is where love, growth, peace and worship will flourish. Good is a safe place where friendship, community, service and compassion is lived out resulting in hope in Christ. *Genesis 1:31, 1 Corinthians 13:13, Luke 8:15*

GET TO BE THE LIVING CHURCH

Jesus said "come and see", inviting us to a life of love. Being His Church is a vital opportunity to follow Christ with a willing heart. Our lives are lived in Christ; our Church is more than brick and mortar. We are the Church! *John 1:39, Matthew 4:19, 1 Peter 2:9-10*

BECOME ACTIVE WITNESSES

We are empowered by the Holy Spirit to show people how to live a life of love by following Jesus Christ. We share God's love through:

- Inviting people to believe in Jesus. *Acts 4:12*
- Serving our community and the world by giving our time, sharing our talents and contributing to Kingdom endeavors. *2 Corinthians 9:7*
- Abiding with Christ in prayer and relationship. *John 15:7*
- Pushing against the darkness of the world. *Ephesians 6:10-12*

Come and See!

Matthew 5:13-16

Accidental Values

These values are the traits that are evident in an organization but have come about unintentionally. They may or may not be the result of history or geography and they may or may not serve the good of the organization.

They should not be confused with the core values of the organization, but should be taken stock of and acknowledged.



What We Do

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Our Logo is Descriptive of Us

The Mountains

This is an actual outline of Four Peaks, representing the view from our sanctuary, and the predominant view from all over Fountain Hills. More importantly, it represents the ups and downs of life on the planet. These highs and lows lead us to the foot of the cross.



The Shepherd

The Shepherd, our Shepherd, Christ the Shepherd, covers those mountains, those peaks and valleys, with His saving grace.



Of the Hills

Of the Hills is us. We are “of the hills.” And where are we? We are under the protective care of the Shepherd, at the foot of the cross, where He will always keep us safe and loved, as though tucked under His arm.



The Cross

We “Lift High the Cross” to the glory of God. The cross is high above the mountains—high above any peaks and valleys of our lives. The empty cross reminds us we are people of the resurrection. The cross is also reminiscent of the high cross on the top of our sanctuary and the cross outside the Education building. This visually ties the crosses people see outside to our logo.



The Font

The font is a **BOLD** font, because we **boldly** stand with Christ, without apology.

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Hebrews 10:24-25 says, “And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.” We make one another better and stronger by gathering together and encouraging one another to follow Jesus Christ.

Shepherd of the Hills spurs a connection to life in Christ with **spunk and grit**.

God makes all of us unique, made in the image of God, says Genesis 1:27. The people of Shepherd of the Hills have a spirit about them. Life is precious. We desire to live life to the fullest, tap into the abundant life that Jesus offers us. Spunk is a hopeful attitude trusting that God works all things for the good (Romans 8:28). Grit is determination and steadfastness. At Shepherd of the Hills, it’s okay to make mistakes. It’s okay to say no. It’s okay to have fun.

The Strategic Planning Committee

This Strategic Planning Committee has been working on this document since October 2022 to create clarity: define why we exist, how we behave, what we do and how we will succeed. We adopted the method set forth by Patrick Lencioni in *The Advantage: Why Organizational Health Trumps Everything Else in Business*. We also were aided by the playbook created by the University of Mary in Bismarck, North Dakota. This document will be a foundational part of Shepherd of the Hills moving forward in mission.

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