

Culture statement – Working for CMS QNSW for *‘a world that knows Jesus’*

Dear friends,

We are a small, officebased team of people with Christian beliefs. Our faith is not just a logo, it permeates the character, flavour, and behaviour of all we do. For example, we meet each morning to read the bible and prayer for our workers. We value and encourage individual spiritual growth through regular attendance at church, bible study or prayer groups outside of work. We even give our staff of 3 years or more, 2 days off (or 4 half days) to participate in their voluntary or ministry work. We believe that we are all gifted and skilled in different areas. We enjoy working together effectively and cooperatively, to offer the best support that we can to CMS, our missionaries, and our members/supporters.

We want CMS QNSW to be a fulfilling place to work, where good organisational structure and individual support create a cohesive team of great people doing excellent work together, for the sake of the Gospel! What this looks like:

GOOD ORGANISATIONAL STRUCTURES:



- leadership with clear vision and values, plus policies and procedures to guide.
- good stewardship of all our resources, humbly aware that as a not-for-profit organisation, we are reliant on the generosity of our supporters.
- understanding and respect for the work connections and communications between staff, supporters, missionaries, CMSA & other branches (CMS VIC, TAS, WA, SANT and NSW & ACT).

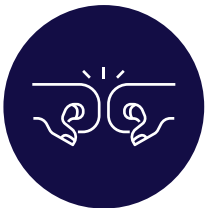
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GOOD SUPPORT:



- regular and informal meetings with your supervisor.
- annual work review and midyear goal checks.
- encouragement for a healthy worklife balance to promote good mental and physical wellbeing.
- reasonable remuneration.
- opportunities for professional development and training.

GREAT PEOPLE IN A COHESIVE TEAM:



- friendly yet professional relationships & interactions.
- resilient and engaged.
- a weekly team meeting.
- clear and honest communication, to grow trust, respect, empathy, and support for each other.
- listening to other people’s ideas, as well as contributing your own.
- fair treatment and compassion.
- grace when mistakes are made and willing to try new methods and learn from experience.
- understanding and support when under pressure from work or other external circumstances.
- socialising and laughter through lunches, events, and celebrations.