

SOCIAL MEDIA STAFF EXPECTATIONS

Working in ministry carries a very unique weight of responsibility. When people seek to find out who Jesus is they will turn to the scriptures and often look to you. They will watch how you live your life and how you carry yourself.

We want you to be aware of the fact that taking this role means you are also taking the role of a leader in your community and in your daily life. In light of this we ask that you lead well and be mindful of what you post on social media as your posts as they will now stand as a reflection of our church, and we want our churches to be places everyone feels welcomed and loved.

Expectations:

- Do not post foul language, sexual content, flirtatious comments, or any other inappropriate comments. No comments should be made that reflect negatively on South Hills Church.
- Stay away from crude jokes, politics, photos of you drinking or smoking, any content that is hateful or judgmental, rants on controversial topics, etc.
- People are often willing to chat and open up about life situations online, so remember that these should be appropriate topics. Do not give dating advice to members of the opposite sex.
- Please immediately report any comments about suicide, self-mutilation, or abuse to your campus pastor or supervisor.

Use commandments stated in Mark 12:28 -31 as your guide: Represent Jesus, not yourself. Use good judgment and uphold the staff values at all times.

Think twice before posting. You represent South Hills Church, and are partnering with SHC to bring forward the mission to lead unchurched people into a relationship with Christ Are your posts reflecting a place where people feel loved and welcomed to join you? Are you sharing the good news?

Assume that your comments will be read by everyone. your boss, co-workers, church volunteers and attendees, your parents, your children, your spouse, etc. Ask yourself would I say that from the stage at South Hills Church?

Respect your audience and be thoughtful. Choose your posts wisely, honoring people regardless of their personal beliefs and views treating them as dearly loved children of God. If you make a mistake, admit it and correct it.

Guidelines

- **Keep your cool.** Do not present your personal opinions as those of the Church. (Proverbs 29:11).

- **Trust your Pastor.** If you encounter disparaging remarks about the church, please let your campus pastor know, and trust their wisdom moving forward.
- **Respect the laws** governing defamation, discrimination, harassment, copyrights, and fair use. Obey the terms of service for any social media platform employed.
- **Never comment** on anything related to legal matters, litigation, or HR
- **No employee** should take it upon themselves to start a South Hills Church social networking site, unless designated to do so by South Hills Church.
- **Mention @Southhillschurch** in your bios, it's an easy way to become a bridge and showcase the amazing staff we have at our church.

This policy governs the publication of any commentary on social media by employees of South Hills Church on both work and personal sites. All uses of social media must follow the same ethical standards that South Hills Church employees must otherwise follow. Failure to abide by these guidelines may result in disciplinary action up to and including termination. For the purposes of this policy, social media means any method for online publication and commentary, including without limitation blogs, wikis, and social networking sites such as Facebook, LinkedIn, Twitter, Flickr, Instagram, Snapchat, and YouTube etc.

I _____ have read and understand the above guidelines and values and hereby agree to following them.

(employee signature)

(print employee name)

(Date)