

My Church Planting

Master Plan:

Defining Values (60 min.)

Session 5

Facilitator Instructions: Use the material below to introduce the concept of a Core Values Statement. Lead the group in completing the activities that follow.

How to Create a Core Values Statement (15 MIN.)

Review & New Concept



Review

The VISION describes what God wants you to BE.
The MISSION describes what God wants you to DO.

New Concept

The CORE VALUES describe HOW YOU WILL BEHAVE as you carry out the MISSION to achieve the VISION.

Two Examples of a Core Values Statement: (30 min.)



1. Core Values of Rock of Salvation Church (expressed in action words)

As the people of God, we commit ourselves to:

- Be conformed to the image of Christ as individuals and as a congregation (Romans 8:29; 2 Corinthians 3:18).
- Speak the truth with love (Ephesians 4:15, 25, 29), in correction and exhortation, and with transparency in regard to decisions and financial matters.
- Serve one another in love, identifying everyone's gifts and giving them the opportunity to use their gifts (Romans 12:1-8; I Peter 4:10-11) and discipling people of every age and ability (Deuteronomy 6:20 & 11:18- 21; Matthew 28:18-20).



2. Core Values of Living Water Church (expressed in nouns and action words).



As a community of Christians, we value:

- Clear and relevant preaching of the Word of God (Matthew 28:18-20; 2 Timothy 4:2)
- Worship focused on the Triune God and not on our preferences (Deuteronomy 5:6-10)
- Service to the needy inside and outside of the congregation (Mark 12:31; Ephesians 5:1-2)
- Discipleship for people from childhood to old age (Matthew 28:18-20; Deuteronomy 6:20 & 11:18-21)
- Knowing and caring for our brothers and sisters in Christ (Ephesians 4:2,25-32)
- Servant leadership and members that use their gifts (Matthew 20:25- 28; 1 Peter 4:10-11)
- Responsible stewardship of resources (Psalm 24:1)

Normally the Statement of Core Values includes 3–7 values. The values statement should be short enough that it is easily recalled.

Often the activities mentioned in the core values statement have been mentioned in the mission statement. The difference is that in the core values statement, these activities are shown to result from specific character qualities. For example, the core values of Living Water Church mention not just “worship” but the type of worship that is important: worship focused on God and not on human preferences, which demonstrates a righteous character. The core values serve as foundational expectations of the congregation that the leaders will take into account when making decisions, evaluating leaders, ministering to members, etc.

All the core values should have a biblical basis. The values must be supported by scriptural texts or a principle taught in scripture.

We recommend that your values be organized in priority order. Often, leading effectively requires that persons or congregations make judgments between competing values. Putting your values in priority order helps guide those kinds of decisions. For example, if decisions or activities that support value #5 require that value #1 be compromised the prioritized values would indicate that the decisions and activities

supporting value #5 be reworked (or in some cases abandoned) in order that the congregation stay true to its most important value.

Action Plan for Module 4

Determining the Values of the New Church Plant (15 min.)

Facilitator Instructions: Read through the instructions for the assignment and respond to any questions from the participants.



1. Work with your pastor, leaders from your supporting church, and members of the new church plant (if you already have members) to develop a core values statement. We recommend a group of 5 to 9 people. Divide the participants into groups of 3 or 4 people. In each group:
 - Read your VISION and MISSION again.
 - Read over the two examples of core values. They may provide guidance as you think about core values for your congregation.
 - Identify the important, biblically supported values that reflect how you want to act as a congregation. (In your church's cultural context, values other than those of the example statements above might need to be emphasized.)
 - Choose 5–7 essential values that communicate how your congregation and its leaders should act in the upcoming years. There are many values that can be identified—you need to choose the most important ones for your congregation right now, those that will guide and support your VISION and MISSION.
2. Ask each group to present its list of core values. Identify the biblical basis for each value.
3. Together identify the 5–7 core values that communicate how God wants your congregation to act during the next three to five years.
4. Present the list of core values to your congregation along with their biblical basis, explaining why you chose each particular value.

Ask members for comments and ideas. Revise the list of values if necessary, but always be sure to base the core values on the Word of God.

5. Provide an opportunity (for example, a special commitment service) for all the members of the church to commit themselves to living according to these core values.
6. Be prepared to share your values statement during Module 4. Be prepared to discuss the process that you engaged to develop the Core Values Statement.



Write your Core Values Statement here:

Break (15 min.)