

# OUR VALUES TO EXCELLENCE IN MINISTRY

Our vision is to develop Great Churches, Great Leaders and Great Disciples. By doing so, we can transform the world. Greatness begins with a culture that fosters high standards, develops strong relationships and provides for a deep expression of love and respect for all people, as shared by Jesus in John 15:12 — “This is my commandment: Love each other just as I have loved you.”



## SAFETY

Foundation: “I will both lie down and sleep in peace; for you alone, O LORD make me lie down in safety. — Psalm 4:8



Seeks the safety and welfare for all people

- Do no harm — Ensure sanctuaries, church buildings, workplaces, camp sites, field trips and the handling of personal information are safe for all involved.
- Ensure the mental, emotional and spiritual safety of all we encounter.
- Safety issues are accurately reported, documented and positively addressed in a timely manner.
- Clergy and laity are empowered by training, resources and authority to find and resolve safety issues.
- Policies about basic processes — including prevention and security — are followed, monitored and, when necessary, adjusted.

## CARE

Foundation: “So then, whenever we have an opportunity, let us work for the good of all, especially for those of the family of faith. — Galatians 6:10



Seeing all people as children of God and of eternal worth

- Practice nonjudgmental acceptance of others.
- Supports mental, physical, relational and spiritual health of others.
- Values and builds inclusion.
- Shows concern, consideration and thoughtfulness toward others.
- Demonstrates loyalty and trustworthiness.
- Creates an environment that recognizes, affirms and encourages others.
- Celebrates the success of others and expresses appreciation and gratitude.
- Focuses on gifts of others, rather than shortcomings.

## CONNECTION

Foundation: “Two are better than one because they have a good return for their hard work. If either should fall, one can pick up the other.” — Ecclesiastes 4:9-10



Building relationships and celebrating diversity

- Values each person and congregation for their uniqueness.
- Treats all people with respect.
- Respects and celebrates diverse perspectives.
- Listens to understand.
- Approachable, attentive and friendly.
- Seeks reconciliation by looking for a resolution that repairs harm to people and communities, bringing healing to all parties.
- Builds connection through the ministries of networks, districts, the annual conference and the General Church.

## TRUST

Foundation: “Show yourself in all respects a model of good works, and in your teaching show integrity, gravity, and sound speech that cannot be censured.” — Titus 2:7-8



Maintaining highest values in relationships and processes

- Maintains confidentiality.
- Sets and respects appropriate boundaries.
- Fosters collaboration and sees potential in others.
- Expects excellence in effort and output in all aspects of ministry.
- Seeks reconciliation.
- Resolves to build or strengthen relationships by seeking facts instead of relying on hearsay.
- Values people’s time and efforts.
- Values integrity, honesty and accuracy.

## ATTENTIVENESS

Foundation: “Before they call I will answer, while they are yet speaking I will hear.” — Isaiah 65:24



Providing resources in effective and efficient ways

- Takes initiative and responsibility to apply adaptive and problem-solving strategies productively.
- Responds in a timely and organized manner to needs, questions and concerns.
- Practices good stewardship of resources, including people.
- Maintains consistency and reliability with projects, plans and commitments.
- Empowers and assists leader with resources, ideas and innovations.
- Holds employees accountable for the quality of work.

## SAFETY

I seek the safety and welfare of all people by:

- Following agreed upon policies and procedures.
- Noting and reporting any safety concerns I encounter.
- Taking part in training and supporting efforts to educate myself and others.
- Genuinely showing concern for my co-workers' minds, bodies and souls.

## CARE

I show that I see all people as children of God and of eternal worth by:

- Showing concern toward and being considerate of others.
- Contributing to an atmosphere that embraces inclusivity.
- Helping create an environment that affirms and encourages others.
- Celebrating others' successes.
- Focuses on the gifts and graces of others instead of their shortcomings.

## CONNECTION

I build relationships and celebrate diversity by:

- Treating all people with respect, with no exceptions.
- Embracing different cultures and recognizing the richness that comes with new experiences and interactions.
- Embracing a willingness to share what I know and to accept the use of resources from those who know more than me from throughout the denomination.
- Communicating effectively by actively listening and speaking with respect to whomever I encounter.

## TRUST

I maintain the highest values in relationships and processes by:

- Working to provide excellence in all that I do.
- Treating confidences as a holy contract.
- Rebuilding broken relationships by being humble and resolving disputes with all parties involved.
- Striving to show integrity by saying what I mean and doing what I say I will do.

## ATTENTIVENESS

I provide resources in effective and efficient ways by:

- Seeking where my skills are needed and doing what is necessary to assist.
- Valuing others' time by responding in a timely manner.
- Seeking the answers people need, even if I do not know the answer myself at the time of the question.
- Anticipating operational needs so proper adaptations and innovations can be implemented.