



Values, Mission and Vision Synod of the Northeast

The Rev. Dr. Rose Niles
Ministry Relations Officer for the Northeast

Luke 6:38

More Familiar Version

- Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you.

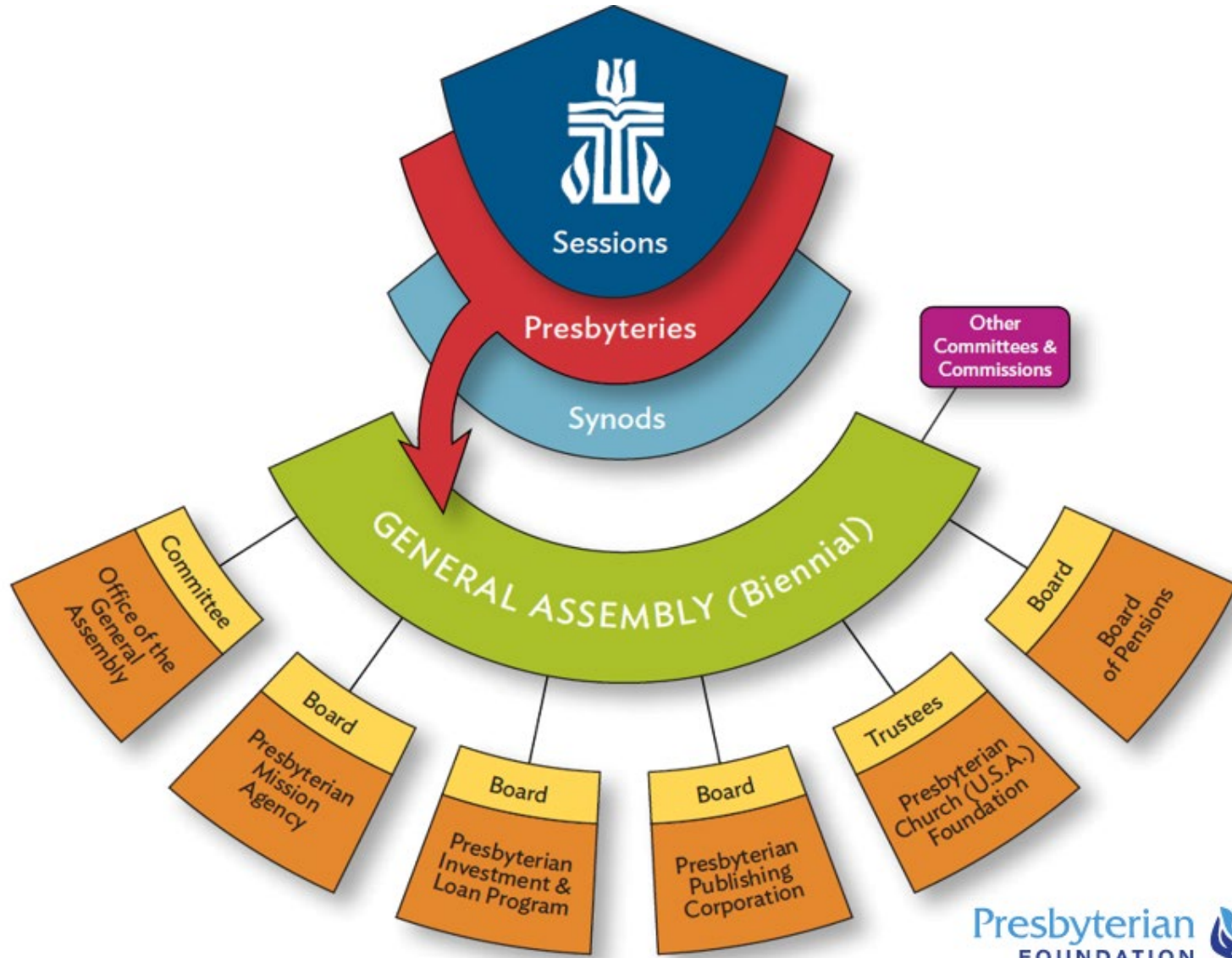


Luke 6:38 (The Message)

Give away your life; you'll find life given back, but not merely given back—given back with bonus and blessing. Giving, not getting is the way. Generosity begets generosity.

Prayer





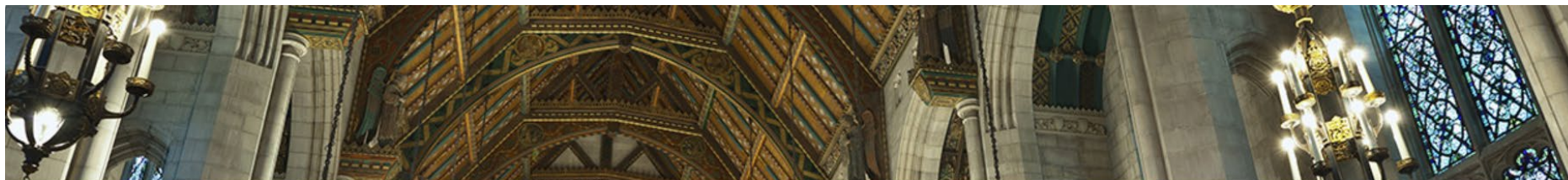
Presbyterian Foundation

A vital part of the Presbyterian Church (U.S.A), the Foundation was established in 1799 and cultivates, attracts, and manages financial resources of individuals and institutions to further Christ's mission.



Bringing People and Mission Together

www.presbyterianfoundation.org/churches/



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Planned Giving Tools

Project Regeneration

Tools For Pastors

Wills & Legacy Giving

Churches

Partnering with Congregations to Fund Mission

The Presbyterian Foundation partners with congregations to help them gather and steward the funds they need for the mission and ministry God calls them to accomplish.

- Stewardship resources include themed materials, a monthly e-newsletter, and the annual Stewardship Kaleidoscope conference.
- Ministry Relations Officers (in regional offices across the country) work with pastors and church leaders to cultivate generosity and promote stewardship in congregations.
- The Foundation's online giving service is a secure and easy way for your church to accept contributions electronically.



Pastors
Toolbox

AAA

QUESTIONS?

Contact us today at [800-858-6127](tel:800-858-6127) or enter your zip code below to find a Ministry Relations Officer in your region.

Search



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IS OUR VISION
WE CAN HELP.

Seminars/Workshops/Webinars/Consultation

- **Culture of Generosity** Begin the conversation
- **Leadership** Vital for building a culture of generosity
- **Pastoral Challenges in Stewardship** How to deal with the issue of stewardship and talk about money effectively
- **Visioning** Money follows vision. Vision and core-values are essential
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Reverend Dr. Rose Niles

*Ministry Relations Officer, NE Region
Presbyterian Foundation*

As a life-long Presbyterian, Rose loves working with churches and individuals to help them flourish and further the mission of Christ.

Rose helps cultivate generosity through seminars, workshops, legacy programs, creating fundraising plans, nurtures gift development, and provides finance coaching .



Presbyterian
FOUNDATION 

What Brings You Joy?

Vital for Meaningful Spiritual Formation

In your life?

In your church?

Where we find joy in this church/mission

Diverse answers are welcome and to be celebrated!

Background Reflections

Not one size fits all/ yet we face common challenges

Engagement is everything

Technical vs adaptive change

Pandemic and post pandemic realities

Less choice about being outward facing (gift)

We are reforming and resurrection people!

Getting back to joy is a paradigm shift!

Paradigm Shift: Back to Joy!

From scarcity to
abundance

From funding the
budget to funding
mission and vision

From rowing to
sailing

(The Sailboat
Church by Joan
Gray)

Technical vs Adaptive

- The technical is defined as that can be solved by the knowledge of experts, whereas adaptive requires new learning...So together they learn their way....
- Ron Heifetz (Change Theorist)



Missioning and Visioning

Values, Mission and Vision say everything about giving!

- YOUR MISSION STATEMENT
- YOUR VISION PLAN
- YOUR IMPACT TESTIMONIES



Conversations from Experience

Grateful to be in conversation!

- Julie Thompson Barrier
- Diane Fitch



PCOH Mission, Vision, and Motto

Our Mission

We love God.

We love all people.

Together we follow Jesus.

Vision Statement:

We will be a thriving family of faith, serving God, our neighbors, and the world.

We will *reach up* to God in authentic worship and prayer.

We will *reach in* to ourselves and each other for lifelong spiritual growth.

We will *reach out* to new people to join our multi-generational family of faith.

Motto:

A beacon of hope on the hill.

Values

- GRACE, GRATITUDE, GENEROSITY....
- Ultimately: a church's principles or standards of behavior; its judgment of what is important
- Synonyms: principles, ethics, moral code, standards, code of behavior
- The principles on which the organization is built
- Answers the question: What do we believe in?
- They are *how* you do things
- They have *EVERYTHING* to do with giving!

CORE VALUES (take and perfect the list)

Core Values List

Below is a list of core values commonly used by leadership institutes and programs. This list is not exhaustive, but it will give you an idea of some common core values (also called personal values). My recommendation is to select less than five core values to focus on—if everything is a core value, then nothing is really a priority.

Core Values List

- Authenticity
- Achievement
- Adventure
- Authority
- Autonomy
- Balance
- Beauty
- Boldness
- Compassion
- Challenge
- Citizenship
- Community
- Competency

-
- Contribution
 - Creativity
 - Curiosity
 - Determination
 - Fairness
 - Faith
 - Fame
 - Friendships
 - Fun
 - Growth
 - Happiness
 - Honesty
 - Humor
 - Influence
 - Inner Harmony
 - Justice
 - Kindness
 - Knowledge
 - Leadership
 - Learning
 - Love
 - Loyalty



-
- Meaningful Work
 - Openness
 - Optimism
 - Peace
 - Pleasure
 - Poise
 - Popularity
 - Recognition
 - Religion
 - Reputation
 - Respect
 - Responsibility
 - Security
 - Self-Respect
 - Service
 - Spirituality
 - Stability
 - Success
 - Status
 - Trustworthiness
 - Wealth
 - Wisdom

Why?

Gratitude and Value Acknowledgment





Cultivation – WHAT is our story?

- What is it you do well? In your church, in your community, in the world?
- How are you participating with Christ?

Visionary Church or Stagnate Church?



Visionary	Stagnate
Changed Lives	Balanced Budget
Need of the World	Guilt
Giving Changes the Giver	Giving balances the budget
Offering is a high moment	Offering is a time -out

SWOT

- **Strengths:** what are you/what is your church especially good at?
- **Weaknesses:** where do you/the church struggle?
- **Opportunities:** what could you/the church do totally differently?
- **Threats:** what are the biggest risks for the church?

Core Values and Vision

- Who are you?
- Where are you going?
- What do you have to declare?



Cultivation

HOW do we tell our story?

- Preaching
- Minute for mission
- During/before offering
- Newsletter/E-Newsletter
- Brochures
- Town Hall Meetings
- Vision Sunday and 6 month checkup
- Dessert & Dialogue
- Sunday School
- Testimonials
- Video Testimonials
- Narrative Budget

BUDGET

Line Item

vs

Narrative

- Accounting Tool
- DOES NOT show how money is being invested
- DOES NOT show how volunteer time and talents are impacting the church
- Should be used by the session

- Visioning Tool
- Shows the programs of the church having a positive impact
- Inspires and helps us see our gifts are really making a difference
- Help us to reframe finances to be about ministry

Keys to Success

- Be prayerful
- Celebrate your church
- Be visionary
- Communicate
- Involve many
- Fund ministry, not raise funds
- Be inviting, not threatening
- Challenge your congregation

A close-up photograph of a white golf ball resting on a lush green lawn. In the background, the lower legs and feet of a person wearing white socks and white athletic shoes are visible, slightly out of focus. The scene is set outdoors, likely on a golf course, with a soft, natural light source in the background.

How To Do It?

Some practical steps

Cultivation



Strong, Clear Mission and Vision In Place



Narrative Budget



Annual Report



Educational sessions/Town Hall meeting, small gatherings



Offering time



Preaching once per quarter



Vision Sunday/6 month update



Calendar

WHY A CHURCH NEEDS A MISSION AND VISION STATEMENT

- First start with a mission statement
- Mission Statement
 - Statement of purpose of the Church
 - Reflects the Church's values and priorities
 - Mission statement is the Church's reason for being
 - A mission statement is developed by the leadership of the Church
 - A Mission statement can be
 - A Scriptural text that explains your mission
 - Or
 - A short statement such as
 - TO KNOW CHRIST AND TO SHOW HIS LOVE THROUGH WORSHIP, EDUCATION AND SERVICE.

VISION

- A vision is the road map to the future
 - A vision aligns with the mission statement and maps out how to accomplish your mission
 - A vision needs to be developed and owned by the entire congregation
 - A vision needs to be incorporated into the life and operation of the Church and describe the desired outcomes
 - Be inspiring and energize the congregation

VISION

A vision will answer these questions

- What will your Church look like in five years?
- How does the Church disciple and gather new members?
- How does your vision encourage congregants to invest in the Church their time, talents and resources?

Vision Document

- The vision document
 - Provides continuity of planning,
 - Identifies direction and purpose
 - Alerts congregants to the need of change
 - Promotes continuity when leadership changes
 - Promotes focus on the future and not the past
 - Encourages openness and inclusiveness



How do you prepare the Congregation for visioning

- The vision of the Church has to have the full ownership of the congregations, can not be top down.
 - Prayer is the most important element of preparing the Church for a vision.
 - Need to listen to where is God leading this Church, how do we discern the call?
 - Need to be willing to be uncomfortable with change
 - The Congregation, including the leadership, is involved in prayer for where God is leading the Church.
 - The leadership needs to be open to the direction the congregants are hearing from their prayers.
 - The Church should consider a small group study on visioning

Implementing the Vision Process

- Develop a process where vision ideas are gathered from the small group study
- As ideas emerge, Team puts them into general categories and get them out to the congregation for further prayer.
- Congregation invited to large group sessions to discuss the major ideas from the small groups.

Implementing the Vision Process

- The Vision Team puts the prayerful ideas into categories identifying major foundational items to build the vision.
 - Local mission
 - Christian education
 - International mission
 - Food bank
 - Homeless housing
 - Growth of Church by young generation
 - Utilizing older members in mentoring program
 - Outcomes reported back to session
 - Two page vision statement developed by Vision Team presented to Session, approved and distributed to congregation

Implementing Continued

- Staff person responsible for working with volunteer team
- Timeline for implementation
- Reporting of results timeline
- Second Vision Sunday six months into vision implementation
- Annual budget drafted and approved around the major items of the vision
- Staff evaluations done on the major items in the vision and their responsibilities

Incorporating the Mission/Vision into the Church

- Incorporating the Mission statement
 - In all Church communications
 - Recite the Mission in worship before the Benediction
- Incorporate the Vision
 - I In building the Church budget
 - Preach the vision and report its the success
 - Tell stories on how the vision impacts peoples lives
 - The Mission and Vision is the foundation for your Generosity/Stewardship work, Tell the impact stories and tie how the Church resources have fueled the vision.



Resource for the Vision

- Reasons for support of the vision
 - Congregation developed it and owns it
 - The congregants prayed about the vision and discerned God's will
 - Congregants are part of the volunteer teams implementing the vision items
 - Existing budget goes toward vision items
 - Vision should be the foundation of the Generosity/ Stewardship effort
 - Monthly updates on vision items should be communicated during the offering time to thank congregants for their support
 - Stories of the impact of the vision items need to be recorded
 - Testimonials from people who are impacted sent out in monthly emails
 - Testimonials giving during Minute for Mission
 - In monthly newsletter, each vision item is highlighted with report on activity, testimonial and budget spent
 - Narrative budget and annual report based on the vision items

Free Resources from the Presbyterian Foundation

1. Stewardship Navigator
 - Launched April 2019
 - Planned Giving Module added July 2020
 - Narrative Budget Generator Included
 - www.stewardshipnavigator.com
2. Church Financial Leadership Academy
 - Short Videos
 - Many Topics
 - www.churchfla.com
 - Register using code: PCUSA
3. Stewardship Kaleidoscope
 - September 2022 In-Person or Virtual
 - For more information in person or virtual go to:
www.stewardshipkaleidoscope.org
4. Day of Learning Recordings
<https://www.presbyterianfoundation.org/resources-from-presbyterian-foundation-day-of-learning-2021/>
4. Various Workshops from your MRO





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