



CORE VALUES

Core Values are behavioral traits that are inherent in an organization. These are the heart of everything we do at Forerunner.

RELATIONSHIPS CHANGE LIVES

We value relationships above all else. We have healthy relationships with self, others, and Christ, and we go to great lengths to maintain and improve those relationships.

What this looks like:

- We are **INTENTIONAL** about getting to know each other, the people we serve, our volunteers, and anyone else associated with Forerunner.
- We focus on **ENTERING INTO SOMEONE'S WORLD** by asking questions and taking an interest in what they deem important.
- We are **RESPECTFUL** and view every conversation and interaction as a way to bless the other person.
- We deal with issues and do not **RUN AWAY** from healthy conflict.

ALWAYS BE GROWING

We walk in humility, knowing that we can always become more like Jesus. We value self-reflection and are intentional in looking for ways to improve ourselves in everything we do. We value coaching and accountability as ways to grow and use others to help us become the best that we can be.

What this looks like:

- We take **DISCIPLESHIP** seriously and believe it is an effective way to become more like Jesus.
- We implement **EVALUATIONS** as a way to celebrate, coach and correct our performance,
- We have staff meetings and trainings to equip you to **EXCEL** in your role.
- Investing in your own **PERSONAL WALK** is your responsibility and is vital to your ministry ability here at Forerunner. You get filled up in your personal time with Him and you cannot give away what you don't possess.

TRUST THE PROCESS

We are called to invest and love; only the Lord can transform lives. Let us pray that He does that in His perfect timing.

What this looks like

- We **TRUST IN THE LORD** with the results of our ministry. We are not responsible for their future or their outcome. We can invest and we can love. Only the Lord can transform a heart.
- We value **PRAYER** and we pray that the Lord transforms in his timing.
- We are not here to **FIX** the people that we serve. We focus on the relationship, not the results or their progress.
- We stay near the Lord and focus on the **PROMISES** to avoid letting ourselves get discouraged.
- We **WORK HARD** and do what he calls us to do. Everything else we let go and let God control.
- We give ourselves **GRACE** when things do not go as planned.

CULTURE OF HONOR

Our work environment and how we carry ourselves honors God with every thought, conversation, meeting, or interaction with each other and every person we serve.

What this looks like

- We **ENCOURAGE** each other and build one another up, communicating value in both our words and actions.
- We stay **POSITIVE** and look for the good.
- We count others as more significant than ourselves through **SERVANT LEADERSHIP**.
- We value humor and laughter; however, we do not use **SARCASM** as a way to make others laugh.
- We **TALK TO, NOT ABOUT**; when we have a conflict with someone else, we address in a way that strengthens the relationship.
- We offer **GRACE** to others when they fail, not judgement.



CHOOSE THANKFULNESS

We want to focus on all the good that the Lord has done and not forget his faithfulness to us. We believe thankfulness will lead us to joy, and the joy of the Lord is our strength.

What this looks like:

- We TELL STORIES of life change often.
- We kill complaint-culture by intentionally GIVING THANKS to God and others frequently, specifically, and genuinely.
- We show our APPRECIATION for what God has provided for us through stewarding with excellence.
- We CELEBRATE and focus on all the good things that are going on with our ministry.

BELIEVE THE BEST

We give people the benefit of the doubt and do not take things personally. We operate in high grace for ourselves and for others and extend that grace to others as we do the work of the Lord in our community.

What this looks like:

- We do not ASSUME, but instead ask clarifying questions if communication is not clear.
- We believe that everyone has SOMETHING to offer and has the potential to change the world.
- We do not GIVE UP on people regardless of their actions.
- We give others the opportunity to GROW through providing them leadership opportunities.