Values, Mission and Vision
Synod of the Northeast
The Rev. Dr. Rose Niles
Ministry Relations Officer for the Northeast
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.
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
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.
Contact Information

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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.

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
- **Narrative Budget** Budget should speak your vision
- **Generational Giving** Learn to approach giving across generations
- **E-Giving** Ways to give are quickly changing
- **Build an Endowment** Help people give in perpetuity for future ministry
- **Planned Giving** Leaving a legacy to the next generation
- **Investments** Understanding the various investment options available through the Presbyterian Foundation, PCUSA
- **Consultation** Meet with individuals and groups regarding finance, stewardship best practices, giving trends today, how to build a year-long program, inspire and build a spiritual discipline for giving

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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

<table>
<thead>
<tr>
<th>Not one size fits all/ yet we face common challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engagement is everything</td>
</tr>
<tr>
<td>Technical vs adaptive change</td>
</tr>
<tr>
<td>Pandemic and post pandemic realities</td>
</tr>
<tr>
<td>Less choice about being outward facing (gift)</td>
</tr>
<tr>
<td>We are reforming and resurrection people!</td>
</tr>
<tr>
<td>Getting back to joy is a paradigm shift!</td>
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</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>Visionary</th>
<th>Stagnate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Changed Lives</td>
<td>Balanced Budget</td>
</tr>
<tr>
<td>Need of the World</td>
<td>Guilt</td>
</tr>
<tr>
<td>Giving Changes the Giver</td>
<td>Giving balances the budget</td>
</tr>
<tr>
<td>Offering is a high moment</td>
<td>Offering is a time-out</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Line Item</th>
<th>Narrative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Tool</td>
<td>Visioning Tool</td>
</tr>
<tr>
<td>DOES NOT show how money is being invested</td>
<td>Shows the programs of the church having a positive impact</td>
</tr>
<tr>
<td>DOES NOT show how volunteer time and talents are impacting the church</td>
<td>Inspires and helps us see our gifts are really making a difference</td>
</tr>
<tr>
<td>Should be used by the session</td>
<td>Help us to reframe finances to be about ministry</td>
</tr>
</tbody>
</table>
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
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
- 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
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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