

The Path to Our Living Mission, Values and Ministry Statement

Fall 2004

Hopes and History Discussions. Over a three month period, the ministers and board held dozens of small group meetings to hear members talk about what they've found most valuable and what they hope we can become.

Early Winter 2004-2005

The Board and Transition Team organized the Hopes and History data and integrate it with previous surveys and evaluations, such as the parish minister search committee survey, "who are we" congregational cottage meetings during the interim, research for interim minister and settled minister search packets and the congregational "dream board" results.

At the same time, the board, staff and committee leadership studied the importance and "how to's" of mission and value-guided organization.

Late Winter 2004-2005

Board and Leadership Retreat was held to process the gathered data, extract "core values" from it, group it into "ministries" and identify an overarching mission statement that tied the varied aspirations together.

A Board sub-group refined this mission, values and ministry statement by bringing it to the board for repeated comment and revisions. Feedback from the second minister search survey was incorporated at this time.

Early Spring 2005

The proposed Mission, Values and Ministry Statement (MVM) was shared in the newsletter and the Board leadership held a number of Sunday "congregational conversations" to provide an opportunity for congregational reaction and suggestions. This was billed as a large scale act of "active listening." In other words the leaders said to the congregation, "We think we've heard your aspirations accurately, but we want to make sure."

Feedback from the congregational conversations was used to revise the MVM statement further.

Late Spring 2005

A Board sub-committee word-smithed the "final" proposal.

Board approved the Mission, Values and Ministry Statement as "a living document" and committee itself to making sure that:

- the MVM is widely known throughout the congregation,
- staff and committees use the MVM to guide their work,
- the MVM is used to evaluate the work of staff and committees,
- the MVM is subjected to regular review so it can evolve in the face of the world's ever-changing challenges and our congregation's evolving passions, gifts and needs.

Church Year 2005-2006

The Mission, Values and Ministry Statement began to take root as the guiding compass of congregational life primarily through the implementation of ministry spotlights that reported on how well each ministry is accomplishing the goals expressed in the MVM.

Church Year 2006-2007

The Mission, Values and Ministry Statement took deeper root as the guiding compass of congregational life as the board built on it by establishing "yearly all-church themes" and the ministry leaders used it to establish strategic "objectives and vital signs" to guide their yearly programming.

Church Year 2007-2008

This year's goal was for the board to begin engaging the congregation in "congregational conversations" to consider edits and additions to the MVM. From a policy governance perspective, such conversations need to happen at regular 2-4 year intervals. The board's "Responding to Growth" efforts are a first step in this direction.