

ALIGNING CORE VALUES WITH VISION

In the afternoon during Retreat 2 after teams have had an opportunity to work on drafting a set of core values, provide another opportunity for teams to give feedback to each other. Go around the room and have churches share a couple of the core values that they're working on, but make sure they share their vision statement first. In so doing, we're helping to ensure that the vision remains in focus; the values the church articulates must align with and help lead toward the expressed vision. For example, if the church's vision statement involves loving people and there's nothing in the values that supports that, the team might want to adjust or add to their core values.

The reason we're at this retreat is that some of the things that we truly value are actually hindering us from becoming the church we're called to be. Encourage them to identify things in their core values that they want to embed in their DNA, their regular behaviors, that propel the church toward its stated vision. If there's a blindspot, the trainer should step in to provide direction. For example, if the church's vision statement includes language about being a place where lives are changed, but their values say nothing of reliance on the Holy Spirit or the power of prayer, prompt them by asking, "How will you change lives? Do you need God's help to make that happen? If so, you need to prioritize pursuing the One who does that."

As a trainer, provide positive feedback when you hear something in the church's values that resonates with the vision statement.

Trainers might also prejudice the room with certain values that churches must embrace, such as the fact that all believers have been called and gifted by God.

The concluding moments of the above video demonstrates what a room should sound like during a table talk break.