

Bethel Values Introduction

What are values?

The non-negotiable core commitments that reveal our passions/strengths and permeate everything we do. Our values should be clear, simple, transferable, and contagious. They should help paint a picture of “Who is Bethel”.

Why are they important?

When properly used, Bethel’s values should:

- 1) Act as a “filter” that we can measure our ideas against
- 2) Function as guardrails that channel our energy towards the right activities
- 3) Empower personnel to make decisions consistent with our DNA (provide both empowerment and accountability)
- 4) Attract more staff, leaders and members who care about the things we care about (demonstrating God-honoring unity)
- 5) Give us permission to choose what we do and free us up to NOT do things that other churches are doing
- 6) Enhance leadership credibility because everyone knows what’s most important for the church as a whole
- 7) Navigate change more easily because people are emotionally connected to values that never change
- 8) Provide concrete guidance to all personnel about how they must approach their work

How did we get here?

Several months of discussions including input from:

- 1) Past sets of values created by elders and staff for both the church and specific ministries
- 2) Over 100 Bethel members
- 3) Staff through a previous working lunch time
- 4) Three iterations back and forth between a “values team” and the elders
- 5) Dozens of one-on-one conversations

How will these be used at Bethel?

These values should be considered as defining as both our “Making Disciples” mission and our “GROW” definition of what a disciple looks like. In the near term, we will be using our values for the following:

- 1) The outline of our values series after Easter
- 2) Develop metrics from the values to measure success of ministries, campuses, and the church
- 3) Create a picture of what a “fit” staff person looks like and how we are developing our staff
- 4) Act as the basis for employee reviews (both personal development and performance accountability)
- 5) Ministries coming up with their own “as demonstrated by” sentences, creating alignment organization wide

What are Bethel’s values?

See next page...

Exercise

- 1) Take 10 minutes in groups of 3 or 4 to discuss Bethel’s values. Use the following questions to jumpstart your thinking?
 - a. Which value(s) am I most excited about? Why?
 - b. Can I rally behind these values...do I personally align with them?
 - c. Do these values balance being sufficiently actual (who we are now) and aspirational (who we need to be)?
 - d. What are some activities in my ministry/department that demonstrate these values?
- 2) Take 5 minutes as a large group to share highlights from the small group conversations

We unashamedly celebrate...

HUMBLE HEARTS

through a commitment to

- living in response to the gospel of God's grace and submitting to His lordship
- honoring each person as part of the body of Christ
- servant leadership

TRANSFORMING DEPTH

through a commitment to

- a personal growing relationship with Christ
- disciples making disciples through relationship
- engaging all levels of spiritual maturity in every gathering
- aiding captives, building churches, and changing cultures

FULL ENGAGEMENT

through a commitment to

- helping each person discover, develop, and deploy into their ministry and mission
- linking each generation in unified purpose
- generously giving our resources and talents
- living on mission every day