

---

## Ministry Core Values

It is important that ministry teams take the time to determine and clearly articulate their ministry core values. **Core values – ideally 3-7 in number - undergird the purposes, priorities, and plans of leaders and significantly influence the thoughts and behaviors of other members as well.** Core values could also be described as **core beliefs or core convictions and are a vital part of every ministry's culture.**

**Ten essential reasons core values are so important** to being a healthy, focused ministry:

- **Values determine ministry distinctiveness.** Clearly articulated core values declare, *"This is what we stand for; this is what we're about; this is who we are."*
- **Values dictate personal involvement.** People become involved and stay involved in ministry longer if they share core values.
- **Values communicate what is important.** Failure to communicate core values wastes time and energy, creates dissatisfaction, and brings needless frustration.
- **Values embrace positive change.** Values-driven ministries embrace needed change even as their unchanging beliefs keep them anchored in truth.
- **Values influence overall behavior.** Values affect everything: decisions made, goals set, priorities established, problems solved, conflicts resolved, and more.
- **Values inspire people to action.** Shared core values give those who serve a greater sense of meaning in their service; values energize and lead to focused action.
- **Values enhance credible leadership.** Christian leaders must opt for and model a strong Bible-based values system; strong beliefs help build strong leaders.
- **Values shape ministry character.** Personal character rests on the foundation of personal values; ministry character is defined by corporate core values.
- **Values contribute to ministry success.** *Success* is the accomplishment of the ministry's mission and vision without compromising bottom-line values.
- **Values affect priority setting and strategic planning.** Shared core beliefs generate deeper commitment and lead to greater creativity and innovation.

**Core Values are not . . .**

- . . . **the same as mission or vision.** Mission answers the question, "Why are we here?" Vision, the question, "What are we going to do?"
- . . . **the same as strategies.** A strategy answers the question, "How are we going to do it?"
- . . . **the same as doctrinal statements,** a ministry's theological beliefs based on the Bible.

An example of core values:

**We value ...**

- 1) God's unchanging word
- 2) Growth in grace through bible study at church and in the home
- 3) Mission-mindedness and mission action
- 4) Humble service