



# Creating Mission, Vision, Values/Beliefs Statements

Diocesan Pastoral Council Fall Meeting

Nov 25, 2023



### A MISSION statement

- Focusses on who we are today; our specific identity
- Describes why we are here; what we do; “we exist to.....”
- Describes the unique and particular way in which a parish places its gifts at the service of the local and universal Church
- Guides us in deciding priorities, tasks, and roles; what we need to be doing
- Flows from and is the unique expression of the Diocesan Mission statement.
- States particular issues that distinguish the parish from other parishes
- Is functional and purposeful.
- Makes today clear and is like a job description, bringing direction to what needs to be done.

### Why is a Mission statement important?

- Clarifies any confusion or uncertainty about our purpose.
- Provides a sense of direction.
- Presents the main objective of the parish.
- Guides the actions.

### Elements of an effective Mission statement:

- Short, clear, concise, and understandable
- Flexible enough to allow for interpretation; it does not try to cover every conceivable situation.
- Aligned with Diocesan Mission. ...
- Inspirational as well as informative
- Representative of your parish
- Spiritual
- Emerges from a process in which all parishioners are invited to belong.

### **Examples of Church Mission Statements:**

We are a Roman Catholic parish of ..... \*We exist to prepare people to reach and empower others locally and globally and to spread the word of God and express God's love

We are a Roman Catholic parish of ..... committed to building a community of Christian faith by evangelizing, welcoming, educating, healing and celebrating.

We are a Roman Catholic parish of ..... We exist to make Jesus known. Love people. Pray. Make disciples. Serve.

We are a Roman Catholic parish of ..... Know God, find freedom, discover your purpose, and make a difference.

We are a Roman Catholic parish of ..... Our mission is to help each person believe in Jesus, belong to a family, become a follower, and build God's kingdom.

We are a Roman Catholic parish of ..... To help people find God, grow their faith, discover their purpose, and make a difference.

We are a Roman Catholic parish of ..... We exist to gather disciples who are joyfully committed.

We are a Roman Catholic parish of ..... We glorify God by making disciples everywhere by proclaiming and practising the gospel of Jesus Christ with the power of the Holy Spirit.

We are a Roman Catholic parish of ..... Our Parish is established to bring us together as a Catholic Faith Community. We will provide support for all our members through liturgy/worship/education, especially religious education/service/social events, and the simple enjoyment of each other.

- Consider identifying your parish using the phrase "We are a Roman Catholic parish of ..... in the Archdiocese of St. Boniface..."



### **Archdiocese Mission Statement**

We are the people of God, the body of Christ, and the temple of the Holy Spirit of the Archdiocese of Saint Boniface. We live and share the three-fold Mission of Christ, the Priest, the Prophet, and the Shepherd-King. This is our commitment to live and celebrate our call to holiness to evangelize, and to build a community in God's image, grounded in love, justice, peace, and reconciliation.



### A VISION statement.

- Focusses on tomorrow, where we are headed (the desired state)
- Highlights the major long-term change your church aims to achieve.
- Describes an idea of a more desirable future which is realistic and credible.
- Paints a picture of what our community will look like once the Mission is fulfilled.
- Is a broad statement of the overall direction and purpose of the parish.
- Inspires and provides a framework for planning toward a shared and desired future.

*If you were to go away and come back in 5 years, what would you want to see?*

### Why is a VISION statement important?

- Attracts commitment to the Mission.
- Creates meaning for the parishioners.
- Establishes and communicates a standard of excellence.
- Bridges the present and the future.
- Provides direction for everything that is done. (Action Plan)

### Elements of an effective VISION statement:

- Future oriented. Where we want to go who we want to become
- Inspirational, clear, memorable, and concise (short)
- Reflects our values.
- Sets standards of excellence
- Clarifies the parish's purpose and direction.
- Inspires enthusiasm and commitment.

### Examples of Church Vision Statements

To make disciples of all nations.

To see people saved, healed, set free, disciplined, equipped, empowered, and serving.

To be the church that displays the love of Christ and connects with people of all walks of life.

As a Christian community, we're devoted to building an engaged, passionate, spiritually healthy community of people.

All are recognized, welcomed, valued, and respond affirmatively and generously to the spiritual and pastoral needs of their brothers & sisters.

Jesus is our priority; the Gospel is our mission; Discipleship is our purpose.

Love God. Love others. Reach out. Build disciples.

### The differences between MISSION AND VISION

#### Mission

Present

The What

The Doing

Informs

Known

Today

The Purpose

The Job Description

#### Vision

Future

The Where

The Going

Inspires

Seen

Tomorrow

The Dream

The Destination



### **Archdiocese Vision Statement**

The gifts and charisms of the baptized, that is lay and religious people, deacons, priest, and the Archbishop, are recognized and valued. As Christ's disciples, the baptized acknowledge their personal vocation and respond affirmatively to invitations to share their gifts and charisms and are committed to a personal relationship with Christ.



### **Values/Beliefs Statement:**

- Expresses the behavior we encourage and the church culture we create in a series of 3-7 memorable statements.
- expresses the principles that underpin, influence and clarify what our church does, and how it does it.
- guides our IDENTITY (who we say we are); WHAT WE BELIEVE (who we say God is); and HOW WE BEHAVE. (how we do what we do).
- defines what are the non-negotiables.

### **Why is a Values/Beliefs statement important?**

- Align their thinking and acting naturally and collectively to ways that contribute towards the church vision.

### **BENEFITS** of a Values/Beliefs statement

- Defines key beliefs needed to develop the momentum of the mission.
- Shows people how to live in a way that serves the success of the vision.
- Influences overall beliefs, and therefore behaviour.
- Steers church culture development
- Brings guidelines and principles to the church's structural and strategic thinking.
- Provides parameters of assessment



## EXAMPLES of Values/Beliefs Statements

**Faith** - By the Spirit, we trust God, the Source of Life, through Jesus Christ who renews life.

**Worshipping and Caring Community** - We value community that celebrates in worship and cares for one another and all God's creation.

**Reaching Out** - We believe that we are to serve and reach out to others with compassion.

**Inclusiveness** - We value the diversity of God's world and affirm all people.

**Justice for All** - We value a fair and just world that reflects God's realm on earth.

**Christ Centered:** We are a community called by God to learn and practice the teachings of Jesus Christ and celebrate grace through the power of the Holy Spirit.

**Inclusive:** We are a parish that welcomes, notices, and meets the community where they are and invites them to grow, contribute, and participate with us.

**Collaborative:** We are called and empowered to work together as open-minded partners in the community by being receptive, respectful and mindful of the world around us.

**Genuine:** As followers of Jesus in our faith community, we strive to be honest, authentic, caring, and Christ-like in all we do, and recognize that others are trying to do the same.

**We believe** that those who are made new in Christ as called to be holy in character and conduct and can only live this way by being filled with the Lord's Spirit.

**We believe** in the Bible and its sufficiency to establish our faith and conduct.

**We believe** God wills for people everywhere to know Him and be made new in Christ.

**We believe** that the purpose of the Church is to worship God in spirit and in truth, and to reach out with the gospel of Jesus Christ through its worship, witness, and loving deeds.

**As a parish,** We proclaim our belief in the message and mission of Jesus Christ.

**As a parish,** We seek to live out that belief as a community of worship, of shared faith and of service, where each member shares with others the gifts and talents received from God

**We believe** that we share in the mission of Jesus through our baptism and commitment to the values expressed in the gospel.

**We witness** to our belief through sharing our faith with others and providing for education in faith to our parishioners.

**We witness** to our belief through sharing our faith with others and providing for education in faith to our members.

**We respond** with compassion to both the spiritual and corporal needs of those around us.

**We care** for the many gifts we have been given and seek to use them wisely.

As a parish, **We seek** to live out that belief as a community of worship, of shared faith and of service, where each member shares with others the gifts and talents received from God.

**We believe** that we share in the mission of Jesus through our baptism and commitment to the values expressed in the gospel.

**We witness** to our belief through sharing our faith with others and providing for education in faith to our parishioners.



### **Archdiocese Values/Beliefs**

*The baptized share the following:*

- God is revealed in all welcoming communities committed to evangelization, prayer, charitable works, social justice, and education.
- The Church is a communion of the baptized united in faith and charity.
- The Church is in dialogue with the world; it is close to people, inclusive, and responsive to the needs of the wider community.



### **Evaluating existing Mission/Vision statements**

1. How old is the existing statement?
2. To what degree was the parish community involved in shaping this statement?
3. How much does it influence current parish life?
4. Is it in keeping with the Diocesan statement and the seven essential elements of a parish? (See archdiocesan website)
5. Are our present strengths and needs reflected in it?
6. Does it still inspire as the foundation of the pastoral plan?
7. Would our parish profit by “revisiting” the statement, allowing the PPC to revise the statement to reflect the current reality of our parish more accurately?

### **Essential First 3 steps whether Creating Statements or Renewing Existing Statements**

1. Form an Ad Hoc Committee with members from PPC and Parishioners
2. Select Chair and Recorder
3. Decide whether to use an experienced facilitator.

### **Using a trained facilitator to create MISSION and VISION statements.**

#### **Pros:**

It is more efficient. Improves chances of for powerful statements.

#### **Cons:**

Cost and access to experienced facilitators. Check the congregation, you may have a trained facilitator in your pews.

## CREATING MISSION, VISION, VAUES/BELIEFS STATEMENTS

*Commit your works to the Lord, and your thoughts will be established.” Proverbs 16:*

### Phase 1: CREATING MISSION statement.

1. Gather an Ad Hoc committee comprised of some members of the PPC and parishioners at large. God blesses churches with members who have a wide variety of gifts and may be interested in helping creating vision, mission, and values session.
2. **It is recommended that an experienced facilitator be invited to guide you through these meetings.**
3. Take the time to pray to the Holy Spirit. The development of a statement must be grounded in faith, which will allow the Ad Hoc committee to discern the will of the Holy Spirit.
4. Chose a leader and a secretary of the Ad Hoc committee.
5. Agree on a target date for completion of the mission statement.
6. Have chart paper, white board etc. available.
7. Clarify the task at hand.
8. Distribute copies of definitions etc. of Mission, Vision statements and the Differences
9. Review and discuss so that everyone is clear.
10. Distribute Archdiocesan Mission statement.
11. Review and study the Archdiocese Mission statement and extract the key words.
12. Brainstorm key ideas for your parish: Who are we? Present culture? Distinct characteristics? Who are the people we are committed to serve? What do wish we could do for God’s people? (see examples)
13. Be precise. Choose your words carefully.
14. Take time to revise and rewrite until you have what you want.
15. A good Mission statement focuses on parishioners fully identifying with it.
16. After you have the First Draft of statement, present it to the entire PPC. The PPC should provide the Ad Hoc Committee with input and ideas that enable them to make necessary changes.
17. Take time to revise and rewrite, presenting to PPC each time, until you are satisfied that your Mission statement meets all the criteria.
18. The Ad Hoc Committee and the PPC would decide on a process to present the draft to the parishioners for feedback. Consider presenting the draft mission, vision, and values/beliefs statements to the parishioners at the same time.

## **Phase 2: CREATING VISION Statement**

*Write the vision and make it plain on tablets, that he may run who reads it.” Habakkuk 2:2*

1. With the existing Ad Hoc committee clarify the task as the vision statement
2. Refer to your copies of definitions etc.. Of Mission, Vision statements and the Differences
3. Review and discuss so that everyone is clear.
4. Refer to the Archdiocesan VISION statement.
5. Review and study the Archdiocese VISION statement and extract the key words.
6. Dream aloud/Brainstorm: What does God want to use us to do?
7. What do we want this church to look like?
8. Where do we want to be 1, 5, or 10 years?
9. Be precise: By making your words precise, you convey volumes of information in the smallest space possible, making your vision memorable (see examples) A good Vision statement focuses on parishioners' fulfilling it. That means that parishioners should be able to remember it.
10. Take time to revise and rewrite until you have what you want.
11. After you have the First Draft of vision statement present it to the entire PPC. The PPC should provide the Ad Hoc Committee with input and ideas that enable you to make necessary changes.
12. If the Ad Hoc Committee and the PPC have decided to present the Mission, vision, and values/beliefs statements at the same time, then proceed with the development of the Values/Beliefs statement.

### **Phase 3: Creating a VALUES/BELIEFS Statement**

1. With the existing Ad Hoc committee clarify the task as the Values/Beliefs statement.
2. Refer to your copies of definitions of Mission statements, Vision statements and the Differences.
3. Take the time to pray to the Holy Spirit. The development of a statement must be grounded in faith, which will allow the Ad Hoc committee to discern the will of the Holy Spirit.
4. Clarify the task.
5. Refer to the copies of your Mission & Vision Statements, Archdiocese Values/Beliefs statement and examples.
6. Review your Mission and Vision statement and identify all keywords in them that could be possible values. This gives you a starting list of elements that have already been identified as essential to your church's thinking. These possible values should be present in either the mission or vision.
7. Review the Archdiocese statement. Select key words to add to your list that may direct and keep your statements compatible.
8. Have each Ad Hoc committee member prioritise the list. Tally them up – what are the top-ranking half a dozen? (the non-negotiables that cannot and will not be dismissed.)
9. Clarify and define each value/belief. Language is powerful. What you think you mean when you use a word might not be the same thing someone else hears or thinks when they encounter it
10. Speak plainly. Don't use Christian jargon or theological terms. If a twelve-year-old, a new Christian, or a non-Christian wouldn't understand it, you need to simplify it.
11. Don't write a paragraph when a sentence will do! As a team, agree 'what do we really mean when we describe and define this value?'
12. Take time to revise and rewrite until you have what you want.
13. After you have the First Draft of vision statement present it to the entire PPC. The PPC should provide the Ad Hoc Committee with input and ideas that enable you to make necessary changes.
14. The Ad Hoc Committee and the PPC would decide on a process to present the drafts of the Mission, Vision, and Values/Beliefs statements to the parishioners for feedback.