



MASSACHUSETTS COUNCIL of CHURCHES

CORE VALUES *created by Laura Everett, Daryl Lobban & Meagan Manas, Aug2, 2016*

DELIGHT

As God delights in the unity and diversity of God's people, we delight in the mission of the Church, our institution, and the relationships we foster.

Questions: Does this inspire my own delight? Will it delight others? Is this good news? Would God delight in this?

EXCELLENCE

In response to God's perfect love, we aim to give our best, our first fruits, in the service of the Church, our institution and our relationships.

Questions: Can we do this well? Do we have the capacity? Is this our work to do? Does this make visible the gifts of others? Will this inspire/cultivate excellence in others?

DIVERSITY

In gratitude for the variety of God's creation, we intentionally celebrate and make visible the diversity of people, gifts, traditions and perspectives.

Questions: Is this tokenism? Will this expand our ideas /perceptions of who God is, what the Church is, who others are? Have we heard from other perspectives?

GRATITUDE

God is Good. Each person, place, and Church is a gift from God. In everything we do, we give thanks. All the time.

Questions: What is the gift in this person? What is the gift in this situation? What is the gift this person has to offer? How might God be glorified in this? Have we said thank you?

RELATIONSHIPS

God made us for community. Reflecting the relationship of the Triune God, we prioritize people over program. We aim for healthy, mutual relationships with people and institutions.

Questions: Will this build relationships: between me & others, among other, with new constituencies? Is this relationship: healthy, mutually-affirming, non-competitive, honest, authentic, intentional? Does this relationship affirm my self-worth? What is the opportunity to pastor well here?

WORKING NORMS *drafted by Laura Everett, Daryl Lobban & Meagan Manas, Sept 22, 2016*

---SECOND DRAFT---

WE WILL PRESUME BEST INTENTIONS

This reflects our value of “relationships.” We will presume our colleagues are doing their best, operating with our flourishing and the MCC’s flourishing in mind. We aim to treat one another with the kind of pastoral awareness we treat our constituents. We will be sensitive to both our impact and intentions.

Questions: Is there something others need to know that’s making it difficult to keep to our norms right now? Is there some habit I can change in myself? Am I taking something personally that is not about me?

WE WILL ACKNOWLEDGE WORK

This reflects our values of “delight.” We believe this is important work that we can delight in. We will share responsibility and credit. We will acknowledge when we have done what a colleague has asked us to do.

Questions: Is there something I need to communicate so that my work is seen? Is there something I need to communicate so that my colleague knows their work is seen by me?

WE WILL RESPECT TIME AND LIMITS

This reflects our value of “gratitude.” We are grateful for the staff resources we have and won’t press beyond what’s reasonable. We will start and end meetings on time. We will arrive before meetings begin. We aim for “no scramble,” with good planning ahead.

Questions: What do I need to do to be prepared for our meeting and projects? Am I doing what I agreed I would do?

WE WILL BE AS PRESENT AS WE CAN

This reflects our value of “diversity.” We acknowledge that we all have lives outside this work that sometimes press in. We seek to create a healthy environment for bi-vocational work. We have differing needs as we gather.

Question: Am I as present as I can be?

WE WILL ASK FOR AND OFFER FEEDBACK

This reflects our value of “excellence.” We want to grow to live more kindly and justly. We trust that our colleagues can help teach us. We will regularly ask for feedback. We will offer honest feedback in a timely manner, using the Situation: Behavior: Impact model. We will practice asking for and receiving forgiveness too, as a reflection of God’s grace.

Questions: What feedback do I need to hear? What feedback do I need to share? Can I ask others “what could I have done better” and “what worked well?”