



## What's The Value In Values

### Unpacking Values

Have you ever noticed that some ministry settings are able to keep staff for a long period of time, while others seem to have constant turnover?

While salaries, hometowns, spouse employment, kids, and so many other factors can play a role in keeping staff and volunteers for a long time, long-term employment does not always mean someone is happy in their job.

In the face of this, I have seen leaders do one of three things: (note, this isn't an exhaustive list, just one based on my experience.

1. When a staff member expresses burnout, the leader responds by offering a salary increase.
2. The leader offers to hire more people thinking that it is just a matter of too much work for one person.
3. Or my favorite – the leader suggests it's the employees' fault for not practicing sabbath. (Yes, I have been personally told this...)

If you have ever experience this, or any other response to your own burnout, you understand that while these responses provide temporary relief, they do not make an impactful difference long term.

And that is what we are tackling this week – what is the best thing we as leaders can do to help employees (and even volunteers) stick around for the long run. I pray these resources and conversations can be helpful as help people experience heaven on earth, here and now.

### Creative Spark Video: getting the conversation started

*"Values not only influence the way people live out their faith, they also influence how people live out their job description."* –**Fernie Rivera**

I don't know about you, but I have placed values at the bottom of my priority list thinking they were not that important. But you might be shocked to see how wrong that way of thinking is. Check out [this weeks video!](#)

[Watch Now](#)

### Industry Insight

*"I know you value scripture and prayer. So does every church. That doesn't make you different. And it doesn't create your culture, either. But here is what will: crafting a custom set of value statements that are both accurate (they describe who you are and how you engage in ministry and leadership) and aspirational (they give you something you can continue to grow into."*

[3 Steps to Create Church Core Values Statements](#) by [Carey Nieuwhof](#)

It is frustrating when we try so hard to accomplish our mission and live into the vision, and then not see people actively participate in the life of the church. Maybe you have tried everything you can think of – you have your mission statement splattered everywhere, you mention your mission statement in worship and small groups, you even make sure to include it in all your print, but nothing changes.

Well, I have two pieces of good news and one piece of bad news. The first good news is that this does not mean you have an ineffective mission statement. The bad news is that you have a culture problem. The second piece of good news is that you can fix this problem by identifying your community values.

Take a moment to [read through this article](#) helping you do just that!

### On A Weekly Basis (Devotional)

#### Values and Culture

*"They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers. Awe came upon everyone, because many wonders and signs were being done by the apostles..."* **Acts 2:42-47 (NRSV)**

Right before you walk into the showers, there is a purple wall at my gym that you cannot miss. It lists out some of its core values and to be completely honest, I at first thought this was just a motivational wall and nothing more. But the longer I have been around, the more I have realized that these values actually portray the kind of culture that they seek to create.

Let me share my favorite – We celebrate the little victories...

[Click here to continue reading](#)

### Free Resource to Develop Your Own Values!

Want to develop culture by putting together your own list of values? If so, here is [a starting point](#). We use this worksheet to begin asking the right questions about the desired culture and identify your values.

[Download now](#) and get started. And as always, if you want to learn more, email me at [coachingforhereandnow@gmail.com](mailto:coachingforhereandnow@gmail.com) or visit [hereandnowcoaching.org](http://hereandnowcoaching.org)!

Hope this has been helpful!

Now go and give the world a glimpse of  
*heaven!*



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