

CORE VALUES EXPLANATION

The following is adapted from a source document by Stan Koster on Core Values. Attached you will find the Core Values developed by the Vision Planning Team (VPT). These value statements were developed by the VPT over several months of study and discussion on our church and were recently confirmed by the Time to Remember Meaning Statement process.

Lyle Schaller, a church planner, writes in his book Getting Things Done:

“The most important single element of a corporate, congregational, or denominational culture, however, is the value system.”

Simply stated, what we value will drive our ministries. As Aubrey Malphurs states in his book on strategic planning for churches:

- *Values dictate personal involvement,*
- *Values communicate what is important,*
- *Values embrace good change,*
- *Values influence overall behavior,*
- *Values inspire people to action,*
- *Values enhance credible leadership,*
- *Values contribute to ministry success.*

People are willing to become part of, involved in and contribute to activities and programs that are consistent with what they value. Ministry success is fundamentally related to what the group corporately values. Because a church needs to change through time, values represent a good framework to determine which new things will “fit here”. Values also help us determine whether proposed change is just uncomfortable (which is always the case with new things), or whether it just does not fit what we have said is of vital importance.

Since values will always drive our ministry, it is important to discover and to embrace the core values of our church. Values are core beliefs on which we will not compromise. As Stan has often repeated to us, Core Values are so vital that we would sooner close the doors than abandon them. Core Values need to possess four basic characteristics:

1. **They are Biblical.** They can be found in the Bible. There are lots of things we do which are not found in the Bible like drums, pianos, organs, facilities, but they are not core values.
2. **They are primary or fundamental.** In this sense they are beliefs, not necessarily subject to empirical evidence.
3. **We are passionate about them;** they permeate the heart and soul of the church.
4. **They are constant,** that is they do not change through time even though our mission and vision, our organization, and our specific programs or activities can and do change.

With this understood the VPT presents the attached Core Values for Heritage. You will note that each value statement is supported with Scripture. We do not claim to do these things perfectly or to be the only church to profess such values. But these values are what we consider to reflect the value system of Heritage. It is our desire to do them well. These clearly are not the only things we value. However, they represent the most basic common values that we choose to use to build our future upon.

Other churches may have slightly different Core Values as there are various ways for churches to express what they believe. We believe these values accurately reflect Heritage CRC and are Biblical. As such they will be helpful to explain what *we* are like and what characterizes *us*. As these are items we value, we desire to improve in our implementation of them.

We have organized these values in an anagram “GLORIFY”. We did this intentionally to enhance the ability to memorize and recall these values. There is no order of importance. All are important.

Core Values will be most useful for future planning purposes. They will help the church be more intentional and efficient. Documented values will be helpful in future decision making.

The VPT welcomes input and comment on these values. We have given them considerable time and thought. We are open to modification and change. However, we are encouraged to find that the “meaning statements” developed by the congregation at the Time to Remember closely parallel the Core Value statements. This gives us confidence that they accurately reflect Heritage CRC.

Core Values Statement – Heritage CRC

We passionately hold to the following Biblical, fundamental and constant values:

G – God honoring worship is the highest purpose and privilege of God’s people. Our goal is to glorify God in ways that draw us together into his presence, celebrate our salvation in Christ, strengthen our faith, and inspire us to serve Him daily.

L – Lives transformed by God’s grace leading to a personal knowledge, relationship, and faith in Jesus Christ as our Lord and Savior. We highly value communication with God through continual prayer. Our goal is for all to become more like Christ in all areas of life.

O – Outreach to our community and our world by providing humble service as we follow the servant leadership of our Lord Jesus Christ. Our prayer is to assist others to a personal knowledge, relationship and faith in Jesus as Savior and Lord.

R – Relevant explanation and application of God’s unchanging Biblical truth to our ever-changing contemporary world, equipping people to mature in Christ through prayer, meditation, and continued education.

I - Infallible and Inspired the Word of God presents His truth as the final authority for our life and teaching. The Holy Spirit uses this to transform our lives to become more like Christ.

F – Fellowship: As an authentic community we reach out to others in hospitality and accountability, nurturing and establishing each person with the loving support of a group of devoted followers of Jesus. (Koinonia)

Y – Youth are important members of the church as well as the future of our church. They are gifts from God and important to God. We incorporate youth into God’s kingdom through Christian Education, youth ministries, and a variety of life service experiences.

Core Values – Heritage Christian Reformed Church

Longer Values Backed By Biblical References

We passionately hold to the following Biblical, Fundamental and Constant values

G – God honoring worship is the highest purpose and privilege of God’s people. Our goal is to glorify God in ways that draw us together into his presence, celebrate our salvation in Christ, strengthen our faith, and inspire us to serve Him daily.

John 4:23 A time is coming and has now come when the true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks.

Hebrews 12:28 Therefore, since we are receiving a kingdom that cannot be shaken, let us be thankful, and so worship God acceptably with reverence and with awe.

Ephesians 2:4&5 Because of his great love for us, God, who is rich in mercy, made us alive with Christ even when we were dead in transgressions- it is by grace you have been saved.

L – Lives transformed by God’s grace leading to a personal knowledge, relationship, and faith in Jesus Christ as our Lord and Savior. We highly value communication with God through continual prayer. Our goal is for all to become more like Christ in all areas of life.

II Corinthians 3:18 We, who with unveiled faces all reflect the Lord’s glory, are being transformed into his likeness with ever-increasing glory, which comes from the Lord, who is the Spirit.

Romans 12:2 Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is – his good, pleasing and perfect will.

Philippians 4:6-7 Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God and the peace of God which transcends all understanding, will guard your hearts and minds in Christ Jesus.

O – Outreach to our community and our world by providing humble service as we follow the servant leadership of our Lord Jesus Christ. Our prayer is to assist

others to a personal knowledge, relationship and faith in Jesus as Savior and Lord.

Acts 1:8 You will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, Judea, and Samaria and to the ends of the earth.

Matthew 28: 19-20 Therefore, go and make disciples of all nations, baptizing them in the name of the Father, and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I will be with you always, to the very end of the age.

R – Relevant explanation and application of God’s unchanging Biblical truth to our ever-changing contemporary world, equipping people to mature in Christ through prayer, meditation, and continued education.

John 8: 31-32 Jesus said, “If you hold to my teaching you are really my disciples. Then you will know the truth, and the truth will set you free.”

Ephesians 3:10-12 His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, according to his eternal purpose which he accomplished in Christ Jesus our Lord. In him and through faith in him we may approach God with freedom and confidence.

I - Infallible and Inspired the Word of God presents His truth as the final authority for our life and teaching. The Holy Spirit uses this to transform our lives to become more like Christ.

II Timothy 3:16-17 All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the man of God may be thoroughly equipped for every good work.

F – Fellowship: As an authentic community we reach out to others in hospitality and accountability, nurturing and establishing each person with the loving support of a group of devoted followers of Jesus. (Koinonia)

John 15:12 My command is this: Love each other as I have loved you.

Galatians 6:2 Carry each other’s burden, and in this way you will fulfill the law of Christ.

Romans 12:15-16 Rejoice with those that rejoice and mourn with those that mourn. Live in harmony with one another.

Y – Youth are important members of the church as well as the future of our church. They are gifts from God and important to God. We incorporate youth into God's kingdom through Christian Education, youth ministries, and a variety of life service experiences.

Matthew 19:14 Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."

Proverbs 22:6 Train a child in the way he should go, and when he is old he will not turn from it.