

Peacemakers Learning Session

Becoming the Church Christ calls us to be
A never ending journey of change



Principles Environment Actions Relations

Agenda

Welcome

Managing Change - Common Language & Behavior

Vision and Mission - Clarity & Focus

PEAR - Performance & Culture

Dealing with Destructive Conflict - Coaches Cohort

Communication 101

Conclusion

Vision, Mission, Goals, Actions

All Links In a Chain Starting With VISION



Principles Environment Actions Relations

Definition

Preferred future state = **Vision**

Contribution to realizing the
Vision = **Mission**

Specific results required for
Mission = **Goals**

Efforts to achieve
Goals = **Actions**

To Define Next Link

Analyze your capabilities /
responsibilities



Define critical Mission elements



Analyze your environment and
resources



Jonas Salk and the Polio Vaccine

Definition



Preferred future state

=

Vision



Contribution to realizing the
Vision

=

Mission



Specific results required for
Mission

=

Goals

Efforts to achieve
Goals

=

Actions



To Define Next Link

Analyze your capabilities /
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Vision and Mission Flow Down



Principles Environment Actions Relations

UMC Vision: The United Methodist Church forms **disciples** of Jesus Christ who, empowered by the Holy Spirit, **love boldly, serve joyfully, and lead courageously** in local communities and worldwide connections.

UMC Mission: To **make disciples** of Jesus Christ for the **transformation** of the world.



FCUMC Mission: We **build community** through Christian faith fellowship service and social justice where all belong.



Peacemakers Vision: FCUMC is a **diverse group** **executing** our ministries with **openness, honesty** and **cooperation** in keeping with the principles Jesus taught.

Peacemakers Mission: Help us **all work together** to move our **culture** to support the vision.

PEAR

Principles, Environment, Actions, Relationships



Principles Environment Actions Relations

A framework to guide and improve our performance and culture

Principles:

Unchanging: articulated and shared by all

Environment:

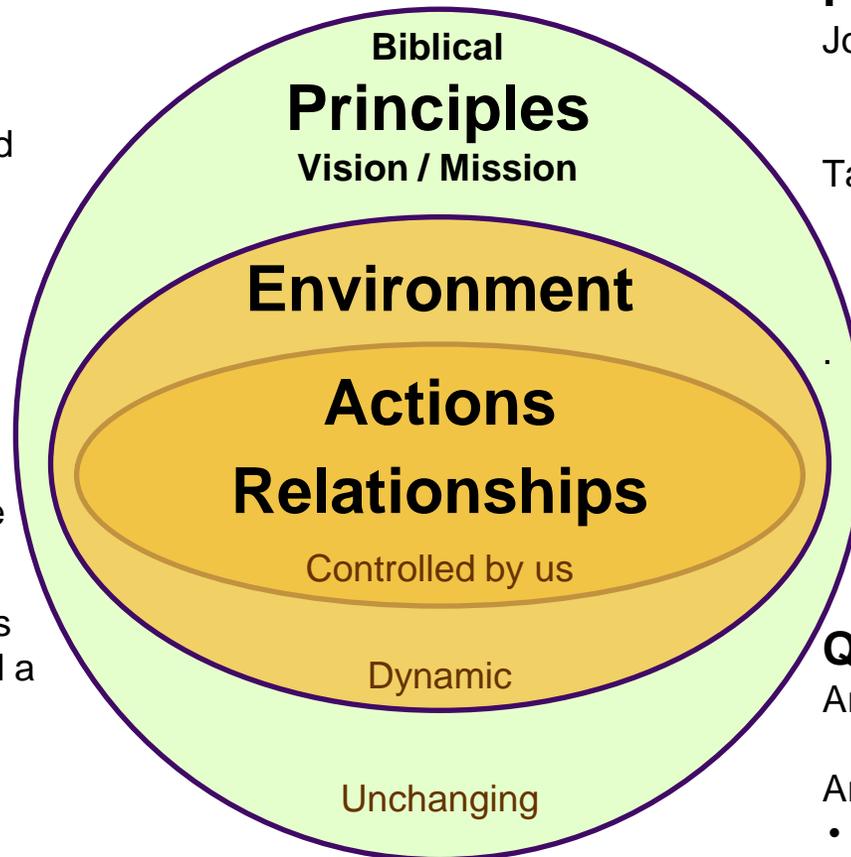
Dynamic: agreed upon and monitored by all

Actions:

Jointly decided and updated as appropriate

Relationships:

What binds and defines us. An outcome of, and a catalyst for, Action



Process:

Jointly examine and agree upon

- Unchanging Principles
- Dynamic Environment

Take action guided by Missions

- Move you forward
- Environmentally Appropriate
- Consistent with Principles

Questions:

Are we in the relationship we want?

Are our actions

- Supportive of our Vision and Mission?
- Appropriate for our environment?
- Consistent with our principles?