

The Diocese of New Jersey

Discerning Our Common Call

Day of Discernment – September 9 and 12, 2017

Core Values Exercise

Each table should select a table facilitator and a table recorder. The facilitator is responsible for keeping the table on task and topic and for assuring that each voice at the table has an equal opportunity to contribute. The recorder should keep notes and write information on newsprint when directed to do so.

A few notes about Core Values:

- We are seeking to discern the core values of the Diocese of New Jersey as a diocesan community, not your personal values as an individual or your parish values. Although most often people seek to be part of groups and organizations that reflect their values, it is not always the case that the organization will.
- We are seeking first to discern the values as they are today, in other words, what is presently true about what the Diocese of New Jersey stands for as a diocesan community, not necessarily what you want to be true. (There will be time for that later)
- Values are nouns. If you are writing a sentence or a phrase with a verb in it, you are probably describing a behavior or an action. For example, “Provides excellence in congregational development support” is an action statement. Ask yourself, *what matters that motivates an action*. THIS will be the core value and what we are seeking to identify.
- Core values have intrinsic worth. If you write a response such as “honesty” ask yourself if honesty is the value itself or if it is the outcome of a value. Is it a means to an end, or the end itself?
- Core values can be something to which you ascribe worth, but have not fully actualized yet. Core values can be ideals that the Diocese of New Jersey stands for, but has not yet fully lived into. That’s okay. If the value exists here, but you don’t see a lot of evidence that it is being acted on, this simply reveals where the work will be in the future. You should still list the value.

Discerning What Matters Most: Exercise in Core Values – Part One

Without discussion, each person list in the space below what you think are the three most important core values of the Diocese of New Jersey. In other words, what do you believe is the heart and soul of our mission and ministry as a diocesan community? (Copies of the “Infographic Summaries from our Marks of Mission Narrative Budget are available on tables to assist you).

Table Facilitator records values on newsprint in rounds with each person reporting his/her first value, then the second value, then the third. Redundancy is important, so if someone who speaks before you says the same thing you wrote, you should still report what you wrote.

After all in the table have listed their three most important values, the table recorder should list on newsprint five key values on which the table can agree, beginning first with the direct repetitions, followed by themes and similar concepts, and making certain to probe beneath actions, behaviors and programs to reveal the motivating underlying value.

Check for Alignment – Exercise in Core Values – Part 2

The table recorder should draw a circle in the center of a piece of newsprint for each of the five key values. Place each agreed upon key value in the center of a circle and brainstorm the extent to which your group sees the value being lived out in the Diocese of New Jersey by adding a spoke to the circle for each piece of evidence you add (again, the “Infographic” Summaries from our Marks of Mission Narrative Budget are available on tables to assist you).

Based on the evidence, each person at the table should assign a rating individually to each key value, not ranking of importance one to another, but an individual rating of performance on a scale of 1-5 (1 = little evidence, 5= great evidence).

Example: Based on the decisions made here, the behaviors I see, and the activities that occur, I would rate our overall performance on this value as _____

Individual Rating:

Key Value # 1 _____ Rating _____

Key Value #2 _____ Rating _____

Key Value #3 _____ Rating _____

Key Value #4 _____ Rating _____

Key Value #5 _____ Rating _____

The Table Recorder should collect each group member's rating for each value and post the average on the newsprint as your group's result.

Group Rating (Based on Average of Individual Ratings):

Key Value # 1 _____ Rating _____

Key Value #2 _____ Rating _____

Key Value #3 _____ Rating _____

Key Value #4 _____ Rating _____

Key Value #5 _____ Rating _____

Moving Forward: Exercise in Core Values Part 3

When your slate of core values and ratings is complete, ask 'If we were fully living into what we say we stand for, would these core values ensure the sustainability of this organization over the next 20 years, or is there a core value missing? Record any missing values on which your group can agree.

A value missing from the CORE and essential to our future is:

What does your group believe we as a diocesan community do well?

Where does your group believe we as a diocesan community need to work harder?

What is your take-away from today?