**MISSION/VALUES - CASE STUDY METHOD**

**Best for: Churches wanting to discover actual values through scenarios**

**OVERVIEW**

Tables discuss realistic case studies that require applying mission and values to make decisions. Through discussing scenarios, the church discovers what they truly value and whether their stated mission guides actual choices.

**Timeline:** 2 hours  
**Attendance:** 50-100 people  
**Table Groups:** 8 people per table

**PREPARATION (4-6 Weeks Before)**

**Week 1-2: Planning & Development**

* Form planning team
* Recruit table facilitators
* Begin writing case studies
* Order supplies

**Week 3-4: Materials Creation**

* Finalize six case studies
* Create facilitator packets
* Print case study handouts
* Prepare recording sheets
* Create decision worksheets

**Week 5: Training & Promotion**

* Train facilitators (90 minutes)
* Promote event
* Test case studies with small group

**Week 6: Final Details**

* Print materials
* Prepare room
* Create synthesis worksheets
* Confirm facilitators

**SUPPLIES CHECKLIST**

**Per Table:**

* Six case study handouts
* Large poster board
* Markers (multiple colors)
* Decision worksheet
* Current mission statement
* Table number tent

**Front of Room:**

* Large display board
* Timer
* Synthesis notes
* Summary sheets

**THE SIX CASE STUDIES**

**CASE STUDY 1: Budget Priorities**

**The Scenario:** Your church has $50,000 in unexpected gift funds. Five proposals are on the table, but you can only fund one or two:

**Option A:** Hire part-time youth minister ($35,000/year)

* Youth group declined from 40 to 12 teens
* Parents frustrated, some leaving
* Volunteer leaders burned out

**Option B:** Upgrade worship technology ($45,000 one-time)

* Sound system 20 years old and failing
* No video capability
* Visitors comment worship feels dated

**Option C:** Launch benevolence ministry ($25,000 startup + $10,000/year)

* Growing poverty in community
* No organized benevolence program
* Several members passionate about mercy ministry

**Option D:** Missions trip fund ($15,000 international + $15,000 local)

* No mission trip in 10 years
* Members want to go but cannot afford
* Partner with missionaries you support

**Option E:** Building repairs ($50,000)

* Roof leaks in three areas
* Parking lot major cracks
* Bathrooms need safety updates

**Discussion Questions:**

1. Which option(s) would you choose? Why?
2. What values guided your decision?
3. Does your mission statement help you decide?
4. What does your choice reveal about priorities?
5. How would you explain this to the donor?

**CASE STUDY 2: Worship Style Conflict**

**The Scenario:** Your church averages 150 in worship:

* 40% senior adults (65+) prefer traditional hymns
* 35% middle-aged (40-65) like a blend
* 25% young families (20-40) want contemporary

Three young families approached the pastor: "We will leave if worship doesn't become more contemporary. Our kids are bored and we can't invite friends because music is outdated."

Two weeks later, 10 senior adults said: "If you change the hymns we've sung for 50 years, we're done. This is our church."

What do you do?

**Options:**

* Keep worship as is, lose young families
* Make contemporary, risk losing seniors
* Add second contemporary service
* Alternate styles weekly
* Slow gradual blending
* Something else?

**Discussion Questions:**

1. What decision would you make? Why?
2. What values are in conflict?
3. Which group matters more: longest members or future?
4. Does Great Commission override Great Commandment?
5. What does this reveal about your priorities?

**CASE STUDY 3: The Controversial Member**

**The Scenario:** A man visited six months ago after release from prison. He served 12 years for sexual assault of a minor (his stepdaughter, now adult). He became Christian in prison, completed treatment, appears genuinely repentant.

He attended faithfully, sitting alone in back. He wants to join and be baptized. Pastor believes conversion is genuine.

However:

* Three families with young children will leave if he joins
* Church has no child safety policy
* Some say "Jesus forgave him, we should too"
* Others say "Protect our children first"
* He offered to only attend when children are not present

What should the church do?

**Discussion Questions:**

1. Should church baptize and accept him as member? Why or why not?
2. What values are in tension?
3. How do you balance grace and truth?
4. What safeguards would you require?
5. Does Great Commandment apply to convicted criminals?
6. What does your decision reveal?

**CASE STUDY 4: Community Partnership Offer**

**The Scenario:** Local elementary school contacted you. School is 70% economically disadvantaged. Many students:

* Come to school hungry
* Lack school supplies
* Have no adult helping with homework
* Need after-school care parents cannot afford

Principal asked if your church would:

* Provide weekend food backpacks (50 students, $200/week, $10,000/year)
* Supply school supplies ($2,000 in August)
* Run after-school tutoring (volunteers Monday-Thursday 3-5pm)
* Provide mentors for at-risk students

Cost: $15,000/year plus volunteers. Budget is tight. You struggle finding volunteers for current ministries.

Some say "This is exactly what Great Commandment calls us to do." Others say "This isn't church's job - that's government programs."

**Discussion Questions:**

1. Should your church partner with school? Why or why not?
2. If yes, which parts? If no, what instead?
3. Is meeting physical needs part of church's mission or distraction?
4. What if this means cutting another ministry?
5. What does your decision reveal?

**CASE STUDY 5: The Staff Hire Decision**

**The Scenario:** Your church needs worship leader. Two strong candidates:

**Candidate A:**

* Age 28, married with two young children
* Incredible musical talent, six instruments
* Degree in worship arts
* Experience at large contemporary church (500+)
* Dynamic, high energy
* Would attract younger families
* Wants significant changes to worship
* Salary: $45,000

**Candidate B:**

* Age 52, married with grown children
* Solid musician, piano and guitar
* No degree, 25 years experience
* Led worship at similar churches (traditional/blended)
* Calm, steady
* Would maintain current approach with minor improvements
* Knows and respects your history
* Salary: $35,000

Church is aging (average age 58) but desperate to reach younger families. You can afford either. Which do you choose?

**Discussion Questions:**

1. Which candidate would you hire? Why?
2. What values guided your decision?
3. Are you choosing based on who you ARE or who you WANT to become?
4. Does reaching next generation require younger leaders?
5. What risks come with each choice?
6. What does this reveal about priorities?

**CASE STUDY 6: The Mission Statement Test**

**If you HAVE a mission statement:**

Your mission statement is: [INSERT YOUR ACTUAL MISSION STATEMENT]

A new member asked pastor: "How do we actually live out this mission statement? What would change if we took it seriously?"

Look at your current reality: [INSERT 3-4 SPECIFIC FACTS about attendance, budget, programs, demographics]

Does how you spend time, money, and energy match what your mission statement claims?

**Discussion Questions:**

1. Are you actually living out your stated mission? Be specific.
2. Where is there a gap between what you say and what you do?
3. If you truly followed your mission statement, what would change?
4. Should you revise mission to match reality, or change reality to match mission?
5. Is your mission statement useful or just wall decoration?

**If you DO NOT have a mission statement:**

Your church has no formal mission statement. When visitor asked "What is your church's mission?" three members gave different answers:

**Member 1:** "We're here to preach gospel and get people saved." **Member 2:** "We exist to worship God and serve our community." **Member 3:** "We're a family church where everyone knows your name."

All sincere. All attend faithfully. But different understandings of why church exists.

**Discussion Questions:**

1. Which answer is closest to what you believe? Why?
2. Can church function without clear, shared mission?
3. What problems arise when members have different ideas?
4. If you wrote one-sentence mission statement now, what would it say?
5. Why has your church never written one? What does that reveal?

**EVENT TIMELINE**

**Opening (10 minutes)**

"Welcome to our Mission and Values Event. Today we explore what we truly value by discussing real-life scenarios churches face.

Your table facilitator will guide you through six case studies. Each presents a situation where church must decide. No 'right' answers. Goal is to discover what values guide your choices.

You will discover:

* What you truly value when forced to choose
* Whether your stated mission guides decisions
* Where your values align or conflict
* What kind of leadership you need"

**Instructions (5 minutes)** "Your facilitator will read each case aloud. Then discuss 15 minutes using provided questions. At end of each case, record decision made, values that guided it, and what you learned."

**Case Study Discussions (90 minutes)**

Tables work through all six cases. Each case gets 15 minutes.

**Facilitator Process:**

* Minutes 1-2: Read case aloud
* Minutes 3-12: Facilitate discussion
* Minutes 13-15: Record on poster board

Record for each case:

* Our Decision: [What we chose]
* Values That Guided Us: [List 2-3]
* What We Learned: [One insight]

**Synthesis Session (15 minutes)**

**Identify Patterns (10 minutes)** "What values kept showing up across all six cases?"

* Let tables call out values
* Write all values on display board
* Circle values mentioned by multiple tables
* Identify top 5-7 values

"These are your true core values - the ones that actually guide decisions. Do these match what you claim to value? Or did you discover something different?"

**Mission Statement Discussion (5 minutes)**

**If you HAVE a mission statement:** "How many tables concluded you ARE living out your mission? How many saw a gap? Should you keep, revise, or rewrite your mission statement?"

**If you DO NOT have a mission statement:** "Based on today's discussions and values discovered, can someone suggest a draft mission statement?"

**Closing (5 minutes)**

"Today you discovered your true values by making hard decisions. The Transition Team will compile findings and present proposal including core values list, mission statement evaluation or draft, and honest assessment of any gaps."

**Closing Prayer**

**POST-EVENT TASKS**

**Same Day:**

* Collect poster boards
* Take photos
* Thank facilitators
* Note patterns

**Within 1 Week:**

* Compile all decisions by case
* Create master list of values
* Identify top 5-7 core values
* Note gaps between stated and demonstrated values
* Share with Transition Team

**Within 2 Weeks:**

* Write descriptions for each value
* Draft or evaluate mission statement
* Create honest assessment
* Prepare presentation

**Within 4 Weeks:**

* Present to church
* Propose core values
* Present mission statement
* Vote
* Incorporate into Church Profile
* Plan next event