**MISSION/VALUES - FOUR LISTS**

**Best for: Churches with a mission statement that needs evaluation**

**OVERVIEW**

Tables rotate through four stations examining mission and values practically: Celebrate (what's working), Change (what needs improvement), Continue (what to maintain), Create (what to start).

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

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

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

* Form planning team
* Identify four station locations
* Recruit four station facilitators
* Order supplies

**Week 3-4: Materials Development**

* Create station facilitator packets
* Print mission statement on large posters
* Create discussion guides
* Prepare poster boards (4 total)
* Make copies for participants

**Week 5: Training & Promotion**

* Train station facilitators (90 minutes)
* Promote event
* Create rotation schedule

**Week 6: Final Preparation**

* Print materials
* Set up stations
* Test bell system
* Prepare synthesis materials

**SUPPLIES CHECKLIST**

**Per Station:**

* Large poster board
* Markers (multiple colors)
* Station number sign
* Mission statement poster
* Discussion guide
* Sticky notes (3 pads)

**Per Participant:**

* Copy of mission statement
* Rotation schedule card

**Front of Room:**

* Four display boards for synthesis
* Timer with bell
* Synthesis notes

**THE FOUR STATIONS**

**Station 1: CELEBRATE - What Are We Doing Well?**

**Focus:** Identify where your church lives out its mission and values effectively.

**Poster Board Setup:**

* Top: "CELEBRATE - What Are We Doing Well?"
* Below: Current mission statement
* Space for recording responses

**Discussion Questions (20 minutes):**

"Read our mission statement together. Now let's identify where we are living this out well."

1. "What ministries or activities best reflect our mission statement?"
2. "What would long-time members say we have always done well?"
3. "If a visitor asked 'What is this church good at?' what would we say?"
4. "Where do you see the Great Commission happening effectively?"
5. "Where do you see the Great Commandment happening effectively?"
6. "What values do we actually live out, not just talk about?"

**Recording:** Write responses under CELEBRATE. Group similar responses. Star items mentioned multiple times.

**Station 2: CHANGE - What Needs Improvement?**

**Focus:** Identify gaps between stated mission and actual practice.

**Poster Board Setup:**

* Top: "CHANGE - What Needs Improvement?"
* Below: Current mission statement
* Space for recording

**Discussion Questions (20 minutes):**

"This station requires honesty. We are not attacking anyone. We are identifying where our actions don't match our stated mission."

1. "Looking at our mission statement, what parts are we NOT doing well?"
2. "What values do we SAY we have but don't actually live out?"
3. "Where is there a gap between what we claim and what we do?"
4. "What areas of the Great Commission need improvement?"
5. "What areas of the Great Commandment need improvement?"
6. "If our next pastor asked 'What needs to change here?' what would you say?"

**Recording:** Write specific responses. Avoid vague statements. Give concrete examples.

**Station 3: CONTINUE - What Must We Maintain?**

**Focus:** Identify non-negotiables that define your church's identity.

**Poster Board Setup:**

* Top: "CONTINUE - What Must We Maintain?"
* Below: Current mission statement
* Space for recording

**Discussion Questions (20 minutes):**

"Some things define who we are. They are non-negotiable. Let's identify what those things are."

1. "What traditions or practices are so important we would never change them?"
2. "What would we lose if we changed it - what makes us 'us'?"
3. "What theological positions are non-negotiable?"
4. "What ministry approaches have proven effective and should continue?"
5. "What aspects of our mission statement are timeless and must remain?"
6. "If our next pastor tried to change certain things, how would the congregation respond?"

**Recording:** Write responses. Mark items multiple people identify as non-negotiable.

**Station 4: CREATE - What Should We Start?**

**Focus:** Identify new directions, ministries, or emphases needed.

**Poster Board Setup:**

* Top: "CREATE - What Should We Start?"
* Below: Current mission statement
* Space for recording

**Discussion Questions (20 minutes):**

"Looking at our community needs and our mission statement, what new things should we start doing?"

1. "What needs in our community are we not currently addressing?"
2. "What groups of people are we not reaching with the gospel?"
3. "What would help us live out our mission statement more fully?"
4. "What ministries exist in other churches that might fit here?"
5. "If budget and volunteers were unlimited, what would we start tomorrow?"
6. "What does our next pastor need to create or initiate?"

**Recording:** Write responses. Dream big but stay connected to mission statement.

**EVENT TIMELINE**

**Opening (10 minutes)**

"Welcome to our Mission and Values Event. Today we will evaluate how well we are living out our mission statement using the Four Helpful Lists method.

You will rotate through four stations in groups:

1. CELEBRATE - What are we doing well?
2. CHANGE - What needs improvement?
3. CONTINUE - What must we maintain?
4. CREATE - What should we start?

Each station has a facilitator. You will spend 20 minutes at each station. Then rotate."

**Review Mission Statement (3 minutes)** Read your mission statement aloud.

"Today we will test this. Are we actually living it out?"

**Rotation Instructions (3 minutes)** "Find your group number. Go to that station now. You will have 20 minutes."

**Station Rotations (80 minutes)**

* Rotation 1: 20 minutes
* Transition: 1 minute
* Rotation 2: 20 minutes
* Transition: 1 minute
* Rotation 3: 20 minutes
* Transition: 1 minute
* Rotation 4: 20 minutes

**Synthesis Session (25 minutes)**

**Station 1 - CELEBRATE (5 minutes)**

* Station facilitator summarizes findings
* Ask group for additions
* Write summary on display board

**Station 2 - CHANGE (5 minutes)**

* Station facilitator summarizes
* Ask group for additions
* Write summary on display board

**Station 3 - CONTINUE (5 minutes)**

* Station facilitator summarizes
* Ask group for additions
* Write summary on display board

**Station 4 - CREATE (5 minutes)**

* Station facilitator summarizes
* Ask group for additions
* Write summary on display board

**Mission Statement Evaluation (5 minutes)** "Based on what we learned today, does our mission statement accurately describe who we are?"

* Let people respond
* Ask: "Keep it, revise it, or rewrite it?"
* Note majority view

**Closing (5 minutes)**

"Today we evaluated our mission statement honestly. We celebrated what's working. We acknowledged what needs to change. We identified what we must continue. We dreamed about what we could create.

The Transition Team will compile feedback and create a formal proposal."

**Closing Prayer**

**POST-EVENT TASKS**

**Same Day:**

* Collect all station poster boards
* Take photos
* Thank facilitators

**Within 1 Week:**

* Type findings from all four stations
* Organize by Celebrate, Change, Continue, Create
* Evaluate mission statement
* Share with Transition Team

**Within 2 Weeks:**

* Create mission statement recommendation
* Develop action plans for CHANGE items
* Develop plans for CREATE items
* Write descriptions of CONTINUE items
* Prepare presentation

**Within 4 Weeks:**

* Present to church
* Vote on mission statement
* Incorporate into Church Profile
* Plan next event