



## CULTURAL VALUES

1. Culture of Invitation
  - a. In order for us to expand our reach within the Birmingham community and beyond, each of us (pastors, staff, and congregation) should own personal responsibility for helping to share the message of what Jesus is doing at Saint Mark. (Ephesians 4 says that the role of the pastor is to equip the laity for the ministry of the church).
  - b. This kind of invitational culture risks involves ministry with people of different social locations. Hospitality toward all people, regardless of background, is highly valued.
2. Culture of Congregational Care
  - a. Congregational care, at its best, is a joint effort between pastors, staff, and laity. Systems of tracking, following-up, and thoughtful engagement with the congregation and community should be in place.
3. Culture of Positivity
  - a. Positivity toward our important, world-changing mission is essential. While we will pursue the tasks before us with diligence and passion, we long for positivity and even playfulness about the future. Openness to change is essential to following Jesus in our next phase of ministry together.
4. Culture of Healthy Relationships
  - a. We long for a healthy relational environment where triangulation and gossip have no place. Concrete feedback, offered as close to real-time events, is the gold standard. For us to model to the world how to love one another, healthy relationships are essential within the faith community.
5. Culture of Assuming the Best
  - a. In our common life, extending grace to one another is key. We hope to embody a posture of assuming the best of intentions are behind decisions and actions.
6. Culture of Sharing Time & Money
  - a. Pastors and staff can't do ministry alone. To have a strong culture of laity offering time toward implementing and growing the ministry of the church is essential.
  - b. Financial health facilitates spiritual blessing in the congregation and community. Financial giving that flows from gratitude for God's grace is desired (as opposed to giving that's generated out of contingency, guilt, or obligation).