

# THE FACTORY MINISTRIES CULTURE & CORE VALUES

Everyone's Journey Matters.



## REDEFINING SUCCESS

How are we measuring success?

What does success look like in this department/event/program/participant/teen?



## COLLABORATION

Are we fostering collaboration?

Are we honoring our partners in this decision?

Are we working in our 5%, our 15%, or our 80%?

Are we doing something volunteers could do?

Are we representing our organization in a professional manner?



## MERCY OVER JUDGMENT

Is this an opportunity to show grace?

Do I have the full story to make this decision?

Is there any personal/organizational background that impacts the decision?



## UNDERSTANDING POVERTY

Am I empowering or am I enabling, changing or judging?

Am I considering the hidden rules of poverty/middle class as I make this decision?

Am I giving a voice to those in poverty?



## WHY > WHAT

Does this decision value personal growth over numbers?

Does this decision value relationships over programs?

Does this decision prove that everyone's journey matters?



## RELATIONAL CURRENCY

Am I addressing symptoms or heart issues?

Is the participant/teen in the driver's seat?

Am I listening?



## INTEGRITY/WORK ETHIC

What can I take responsibility for?

Am I making decisions prioritizing my own convenience?

Am I operating out of emotional and spiritual health?

Have I clarified and communicated expectations?

Is my time management representative our organizational core values?

Am I being honest and kind to others?

Am I doing whatever it takes to get the job done?



## RISK TAKING/AGGRESSIVE FAILURE

Am I making decisions based on fear?

Am I taking strategic risks?

What is the ripple effect of this decision?

How does this impact liability?

Have I thought through the details?

Am I being proactive or reactive in my planning and decision making?

## REDEFINING SUCCESS

We value the need to redefine what success is and how it's best measured. We don't measure success by attendance, buildings, or cash, but by growth in individuals and families, and by developing relationships and resources.

## COLLABORATION

We value collaborating with others to impact the community. It is not our desire to do everything ourselves but to partner with other entities to establish a combined effort in reaching out to our community.

## MERCY > JUDGMENT

We value showing mercy to those who find themselves in difficult situations. We will accept people where they are and we will not use judgment or guilt as false motivational tools.

## UNDERSTANDING POVERTY

We value gaining a thorough understanding of the issues of poverty, both situational and generational. It is our desire to empathize with and be an advocate for those who struggle with issues of poverty.

## WHY > WHAT

We believe that everyone's journey matters. It matters to God and therefore it matters to us. We exist because of this and not because of what we do. The Why is what drives us to do the What, and shapes the How.

## RELATIONAL CURRENCY

We believe that relationships are our most effective currency. We believe that social capital is what people need most and measure success as to the extent we create relationships with needs and resources.

## INTEGRITY/WORK ETHIC

We value hard work and integrity. We believe that sustainable and healthy organizational growth is born from individuals who have ownership in their departments, giving 100% to their work and fully taking responsibility for their mistakes. We value constructive criticism and use mistakes as opportunities to learn and grow.

## RISK TAKING AGGRESSIVE FAILURE

We believe in failing big! Failure is an option if it means we are taking risks for the benefit of the organization and the community we serve. We believe that we will not benefit or grow when we make decisions out of fear. We will not bury talents in the sand.