**PMA CULTURE CODE PREAMBLE:**

**What are we doing together? (Mission)**

The Presbyterian Mission Agency is committed to bearing witness to the love and justice of Jesus Christ. As such, we seek to co-convene sacred spaces that nurture disciples of Jesus. Working with others, we inspire, equip and connect congregations, mid councils, other entities of the PC(USA) and our partners locally and globally to do justice and to repair historical harms.​

The Presbyterian Mission Agency works with congregations and mid councils and centers our listening, learning and work with communities forced to the margins. We are building congregational vitality; eradicating systemic poverty; dismantling structural racism, sexism and heteropatriarchy; ending militarism; and addressing our climate crisis.​

**To accomplish this mission, we embody these Core Values:**



Organizational culture is a set of attitudes, practices, and habits that characterize an organization. It undergirds every part of the organization’s work. By intentionally committing to specific ways of being together, we are taking our culture into our own hands and becoming agents in our own story. We ourselves are defining what we expect of each other and what those outside the agency can expect of us.

To become a “band of disciples” who thrive in ministry and embody our values, the following are the attitudes, practices, and habits we expect of ourselves and each other up and down and across the agency.

**PMA CULTURE CODE**

**We…**

* **listen first.**
* **prioritize people and accountability.**
* **communicate with consistency and honesty.**
* **cultivate joy and belonging.**
* **wrestle with power and privilege.**
* **lead with empathy.**
* **lean into teamwork and collaboration.**
* **pursue positive impact.**
* **innovate to engage the biggest challenges in God’s world.**

\* This code is intended to cultivate life, energy, and possibility in our day to day lives in the PMA. As we hold ourselves accountable to our PMA Culture Code, we commit to coming back to this living document quarterly to assess not only what impact it is having, but whether we need to amend the Code as we continue to grow together.