



The Presiding Bishopric Vision

PREPARING THE WAY





THE WORK OF SALVATION AND EXALTATION

We come unto Christ and assist in God's work by:

- Living the gospel of Jesus Christ.
- Caring for those in need.
- Inviting all to receive the gospel.
- Uniting families for eternity.

VISION STATEMENT

We prepare the way for the work of salvation and exaltation by providing essential gospel teachings, resources, and services to God's children.

TEMPORAL AFFAIRS GUIDING PRINCIPLES

The following principles guide our work:

1. CHRISTLIKE SERVICE: We diligently serve leaders, members, and others with charity, integrity, respect, and humility.

2. SIMPLICITY: We provide simple solutions appropriate for a home-centered Church.

3. ACCESSIBILITY: We ensure that essential gospel teachings, resources, and services are accessible to all.

4. LOCAL ADAPTATION: We ensure our work meets and adapts to local needs and circumstances.

5. SELF-RELIANCE: We strive to support sustainable long-term growth for the Church.

6. WISE STEWARDSHIP: We are wise stewards of sacred resources.

7. CONTINUOUS IMPROVEMENT: We continually improve our efforts and seek inspired solutions for current and future challenges.

Vision: Prepare the Way

The Presiding Bishopric and those who work in departments led by the Presiding Bishopric are responsible for Church temporal affairs. As employees of the Church, we serve general, area, and local Church leaders and “support individuals and families in accomplishing God’s work of salvation and exaltation. . . . The ultimate purpose of this work is to help all of God’s children receive the blessings of eternal life and a fulness of joy” (*General Handbook: Serving in The Church of Jesus Christ of Latter-day Saints*, 2.0, ChurchofJesusChrist.org).

Guiding Principles

1. Christlike service: We diligently serve leaders, members, and others with charity, integrity, respect, and humility.

The Savior frequently ministered one by one, even when large crowds had gathered. Although these interactions seemed small, they were deeply meaningful to the individuals who sought His time and attention. Some of the most important work we perform as employees of the Church is found in small interactions and in a simple service-oriented mindset. We should seek to emulate the love and example of the Savior in all we do.

The Book of Mormon account of Ammon highlights an example of Christlike service. After defending the king’s flocks, Ammon did not return and seek recognition and reward but remembered his other responsibilities and continued in his work. His humble service ultimately led to the conversion of King Lamoni and his people (see Alma 18). Church employees can be faithful servants as they humbly listen and seek to understand the needs of leaders, support them in providing essential services and resolving challenges, diligently follow through on commitments, and openly render an account on the status of projects or issues.

Christlike service is based on a relationship of trust and respect among employees, Church leaders, and members.

• *Mosiah 2:17*

2. Simplicity: We provide simple solutions appropriate for a home-centered Church.

President Russell M. Nelson shared, “The purpose of temporal affairs needs to be to support the homes and families” (Results Delivery Office interview, Jan. 2017). Employees should understand how Church members live the gospel in their homes and seek simple solutions that meet their needs, limiting demands on members and easing burdens on leaders whenever possible.

The key is to keep our work, organization, processes, and interactions focused on “the simplicity that is in Christ” (2 Corinthians 11:3). Essential work should lead to increased faith in Jesus Christ and support the work of salvation and exaltation. President Dallin H. Oaks has counseled, “Just because something is *good* is not a sufficient reason for doing it” (“Good, Better, Best,” *Ensign* or *Liahona*, Nov. 2007, 104). President M. Russell Ballard has said, “Tradition should not drive our [way of] thinking about how we will operate in the future” (department head meeting, June 27, 2016, 2). Focusing on essential work will allow Church areas and headquarters to accomplish area and global priorities, expand Church growth, and help deepen member conversion.

• *Alma 37:6*
• *Doctrine and Covenants 1:23*

3. Accessibility: We ensure essential gospel teachings, resources, and services are accessible to all.

In this last dispensation, the Church and its members have a sacred responsibility to gather Israel on both sides of the veil and prepare for the Second Coming of the Lord. Jesus said to His early Apostles, “And this gospel of the kingdom shall be preached in all the world for a witness unto all nations; and then shall the end come” (Matthew 24:14).

To fulfill this purpose, we guarantee that gospel truths and resources are accessible to all our brothers and sisters, wherever they live and whatever their circumstances. This requires close collaboration between head-

quarters and area staff, taking into account the variety of languages, communication channels, supply chains, and cultural practices across the world.

4. Local adaptation: We ensure our work meets and adapts to local needs and circumstances.

While uniformity is to be maintained in ecclesiastical matters of doctrine, practices, and ordinances and in temporal policies and strategies, the “conditions of the children of men” and women vary widely throughout the world (Doctrine and Covenants 46:15). Therefore, we need to wisely adapt our work and organization depending on the local needs and circumstances.

In 2008 the First Presidency delegated greater responsibility to Area Presidencies and directors for temporal affairs (DTAs). This increased responsibility resulted

in “more decisions being made within areas, stake presidents being strengthened in their vital leadership responsibilities, and the Church being established as required by the revelations” (First Presidency letter, June 19, 2008).

Adaptation to local conditions requires inspiration and initiative. Headquarters and area leaders and employees are all “agents” to act as inspired by the Spirit and should exercise wise judgment. Creative problem-solving should be welcomed and encouraged as the organization works to simplify and adapt to local needs. Headquarters leaders and employees encourage and support appropriate delegation of responsibilities to area staff. They also help strengthen and develop the skills and capacity of area staff.

• *Doctrine and Covenants 50:10*



5. Self-reliance: We strive to support sustainable long-term growth for the Church.

Self-reliance is a principle of salvation. It is the ability, commitment, and effort to provide the spiritual and temporal necessities of life for self and family.

The Church will grow stronger as leaders and employees increasingly focus on spiritual and temporal self-reliance in the home and in the Church. Decisions should be approached by including the question, “Will this move us closer to self-reliance in the home and in the Church?”

Each Church area should have the goal of becoming temporally self-reliant. Consistent and measured progress toward this objective is essential. To sustain long-term growth for the Church, we need simple, scalable, and affordable approaches for temporal affairs work.

- *Daniel 2:44–45*
- *Doctrine and Covenants 136:5*

6. Wise stewardship: We are wise stewards of sacred resources.

Church employees wisely and carefully administer resources under their stewardship. They also consider how their decisions impact Church members and their families.

Church employees continually feel the great responsibility to use the sacred tithes and offerings in a way that is pleasing to the Lord. President Gordon B. Hinckley said, “The money the Church receives from faithful members is consecrated. It is the Lord’s purse. . . . The funds for which we are responsible involve a sacred trust to be handled with absolute honesty and integrity, and with great prudence as the dedicated consecrations of the people” (“Latter-day Saints in Very Deed,” *Ensign*, Nov. 1997, 85).

Employees take this counsel into account when making decisions that will impact members’ daily lives and the affordability of Church participation.

- *Luke 21:1–4*
- *John 6:12*
- *Doctrine and Covenants 107:99*
- *Doctrine and Covenants 136:27*

7. Continuous improvement: We continually improve our efforts and seek inspired solutions for current and future challenges.

In Mark we learn about the dangers of sewing a new cloth on an old garment and putting new wine into old bottles (see Mark 2:21–22). Similarly, approaches or traditions that have worked for the Church in the past may not be appropriate for an increasingly diverse and global Church.

President Russell M. Nelson has often taught that change is a principle of salvation. He invited us to “do better and be better” (“We Can Do Better and Be Better,” *Ensign* or *Liahona*, May 2019, 67–69). Church leaders are not the only originating source for needed solutions. Church employees can and should seek inspiration from the Lord in responding to the needs of members and leaders and in continually improving Church operations. Employees who work closely with local ecclesiastical leaders and members may understand needs in different and important ways and bring invaluable contributions.

- *Romans 12:2*
- *Alma 34:33*
- *Doctrine and Covenants 104:17*



