



How to Create a Dynamic Church Culture

Defining Your Values

As a leader, there is nothing more important for you to focus on than building quality culture within your midst. Culture empowers you to guide your church where it needs to go as you give the least amount of personal input to each individual person in your ministry.

Once you build this idea of a movement of culture, it carries you where you want to go. It's like the wind over the ocean. All you have to do is just put up your sails, and you'll be carried to where you want to go. Culture is like a river coming down from a high place to a low place. It has waterfalls, rapids, and smooth areas, but to the extent that you can steer your river, the culture itself will carry you where you want to go.

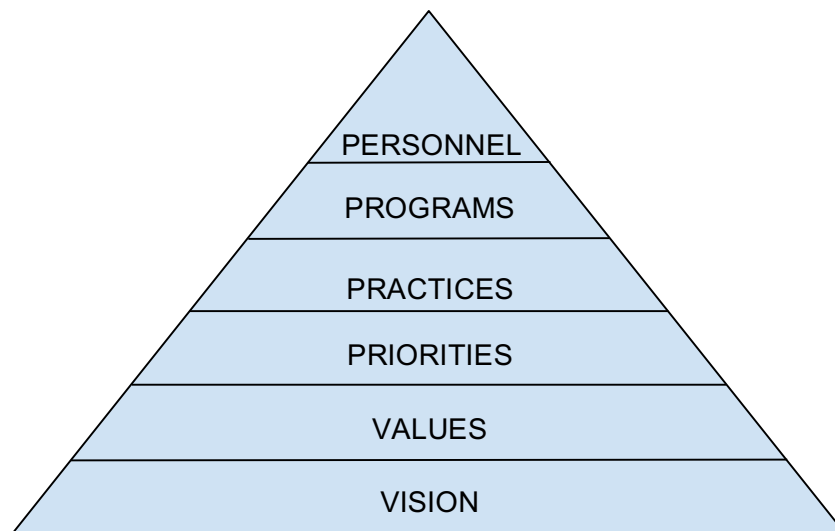
Culture is to community what habit is to an individual. Culture becomes an asset you can harness in leadership if you build it intentionally.

Culture is always happening. Either you're building your culture on purpose or you're building it by accident, but you're building it every day, every meeting, and every context you're involved in. The problem with accidental culture is it pulls you in five or six different directions and diffuses your energy. It's inefficient, ineffective, and not very excellent.

If you can begin to add purpose to your culture and design it so it accomplishes what you long for it to accomplish, culture will carry you and propel you into the fruitfulness you're envisioning.

Core Convictions Help Us Define Relative Importance and Worth

John Wimber's Model of a Healthy Church (revised by Michael Brodeur)





Vision: Vision is crucial to culture. You have to know where you want your river to end up. If you can't steer your river toward an outcome, you will be flying blind to some extent.

Ask yourself these questions:

- Where are you geographically?
- What are you called to accomplish in the area?
- How are you going to accomplish what you're called to accomplish?
- What will it look like in five years?

Vision is what you see off in the future. *Mission* is what you do to accomplish what you see. Mission consists of primary, big blocks of achievement with goals and objectives as the sub blocks of achievement.

Values: Values are the almost indefinable basis by which you judge the relative worth of one thing compared to another. Values determine the flavor, style, the how, and the why of what you're doing.

If you can get your values in place and lined up to be in sync with the people around you, you're going to have the greatest opportunity for unity. This opportunity will happen if your unified in your values before your ever unified in your secondary or third level approaches. Values are most often words that end in -icy, -ity, or -ness.

A value like authenticity is one of the primary values in our culture right now, while hypocrisy is seen as one of the most negative expressions. People don't like hypocrisy but they love authenticity. How do you build a church that's increasingly authentic?

- How do you build a church with integrity?
- How do you build a church with interdependency?
- How do you build a church with intimacy?
- How do you build a church with intentionality?

What are your values? How do you, as a leader, identify your values and share them with your team? To what extent are your values in your leadership team shared? Do you all have the same basis? Would you all put your values in the same order of importance?

Values are the foundational step in establishing culture. Culture is the combined values, priorities, and practices, along with traditions, symbols, and language that bind us together in unity and connect us to our past, present, and future. Culture has power. As a leader, harness the power of culture, and remember it begins on the foundation of values.

What are your values? Can you clarify them?



Aspired Values VS Actual Values

There's a difference between aspired values and actual values. Aspired values are what we say we want or aspire to, but they don't always line up with what we're actually doing. If you look at your church checkbook or calendar, you can see a set of values portrayed in how you manage your time.

It's important to distinguish between aspired and actual values. It's not wrong for us to have aspired values, but how are we going to implement them so the aspired become the actual? And how do we move toward the fulfillment of that which we desire?

Shared Values Are Essential to Unity and Cohesion

Values are essential for unity and cohesion. We come together around our values. They are essential for creating the kind of flow that builds momentum and velocity.