

What is Culture?

The customary beliefs, social forms, and material traits of a racial, religious, or social group. - *Merriam Webster Dictionary*.

Every group has a culture, the question is what kind of culture they will have. Church and ministries are no different. Our beliefs are what we believe in, our mission is where we headed, but our culture is the atmosphere that we create for those things to take place.

Why Do We Need a Culture?

Because we have an important task. We want to not have a culture that takes place by default. We want to intentionally, prayerfully, and continually build a culture that is tangible.

"Culture eats strategy for breakfast" - Peter Drucker

We passionately pursue Jesus

Jesus is the goal, the pursuit, the aim of all we do. We believe that Christ is above all things. Therefore, we keep Him at the center. This isn't just about a ministry, a program, or an event. This is about Jesus Christ, the son of God. (*Colossians 1:15-23*)

We honor the Word

We take the scriptures extremely seriously. This means that we put a lot of work into our teaching, into our series, and into the way that we integrate it into community. Because the Word matters - we take notes, bring physical Bibles, lean in during teaching, and even voice our agreement. (*2 Tim. 3:16-17, 2 Peter 1:19-21*)

We make excellence a habit

We serve and model an excellent God who does all things well. We also know that what we are doing has eternal ramifications. So we will, without apology, always strive to be excellent. This means we will have a culture of feedback, we will not settle for good at the expense of great, and we will care about even the smallest things. We show up on time, have a plan, and are engaged. (*Genesis 1:26-28, Proverbs 18:9*)

We pray with bold expectancy

We know that unless the Lord builds the house, we labor in vain. Because of this we bring everything to God in prayer. We ask for God to save, to build, to draw people to Himself. We ask for wisdom. We do not take a step forward that is not covered first in prayer. (*Matt. 7:7-12, Hebrews 4:16, Ephesians 3:14-21*)

We talk to each other not about each other

We take unity seriously. If we are not unified, we cannot expect to be effective. We go to each other when we have a problem, not behind each other's back. We stop gossip in it's tracks. We welcome speaking the truth in love so that we can all be built up in the unity of the Spirit. (*Eph. 4:15, Prov. 11:13, John 17:23*)

We engage in worship

We take scriptures commands to praise, sing, and worship God seriously. We take our cue from the Psalms and recognize that our God deserves passionate praise. Because of this we sing when it's time to sing, we express not just with our voice but with our body that our God is worthy of worship, and we worship in both spirit and truth. We theologically assess the songs we sing, and we position ourselves at the feet of our King when we sing. (*Psalms 100:1-5, Psalm 134:2*)

We pursue people with love

People are the goal. We go after the one. We give our all to love people and see them transformed by the Holy Spirit. The goal is not a club, but a hospital for the sick, the hurting, the sinful, and those far from God. We believe that God can save anyone, at any time, all by His grace. We are conduits of grace, not those who pick and choose who deserves it. When one sinner comes home we throw a party with heaven. (*Luke 15:7, Luke 19:10, John 15:12-13*)

We celebrate more than we critique

We believe that God is always working. So, we hunt down instances where we see Him at work. We are slow to critique, but quick to celebrate. We celebrate people - we are not shy with praising others. We celebrate God's work - we are not shy about Him. We celebrate those who have gone before us - we stand on their shoulders. (*Philippians 2:14-15, Colossians 3:15, Psalm 103:2*)

We are warm in our welcome

We intentionally make space for people to build community. Someone standing alone is an emergency. We smile, we make eye-contact, we laugh. Because we have joy, and we want

people to be part of the best community they could dream of. When people show up to our ministry we treat them like they are walking into our home. We are hospitable to all. We don't just act friendly, we build friendships. (*Matthew 25:35, 1 Peter 4:8-9*)

We serve with joy

We follow our Lord, who said it is better to give than receive. We follow our Savior who said he came not to be served, but to serve. No one is too big to serve. We recognize that service is not just an obligation, but a privilege and opportunity. We make space for people to bring their gifts to the table and serve their King. (*Mark 10:45, Phil 2:1-11, Romans 12:10-11*)