

Our Team Culture

with Pastor Kelly Stickel

Culture is the heart of the organization.
Culture trumps strategy and vision.

Our Culture Code:

1. **We lead with vision.**

We guard our hearts against becoming reactionary.

Proverbs 29:18 (NASB)

Where there is no vision, the people are unrestrained,

2. **We make it better.**

We guard our hearts against an attitude of “it’s good enough.”

Matthew 25:25-27 (Msg)

“Here it is, safe and sound down to the last cent. The master was furious. ‘That’s a terrible way to live! It’s criminal to live cautiously like that! If you knew I was after the best, why did you do less than the least?’”

3. **We mess with the methods.**

We guard our hearts against the thought of “we’ve never done it that way before.”

Isaiah 43:19 (NIV)

“See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.”

4. **We keep it simple.**

We guard our hearts against over complexity and business.

Luke 9:1-4 (Msg)

Jesus now called the Twelve and gave them authority and power to deal with all the demons and cure diseases. He commissioned them to preach the news of God’s kingdom and heal the sick. He said, “Don’t load yourselves up with equipment. Keep it simple; you are the equipment.”

5. **We need to know.**

We guard our hearts against being secret cliques and under-communication.

Ephesians 4:25 (Msg)

“What this adds up to, then, is this: no more lies, no more pretense. Tell your neighbor the truth. In Christ’s body we’re all connected to each other, after all. When you lie to others, you end up lying to yourself.”

6. We’re all in.

We guard our hearts against an attitude of “that’s not my job.”

Galatians 6:2 (NIV)

Carry each other’s burdens, and in this way you will fulfill the law of Christ.

7. We never waste a crisis.

We guard our hearts against being overwhelmed by problems.

Romans 8:37-39 (NIV)

No, in all these things we are more than conquerors through him who loved us. For I am convinced that neither death nor life, neither angels nor demons, neither the present nor the future, nor any powers, neither height nor depth, nor anything else in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord.

8. We make each other look good.

We guard our hearts against gossip and being publicly critical.

1 Thessalonians 5:11 (NIV)

Therefore encourage one another and build each other up, just as in fact you are doing.

9. We replace ourselves.

We guard our hearts against selfish ambition.

2 Timothy 2:1-2 (Msg)

So, my son, throw yourself into this work for Christ. Pass on what you heard from me—the whole congregation saying Amen!—to reliable leaders who are competent to teach others.

10. We guard our culture.

We guard our hearts against division & hypocrisy.

Proverbs 4:23 (NIV)

“Above all else, guard your heart, for everything you do flows from it.”