

Defining Your Church Culture - Episode 469

Culture is difficult to define but easy to feel ... and it's hard to overestimate the role culture plays in your team's health and efficiency.

A healthy culture can help turbocharge your vision and make progress toward the calling that God has for your church. But an unhealthy team culture will actually erode your vision and derail your strategy.

We invited Paul Alexander, the executive pastor at Sun Valley Church in Phoenix, AZ and a consultant on our team, to join us for this new series: *Getting Practical on Developing Culture*.

In this episode, we talk about actually defining your culture—getting those “unspoken rules” written down and implemented into your team—because you either define your culture or it gets defined for you.

Key Quotes

- “Leaders get the behaviors that they model and the behaviors they tolerate.”
- “No matter how great your strategy is or how clear your structure is, the gravitational pull of your staff culture is so powerful that it will curse you if it's not right.”
- “Culture isn't a morale issue. It's a performance issue.”
- “Every organization, over time, takes on the personality, the values, beliefs, feelings and behaviors of the leader.”
- “You can coach a behavior; you can't coach a value.”
- “It's not just enough to talk about this stuff and write it down. You have to actually do something with it.”
- “You can intentionally build a culture that sets your staff free to thrive and take the kingdom ground they're called to take.”

Self-Assessment: How Are We Doing?

If you're one of the many churches who haven't defined the behaviors you want to shape your culture, take time this week to start the process. Answer the questions below or dig into “[The Culture Development Playbook](#),” available in our Resource Hub. Use the code CULTURE to sign up for a free one-month subscription.

1. What are four to eight distinctives that define our desired staff culture?
2. What are some concrete, observable behaviors that demonstrate each value in action (i.e., what are things we've seen our staff do that make us smile and think, “They get it!”)?
3. How will we keep our staff accountable for upholding these distinctives to enable objective, consistent evaluation?

Listen to the episode on iTunes or at theunstuckgroup.com/episode469.

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If Jesus walked into your church right now, would people recognize him? We've created a personalized Savior who exists primarily to meet our needs, bless our lives and guarantee our spots in heaven.

But here's the problem. That Jesus would be unrecognizable.

In the book "The Missing Messiah," bestselling authors Kyle Idleman and Mark More will help your church rediscover the Jesus based on Scripture, not on culture. Plus, check out the six-session companion study guide with free access to streaming videos. Learn more at missingmessiah.com.