



Who's Stirring the Pot?

Coach 'Em Up Principle:

Culture starts with me.

Training Value:

Ministry Skills (Serving)

Game Plan:

Culture is a powerful force within an organization. To begin, we must first define culture. Webster's Dictionary defines culture as conditions suitable for growth. Culture is the environment or the conditions within an organization as well. It is the attitudes, feelings, values and behavior that characterize any social group. Culture shapes many things: societies, countries, communities, families, schools, teams, organizations, churches and ministries. FCA has a strong culture, and over the years there has been some culture shifts. The culture in the past has been simply, "calling." Are you called to the ministry? There is a healthier culture today in FCA with clear direction, support and training so that staff can thrive with the right conditions. We have an environment that fuels our staff to use their gifts and talents for the glory of God.

The power of culture is that you have an amazing opportunity to create a healthy culture within your FCA environment to thrive and build the Kingdom. As we reflect on the culture that Jesus created, He had His priorities on people, prayer, role clarity and focusing on relationships. FCA has a very strong and distinct culture. Many people might define our culture as driven or passionate. Our prayer is that we are building a Jesus culture— a culture that permeates Jesus in everything we do. It's how we serve, minister and lead.

We have the ability to create a healthy, Christ-honoring culture, because culture begins with me. We must be intentional about our culture and not just let it develop on its own. Just like establishing a game plan, establishing a culture of greatness takes time and effort. At the National Support Center (NSC), we have established the "NSC Family Rules." These guidelines have helped shape and define our culture. They gave us a framework to serve each other. The Family Rules have become how we treat one another on this ministry journey.

The NSC Family Rules are more than words on paper. They have become the fabric of our ministry. Each staff member has the rules posted at their desk as a reminder of what we have committed to. It is something we live by each day.

The 7 Family Rules:

- 1. *We will follow Jesus Christ first and serve out of the "overflow". (Proverbs 3:5-6)*** Our relationship with Christ is most important. In John 7:37-38, it says "On the last and greatest day of the festival, Jesus stood and said in a loud voice, 'Let anyone who is thirsty come to me and drink. Whoever believes in me, as Scripture has said, rivers of living water will flow from within them.'" Every day we are serving the Lord. It is not a job but a passion to serve Him first and feel the presence of the Lord as you serve. We have created opportunities within the FCA
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environment to keep Christ first. Providing Morning Glory and chapel times are examples of how we spiritually grow our staff.

2. ***We will live out our core values of Integrity, Serving, Teamwork and Excellence. (Romans 12:10-11)*** It is easy to proclaim or list our values, but it is another thing to demonstrate our values. The family rules are the stepping stones to help us live out our values. If we live by our values, we don't need policies. Values need to be prayed through and lived out on a daily basis.
3. ***We will make the field staff our #1 priority. (Philippians 2:3-4)*** The field is the reason why we are on staff. There are two positions within FCA – you either serve in the field or serve at the National Support Center. If the field is our #1 priority, then we strengthen the ministry. We are serving the servants.
4. ***We will value our relationship over our responsibilities. (Colossians 3:17)*** At the end of the day, we want to care for each other and invest time and energy into relationships. We want to build healthy relationships, not just accomplish our projects. People are more important than our to-do-lists. When responsibilities become more important than relationships, we violate the way Jesus did ministry. A focus on relationships creates a Jesus culture.
5. ***We will believe the best about each other. (1 Corinthians 13:7)*** No matter what, we want to absolutely believe the best in the people we serve with. We know that each person, called by God, is serving their best with their gifts, working hard and is competent in what they are doing. We are going to believe each other first instead of waiting for others to prove themselves. John Maxwell says to put a 10 on everyone's forehead. Each person is a 10 out of 10 to begin with. We do not marginalize others. This creates a culture of belief.
6. ***We will seek unity by dealing with conflict face to face. (Proverbs 11:13)*** This family rule has shifted our culture to deal with problems effectively. We love each other enough not to fire off an email to deal with conflict. The goal would be to meet face-to-face or by phone if that is not possible. Hiding behind an email creates a lack of trust.
7. ***We will show loyalty to the absent. (Matthew 18:15-17)*** We are not going to have a conversation about someone unless they are in the room. This will eliminate negative or critical talk. This creates a culture of loyalty.

Imagine if FCA could be all what God has designed us to be. Take this to heart. Let's create a powerful, healthy, Christ-centered culture within FCA. Remember, culture starts with me.

Make a Play:

It's time to make a play. Circle up with staff and ask each other these questions.

1. How would you define culture?
 2. How would you describe the FCA culture? Why is it that way?
 3. Do you agree that the FCA culture is strong? Why or why not?
 4. Which one of the Family Rules do you do well? Which one do you need to do better?
 5. How can you make sure that the FCA culture becomes a culture of greatness?
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