

## #2 - Building a Culture of Discipleship

WHY IS CULTURE A PRIMARY DRIVER OF EVERYTHING?



...more than a buzzword

Q. Name some of the various cultures you find on your campus. What are their distinguishing features? Why is it essential to proactively determine our preferred discipleship culture?

### WHY CULTURE MATTERS

What is culture? Culture- more than a buzzword?

Culture is a primary driver. How do I BUILD it?

**“CULTURE IS NOT WHO WE SAY WE ARE. CULTURE IS WHO WE ACTUALLY ARE. THE PRACTICES WE ACTUALLY HAVE. THE ENVIRONMENT WE ACTUALLY HAVE. CULTURE IS WHAT BLEEDS IF YOU WOULD ACTUALLY CUT OPEN YOUR MINISTRY.”**

Cultures include leadership, ministry practices, mission, vision, direction, and so much more. Culture is something you have to build & maintain.

### Home Plate

Culture of discipleship

1. People know what is expected of them
2. There is excitement around discipleship and the spiritual growth it brings
3. People are plugged into your ministry at a faster and more effective rate.

DISCIPLESHIP CULTURE

- What is important to us
- People over programs

SPIRITUAL GROWTH, genuine next steps with Jesus.

MASTER BUILDERS (1 Cor. 3:9-15).

### BENEFITS OF CULTURE:

Alignment \* Clarity \* Consistency \* Focus \* Direction

### HOW TO BUILD A CULTURE:

1. WHO YOU ARE - the good and the bad
2. WHO YOU WANT TO BE
  - a. Clear communication of who you want to be with passion.
  - b. Display it in everyday activities
  - c. Defend it rigorously - cannot do everything
  - d. Create opportunities to engage
  - e. Reach the freshman class. Empower upperclassmen
  - f. Utilize people.

## VEHICLES OF CULTURE BUILDING:

1. Leadership Passion - what you are passionate about others will be passionate about.
  - a. Use your gatherings, events, and meetings.
  - b. Training and empowerment of others.
  - c. Teach to it often (application, topic, etc)
  - d. Call people up to the culture with accountability
2. Apply your MISSION and your VISION
  - a. Use your team - *everything rises and falls on leadership.*
  - b. Use your systems - *systems feed people.*
3. Establish common PRACTICES.
  - a. Develop people - *again people build culture*
  - b. Consistently live it out - *culture takes years to build.*
  - c. Pray for it often with your team and people.

## DISCUSSION QUESTIONS:

1. Why do you think culture matters? Can you give some examples of the characteristics of the cultures of various ministries you have seen or have been a part of? What stands out?
2. Take a second and think about your ministry... What are some things that define your culture? How do you know this is reality?
3. What do you want to be true of your ministry and culture a year from now? Ten years? Why?
4. Look back over "how to build a culture" - What is one suggestion that sticks out to you? Why? How can you utilize this emphasis in the next month?
5. Look back over the "vehicles of culture building" - What would you add?
6. In the context of your ministry, what elements of your discipleship culture would you like to improve this next year? In which areas are you already strong?

## Further Reflection:

- How would a newcomer describe your current discipleship culture? Would they even notice?
- How would your description of your ministry's culture possibly differ from those you lead?
- If you were to read an on-line review describing your discipleship culture, what would it say? Write the ideal review that you would hope it would say.

Want more info? Want to join a cohort? <https://forms.gle/FZ9XMeHpmXivCSAV9>

Video - Culture:  **DISCIPLESHIP TOOLKIT #2 Culture** Nick Parsons

**Nick Parsons** \* College Pastor \* Center Point Church, Lexington, Ken tucky