

A man with a full, well-groomed reddish-brown beard and short hair is shown in profile, looking upwards and to the right. He is wearing a dark green, short-sleeved t-shirt. The background is a soft-focus image of a waterfall, with water cascading down rocks. The overall tone is contemplative and inspiring.

BDC

BUILDING
A DISCIPLINING
CULTURE

The mission of God in the
hands of ordinary people.

Cultural Curator
Organisational Architect
Vision Caster
Team Builder



“Culture eats strategy
for breakfast”

Peter Drucker



Culture is who we are



Strategy is how we do what we do or how we get from here to there



1. People are loyal to
Culture but not to Strategy



The disciples bought into Jesus but not His strategy of going to the cross

2. Culture declares who you are while strategy declared how you do what you do.



Q: What does your church culture declare about you and your leadership?



3. Hard times will rightly challenge Strategy but not Culture

Acts 8:4 But the believers who were scattered preached the Good News about Jesus wherever they went.
Is this Strategy or Culture?



4. Culture permeates everything but Strategy is localised

5. When Culture and
Strategy collide Culture
wins



6. Cultural violations are more
damaging than Strategy
violations



Royal Commission into the Institutional response to child sexual abuse

7. Culture is very resilient to change but Strategy can flip on a dime

8. Strategies can be implemented quickly but Culture takes time to develop

9. Strategies can be taught but
Culture is caught



10. Culture informs behaviour
in every context but Strategy
does not

11. People are spontaneously attracted to a good Culture while Strategy remains hidden



Therefore...Lead with Culture
and follow with Strategy



The Five V's of Culture Development



Vision
Values
Vehicles
Vocabulary
eValuation



Vision

Can you see it?



Vision

Our Vision is to see our city,
nations and the nations
become disciples of Jesus



Values

Are they articulated and do
you live them?

The Crossway Values



1. Nothing matters more

Jesus is always front and centre

2. There is room for you

Anyone can experience authentic community



3. Everyone gets to play

The mission of God in the hands of ordinary people



4. Dare to dream

Bold faith leads to innovation, influence and impact



5. We take nothing for granted

We respond to God's goodness with gratitude and generosity



Vehicles

Do you understand what will
get you from here to there?

Vocabulary

Have you developed your
language?



eValuation

We call them God Desired
Outcomes (GDO's)



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