Shaping our Ministry Culture

Marco Ambriz - First Covenant Church Oakland - 2017
Culture is more impacting and long lasting than we know. From any range of ministries in our churches it is up to pastors and leaders to keep shaping the culture of our ministry teams, goals and behaviors so that we are proactive in our mission and not always reactive. This involves some practical steps and commitments to the culture that we want to shape for our ministries.

Questions include: What do we want to see different in our ministry culture? What are the bright spots in our ministry culture? Who are the people that can help us to shape a healthy ministry culture?
Culture is the set of accepted rhythms, values, practices and unwritten laws of a particular group or subgroup. Culture is often revealed in the values we hold dear, the language we use regularly, the stories we tell most often (and how we tell them) and the rhythms we participate in.

– J.R. Briggs and Bob Hyatt
1. **Leadership Shapes Culture**

*Best Predictor = dynamic of the Leaders together.*
2. Language Shapes Culture
Stories, Mantras, Define Reality
Defy Negative Verdicts, Speak
Hope into the Ministry
3. Relational Health Shapes Culture

- Behavioral Covenants
- Direct Communication
Books on Shaping Culture

In the Name of Jesus: Reflections on Christian Leadership
by Henri Nouwen

Brains on Fire: Igniting Powerful, Sustainable, Word of Mouth Movements
by Robbin Phillips, Greg Cordell, Geno Church & Spike Jones

Navigating the Nonsense: Church conflict and Triangulation
by Dave Bixby
Books on Shaping Culture (continued)

Ministry Mantras: Language for Cultivating a Kingdom Culture
by J.R. Briggs and Bob Hyatt

Building a Discipling Culture
by Mike Breen

On the Verge: A journey into the Apostolic Future of the Church
By Alan Hirsch and Dave Ferguson