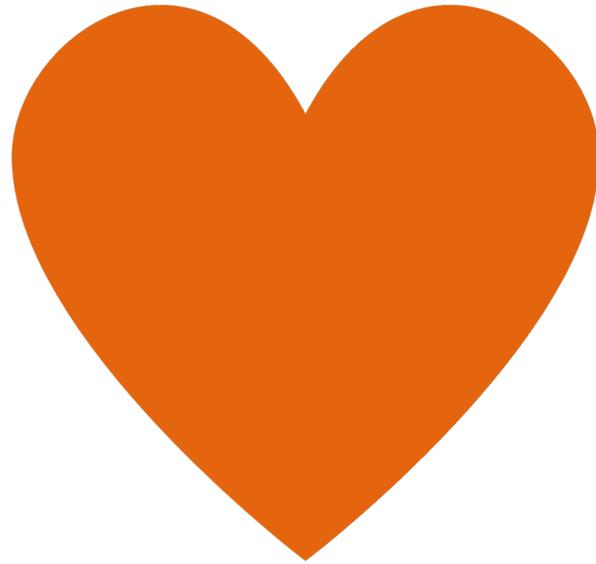


An Introduction to Congregational Culture

Rev. Dr. Chad Mattingly





*What is your favorite thing
about CCCC?*

Parable of the Sower

"A farmer went out to sow his seed. ⁴ As he was scattering the seed, some fell along the path, and the birds came and ate it up. ⁵ Some fell on rocky places, where it did not have much soil. It sprang up quickly, because the soil was shallow. ⁶ But when the sun came up, the plants were scorched, and they withered because they had no root. ⁷ Other seed fell among thorns, which grew up and choked the plants. ⁸ Still other seed fell on good soil, where it produced a crop—a hundred sixty or thirty times what was sown. ⁹ Whoever has ears, let them hear."

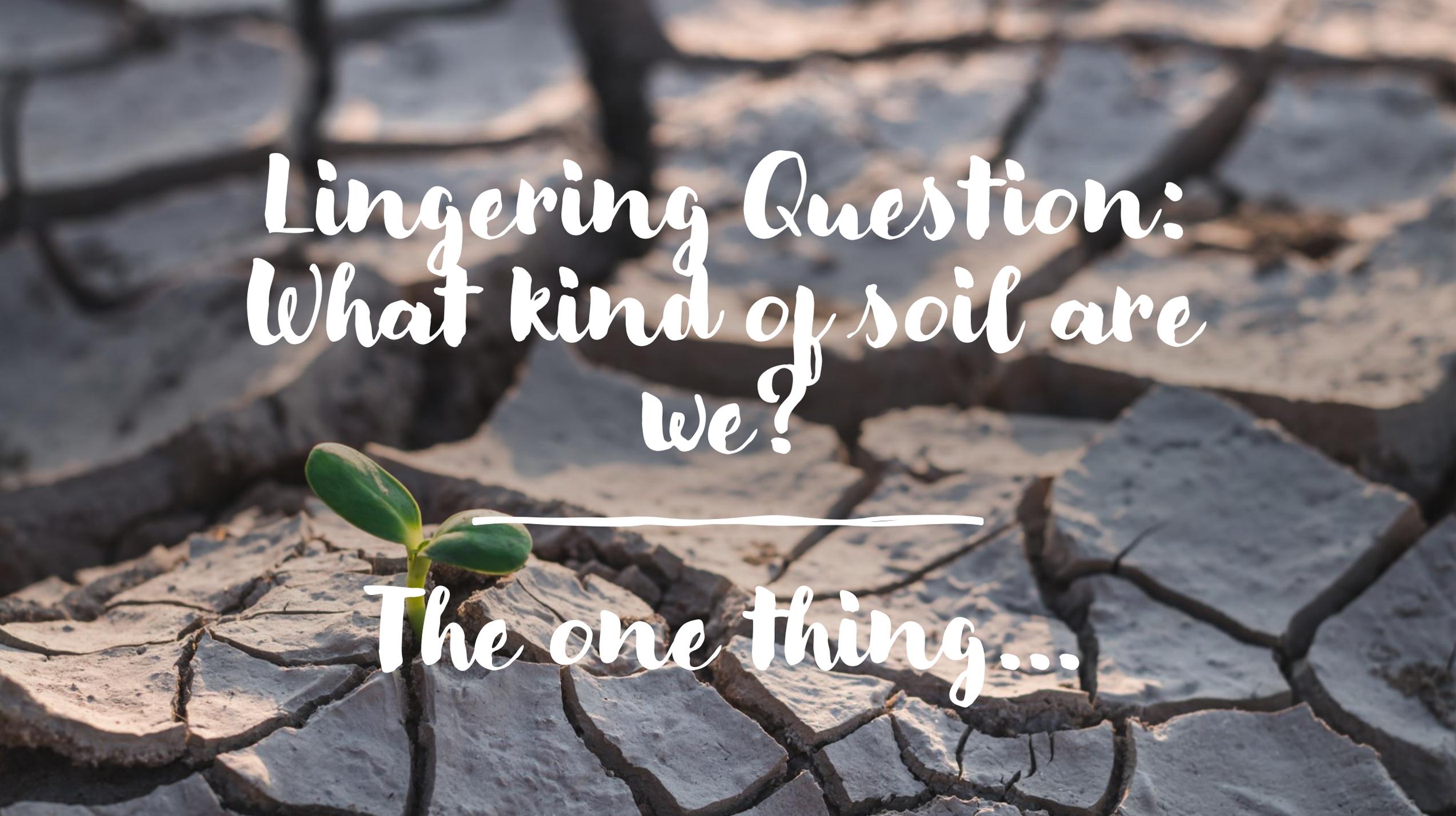
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"How great is the love that
God has lavished over us
that we might be called
the children of God and
that is who we are."

1 John 3:1

A small green seedling with two leaves is growing out of a crack in the earth. The ground is dry and cracked into large, irregular pieces, suggesting a harsh, arid environment. The lighting is warm, possibly from the setting or rising sun, casting soft shadows and highlighting the textures of the cracked soil.

*Lingering Question:
What kind of soil are
we?*

The one thing...

A Tale of Two Churches

- ✓ Excellent Pastor and Staff
- ✓ Ideal Location
- ✓ Beautiful Facility
- ✓ Clear Vision & Strategy
- ✓ Middle-Sized Congregation
- ✓ Financially Solid
- ✓ Thriving and Growing

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WHY?

✓ Beautiful Facility

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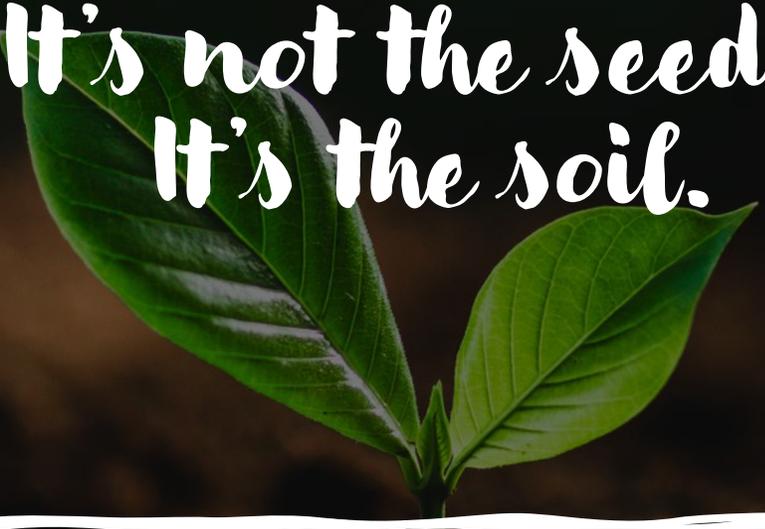
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It's not the seed...
It's the soil.

What kind of soil is CCCC?
-Identify 3 Characteristics



My Passionate Puzzle...

Why are so many churches
stagnant and dying?

Every vibrant church has learned to partner with the Holy Spirit in developing a thriving, contagious, irresistible culture. Culture is the more important reality in the church.

-Wayne Cordeiro

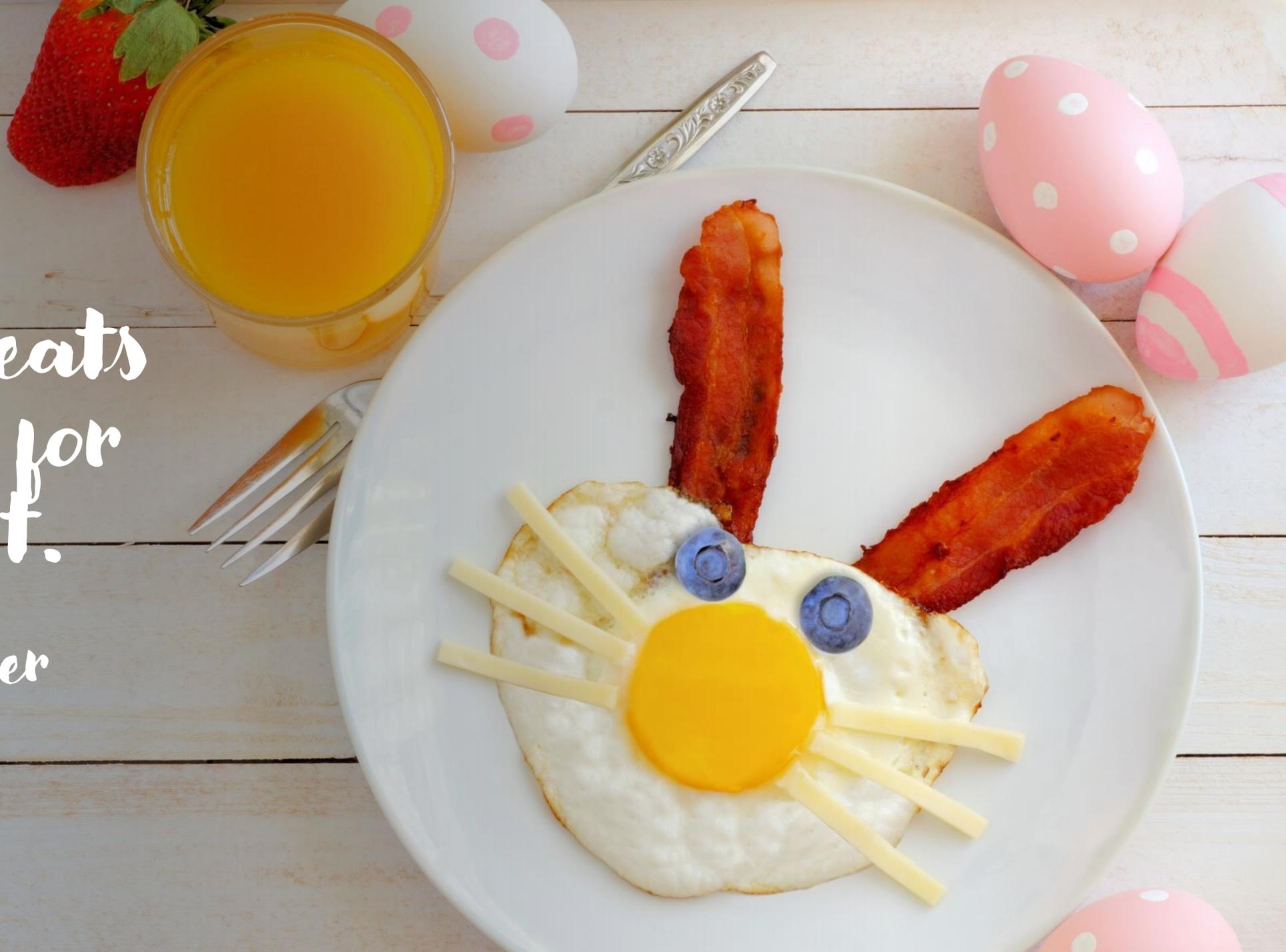


The culture of an organization is a living blend of values, traditions, norms, assumptions and experiences that produce a nebulous code of behaviors often referred to as "the unwritten rules."

-Brett Selby

*Culture eats
strategy for
breakfast.*

-Peter Drucker



No matter how far reaching the leadership's vision or how brilliant the strategy, neither will be realized if it is not supported by the organization's culture.

-Luther Johnson

*Discussion:
Describe the culture of
Cypress Creek CC.*

*Culture travels on words, lives
in stories and breathes the air
of our attitudes and actions.*

-Jim Ozier

Assessing the culture of an organization can be somewhat akin to nailing Jell-o to the wall.

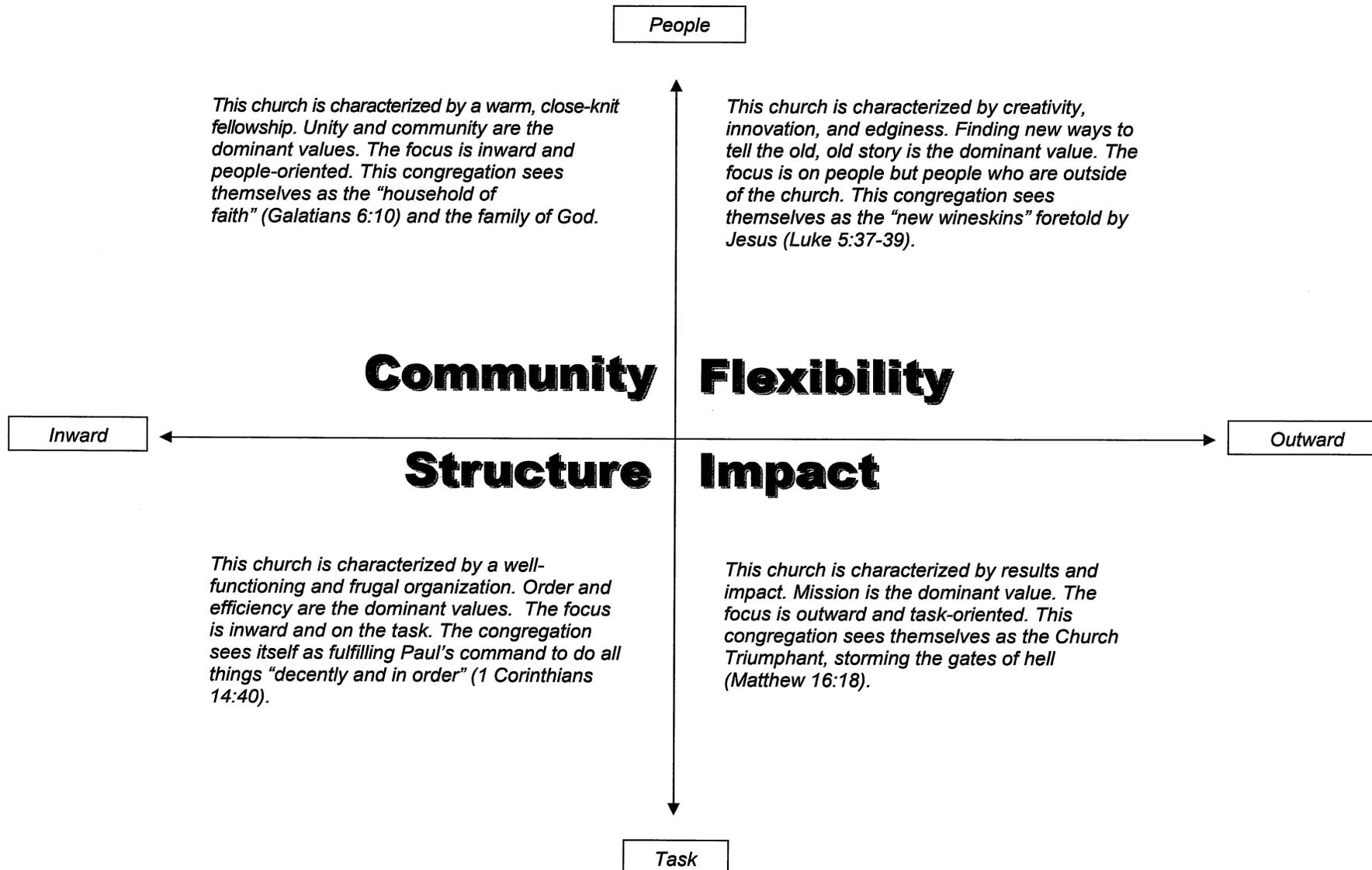
-Brett Selby

Cultural Assessment of KWCC

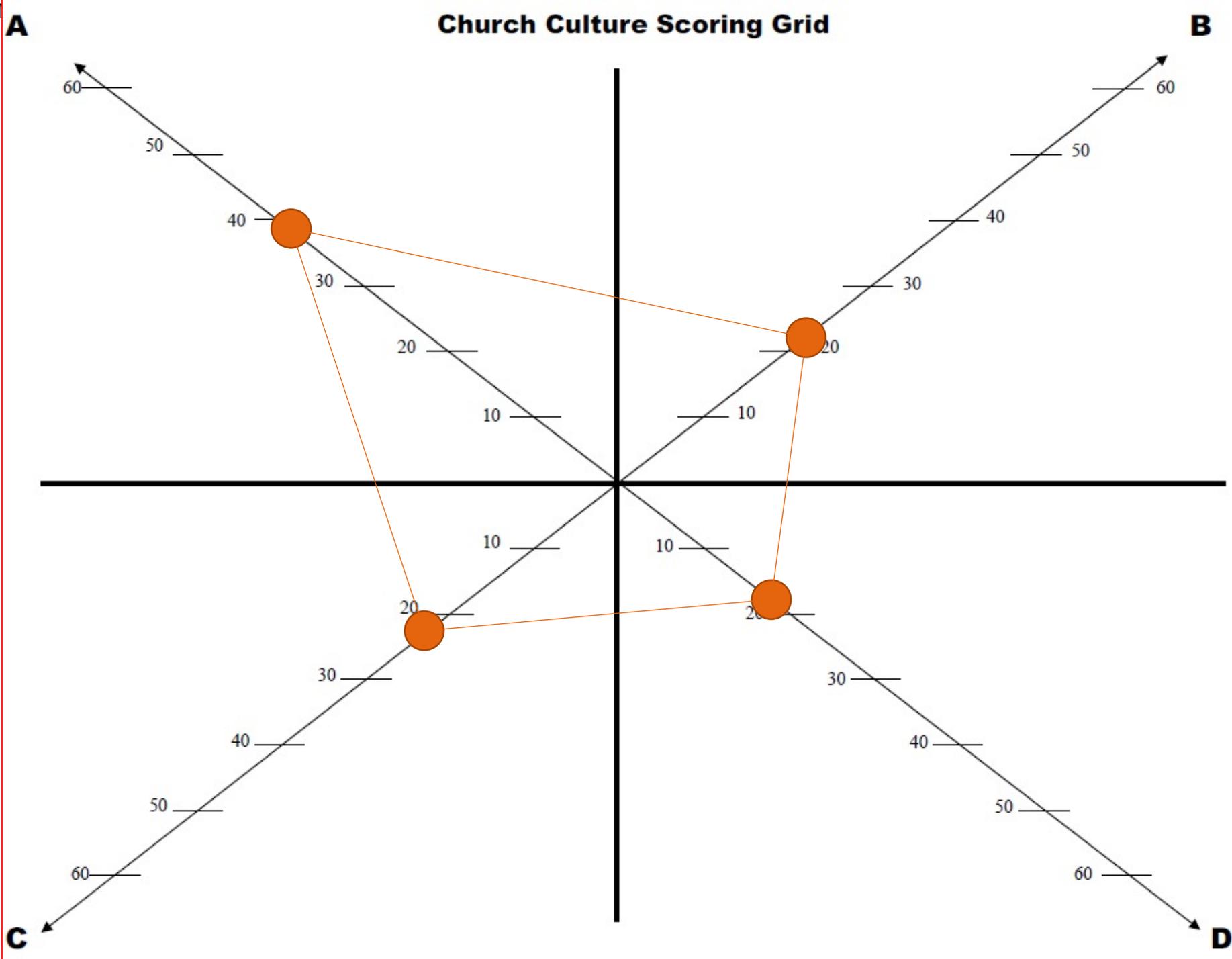
- 55 Leaders and 10 staff participated in the Church Culture Assessment.
- Keys Questions:
 - What are the primary characteristics of KWCC identity?
 - How does KWCC define success? KWCC is succeeding when we are accomplishing what objective(s)?
 - What is the primary focus or emphasis for the KWCC congregation?
 - What holds the KWCC congregation together? What is the most significant, unifying factor?
- Note of Caution: Comments included a track record of conflict, breaches of trust and unilateral leadership.

Church Culture

Congregational Identity, Focus, and Dominant Value



Church Culture Scoring Grid



A = 39

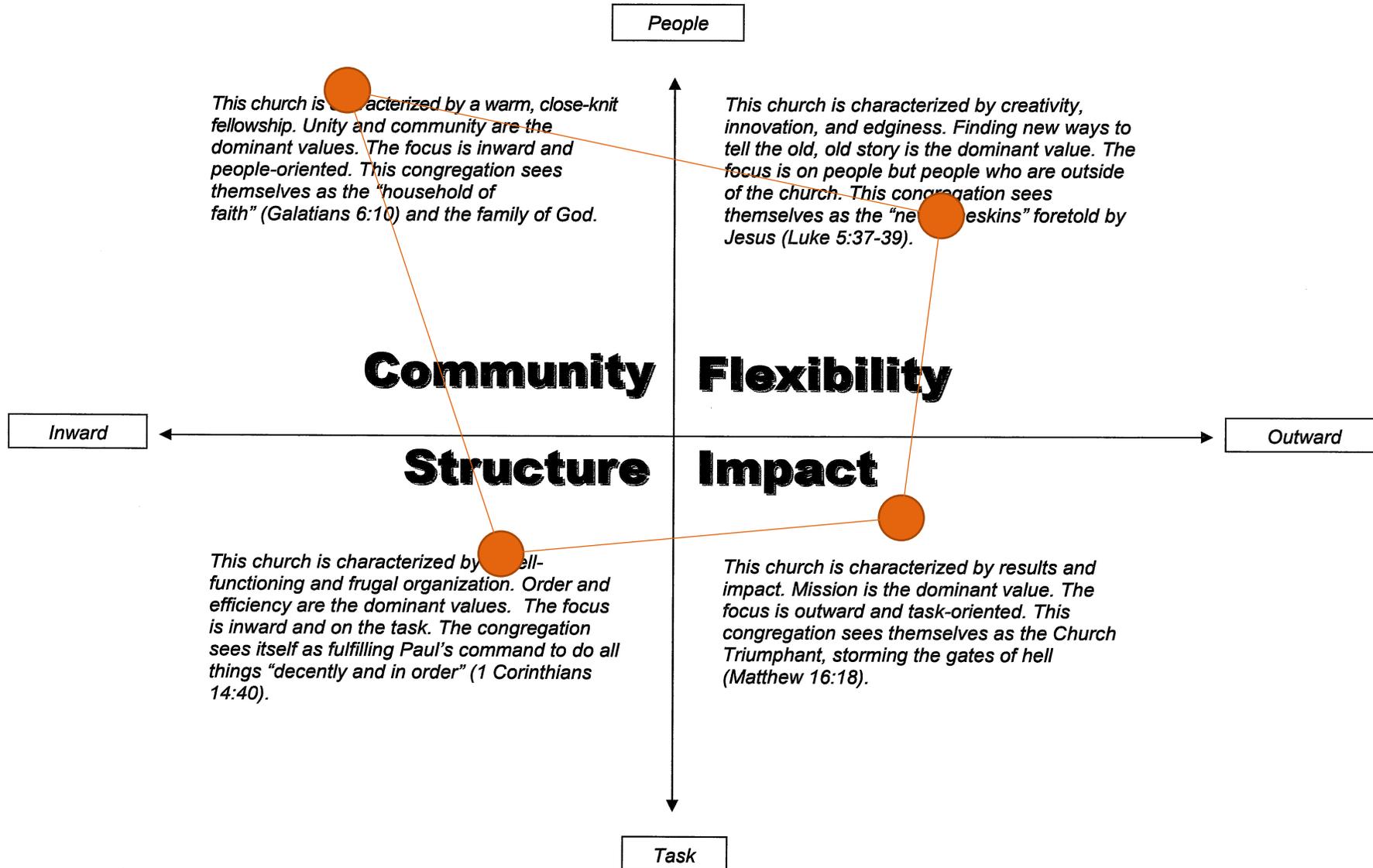
B = 21

C = 22

D = 18

Church Culture

Congregational Identity, Focus, and Dominant Value



The culture you have
produces the results
you are getting.

-Roger Connors



Cultural Observations

- Our congregational identity is characterized as a warm, "close-knit" family. These are our common "culture words." The congregation sees themselves as the "household of faith" (Gal. 6:10) and the family of God.
- The focus is inward and people-oriented. The needs of people define our mission. Unity and community are the dominant values. All decision making is vetted through relationships.
- Conversely, impact, task-orientation and focus on outsiders were consistently rated the lowest priority.
- Consider: How do these natural ways of thinking and doing things impact leadership and decision making? Positively and Negatively?

For Discussion:

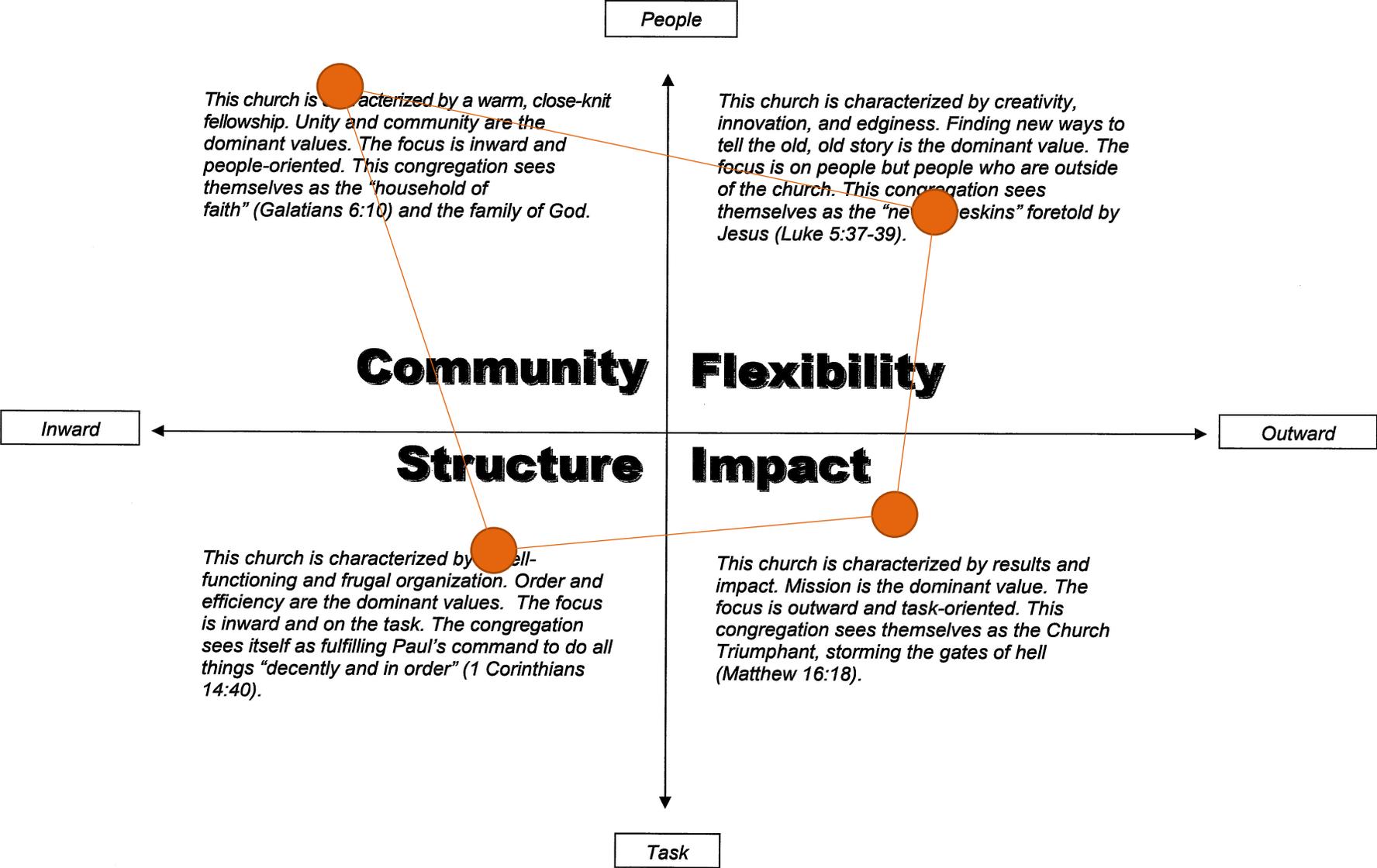
Where do you think CCC lands in the Church Culture Assessment?

-How has the trauma of these past 5 years impacted the culture?

What part does our denominational sub-culture play?

Church Culture

Congregational Identity, Focus, and Dominant Value



Can congregational
culture shift?

-Become more healthy,
balanced and intentional

How?

-The Luke Church



*Our
Aspiration:
Become a
Sailboat
Church*

