

AS MINISTRY IS REIMAGINED AT REDEEMER, THIS BECOMES OUR *CULTURE*:

1. **fewer meetings, more accountability.** Often we hide behind the fact that we “had a meeting to discuss.” Not only does this consume valuable time and energy, but it limits what we can do by tying it to the meeting schedule. Better is to use fewer meetings to establish more effective goals, and then better accountability for the completion of those goals.
2. **less ambiguity, more clarity.** Lack of clarity leads to confusion. Confusion leads to frustration – which leads to ineffectiveness. Whether it is regarding goals, or the authority and resources to accomplish those goals, we need to capture our plans and communicate them with clarity.
3. **less hierarchy, more teams.** The more layers of complexity that an organization has the harder it is to get things done because decisions are always getting pushed up the food chain. Rather than filling seats on boards and committees, we will focus on smaller functional teams.
4. **less excuses, more "Genesis goals."** It’s a downward spiral. Fewer hands means less gets done. We then shrink our goals to what we believe our limited resources can accomplish. Small goals don’t inspire, so we end up with even fewer hands and then even smaller goals. To break this cycle, we must set compelling goals that will stretch us and require all hands on-deck! (Genesis goal: God created the universe in 6 days. We can do much more in a week with God’s help than we usually attempt.)
5. **less busywork and more discipleship.** The teacher enters the room, and unexpected students do what? Look busy! God didn’t give us the Great Commission to “go and be busy,” but to “go and make disciples.” We need to get laser focused on making disciples by creating intentional steps for everyone to grow spiritually.
6. **less ritual and more discipline.** Many of the rites and rituals that we practice were birthed out of basic spiritual disciplines such as prayer, study of the Word, self-examination (which leads to repentance), fasting, service and gratitude. But we are in danger of keeping the forms and losing the substance. The challenge for us is to re-train our hearts to the purposes for which we have rituals in the first place.
7. **less focus on externals, more focus on creating culture.** Have you been in a restaurant with ornate decorations, but lousy service? That’s an example of focusing on the externals but failing on the culture. We need to first create a culture of disciple making and spiritual care – then the externals can follow. Culture is usually not written down, but it ebbs and flows through every little thing we do. People sense culture immediately even if you never talk about it.

HIGHLIGHTS

1. **fewer meetings, more accountability.**
2. **less ambiguity, more clarity.**
3. **less hierarchy, more teams.**
4. **less excuses, more "Genesis goals."**
5. **less busywork and more discipleship.**
6. **less ritual and more discipline.**
7. **less focus on externals, more focus on creating culture.**
8. **Less information, more transformation.**
9. **less surface, more connection.**
10. **less isolation, more inclusion.**
11. **less hiding, more outreach.**
12. **less "causes" and more community.**
13. **less obscurity, more identity.**
14. **less peddling, more providing.**
15. **less worldly, more Kingdom.**
16. **less flesh, more Spirit.**
17. **less talk/analysis, more action.**
18. **less lukewarm, more passion.**
19. **fewer people in Hell, more in Heaven.**

8. **Less information, more transformation.** Have you heard of this thing called the internet? People have access to more information than ever before. And they have it instantly at their fingertips, any hour of the day or night. What people are hungry for is not more information, but life transformation. Therefore we need to discover ways of helping people put God's Word into action in their life. This begins with Sunday morning first, and then builds off that.
9. **less surface, more connection.** "How are you?" "Good." That's surface. We must do better to truly connect to the wonderful people that we are passing by – starting right in our church first.
10. **less isolation, more inclusion.** It's obvious, but you won't connect with others if you stay in your safe shell. People today are lonely and isolated more than ever before. Our phones and our fancy cars and homes all contribute to this isolation. Church is to be a place that's different. We need to call people out of their hiding into our welcome embrace.
11. **less hiding, more outreach.** Interestingly, as a church, we hide well too. We put on some great programs and events, but who knows about them? Do we even really want them to come? We need to come out of our shell and seek to widen our circle of influence and connection.
12. **less "causes" and more community.** When we do reach out, often it is because we want bodies or helpers for our cause. We bang the gong and say, "come join us!" But we aren't really interested in relationships with those people, but increased numbers in our army. I am using harsh terms, so you can clearly see the difference between the two.
13. **less obscurity, more identity.** I wonder if we hide, because we don't know who we are and what we're about. Can we express our identity in simple words so that we can communicate it to others?
14. **less peddling, more providing.** Often we decide what we think the community, our neighbors, even our members will want. Then we "peddle" that product on people – trying to sell them on what we've decided they need. Better is to be in dialog with them to listen and understand what they need, and then lovingly and graciously provide that. In the latter case, no "peddling" required.
15. **less worldly, more Kingdom.** Kingdom wins often don't look like much to the world – and vice versa. This is a simple reminder to us of who we are trying to please. God smiles when lost sinners turn to Him. But He also smiles when saved sinners are faithful in their marriages, generous in their tithes and offerings and humble in their service.
16. **less flesh, more Spirit.** To do these things, we cannot simply "try harder." *Unless the Lord builds the house, the builders labor in vain* – Psalm 127:1. We must start from the inside out – transformed by God's Holy Spirit that dwells in us through faith and baptism. As we walk with Jesus each day, we offer ourselves as His hands and feet; allowing Him to guide, direct and work through us.
17. **less talk/analysis, more action.** Two popular books by local Christian authors have these simple titles "Love Does" and "Do something." Get the message? Jesus taught us that Love cannot sit idly by. You and I cannot be satisfied to talk about what we ought to do, but seek rather to allow Christ's Love to shine through us. We are going to heaven, that's settled. But until God calls us home, He wants us to be bearers of His Love and Light.
18. **less lukewarm, more passion.** There's a reason that the book of Revelation warns against lukewarmness. The opposite of which is passion. Christ's suffering and death has been called His "Passion." Lukewarm won't lead one to sacrifice and die for the sake of another. Passion will. As Christ followers, we are passionate about what He is passionate about.
19. **fewer people in Hell, more in Heaven.** Jesus told us what He was passionate about. He came to find lost sinners (Luke 19:10). He longed to gather them as a mother hen gathers her chicks (Matt 23:37). We must recognize that judgment day is coming. People will live forever – it's just a question of where. May there be more souls in heaven on the Last Day because of what we do today.