



## TEAM CULTURE

### OUR CHURCH

At Waymaker.Church, we strive to build a culture that is both healthy and God-centered. We are fiercely protective of our culture and champion it often. This is because it shapes our ability to make a way for the new and deeper with Jesus Christ.

#### **Our Church**

We make a way for the new and deeper with Jesus Christ. He is the one that rescues and grows us all, so our part is simply influence, to create environments and an overall culture where someone encounters His message and Spirit and has an opportunity to respond.

This vision drives everything we do, because believing and following Jesus renovates our lives with purpose and hope on both a practical and eternal scale. Why wouldn't we want everyone to realize this same promise? That is why we charge our church to "go make a way" every weekend service, and why we call all who serve in our church world-changers.

All this, plus our core values and beliefs, makes our church and leadership culture a defining one. Ultimately, our church culture is expressed in three key ideas: leadership multiplication, spiritual health, and divine encounters.

#### **Leadership Multiplication**

We develop others to impact generations because we believe wisdom, skill and opportunity must be given away. This is accomplished through various leadership and development environments within the church. They include but are not limited to: Next Level Leadership, Waymaker Institute, Residency, and Internships.

We ask: Are you replacing yourself?

#### **Spiritual Formation**

We will not stand still because we believe everyone has a next step towards Jesus. Every step we advance leads us to spiritual health and ultimately to life change. This journey of spiritual health is about soul care, which is messy and takes time. It is "hard business, and it is a heart business." It requires the heart to change before behavior. Never the reverse.

We ask: What is your next step?



## **DIVINE ENCOUNTERS**

Divine encounters are transformational on the soul level. They move us to God's purpose, presence, and power unlike anything else, this Moses' Burning Bush and Paul's Damascus Road. That is why we invite and expect God's Spirit to move and change people in various environments, especially weekend services.

We ask: What unavoidable thing does God want to do right here and now?

## **OUR STAFF VALUES**

Our staff is the core influencer of both the church and leadership culture. As a result, the team functions more like a professional Everest expedition, while the church body like a family. An expedition mindset enables our staff to laugh, create, bond and climb together, but always with the goal to reach the top successfully. Each staff member has critical roles and responsibilities that serve the expedition, so his or her attitude and actions must fit our significant staff values to be invited to and remain on the team. Furthermore, staff members join the team not to have a "job" at Waymaker.Church, but to fulfill a call that may last months or continue for years. As a result, team members should discern when they're in or out of season and decide accordingly.

Our staff is expected to lead the way in three specific areas: personal, people, and performance.

### **Personal**

Devotion - Spirit led obedience

- You seek and obey God's voice over any other.
- You filter decisions through the Holy Spirit and Scripture rather than impulse or preferences.
- You act courageously when God asks you to do something scary or uncomfortable.

Dependence – Audacious in prayer and faith

- You trust God to give direction and do miracles in any circumstance.
- You pray with a mountain moving faith to ignite movement in your life and others.
- You believe God's promises even when you're confused and afraid.
- You see God's opportunity in every challenge.



- You intercede for others and call out to God for their breakthrough.

#### Development – Grow and keep growing

- You have a personal growth mindset.
- You pursue development from mentors, training, and resources.
- You strengthen your inner-health through spiritual rhythms and counseling.
- You naturally desire learning and improving.
- You constantly push yourself to get better.

### **People**

#### Relationships – Fight for health

- You are emotionally intelligent, and have good judgment relating to people.
- You believe the best in others even when you're unsure of them.
- You seek restoration over justification.
- You are quick to give others credit and slow to gain attention for yourself.
- You are kind to people who have been rude to you.
- You avoid gossip at all costs.

#### Responsibility – Own your stuff

- You get work done accurate and on time.
- You don't make excuses and choose personal ownership over blame.
- You fight defensiveness when confronted by anybody over anything.
- You make the calls that are difficult for you to make.
- You are accountable for your actions no matter what.

#### Respect – Honor people and honor God

- You value all people regardless of their position or status.
- You dignify others with your words and don't criticize or yell at them.
- You love your team members enough to empathize, but equally enough to tell them the truth.
- You respect other people's opposing ideas and opinions.
- You resist trying to control anyone.



## **Performance**

Excellence – Give your best and make it better

- You do your very best with what you're given.
- You detest mediocrity and know that your results reflect your character.
- Your work motivation is to serve God and the good of others.
- You want your work to shine in a way that honors God and inspires people.

Effort – Work hard and value results

- You have a bias toward action and positivity.
- You love to get things done, but don't find your identity in your job.
- You hunger for more responsibility and new ways to go above and beyond what's expected of you.
- You work with a sense of energy, passion, and personal responsibility, taking on whatever you possibly can for the good of the team.
- You meet deadlines that are unreasonable and deliver results that exceed expectations.
- You reject laziness and pain-avoidance behavior and want to make an impact in the world.

Evaluation – Feedback fuels progress

- You welcome assessment on your performance and results.
- You are radically transparent and radically open-minded.
- You don't take it personal.
- You make changes based upon profitable feedback.
- You value your teammates enough to evaluate their performance and results honestly.
- You call attention to problems you see from the personal to the organizational level.

## **LEADERSHIP EXPECTATIONS**

### **Direct**

Each leader is expected to give clear instruction and set expectations for those they lead. We know that to be unclear is to be unkind. Also, without direction people will do what is right in their own eyes. That is why clear instruction is vital to our leadership.



### **Connect**

We strive to know our teams on a personal level. We often say, “know their sister’s name”. In other words, know and care about the details of their lives. This gives us emotional equity with those we lead.

### **Coach**

Instruction without continued guidance is impractical because it sets our teams up for failure. We come along side those we lead to correct undesirable behavior and commend favorable behavior.

### **Resource**

Each team needs to be equipped with tangible and intangible items to be successful. As leaders, we are expected to resource our teams with what they need to fulfill their responsibilities.

### **Communicate**

Open communication is extremely important. We must communicate pertinent and relevant information to our teams. This must be done on a regular basis. At the end of each meeting we ask the question, “Is there anything you need to know about anything?” This enables us to have open communication with each other and to clear up any confusion that might exist.

## **SEVEN LEADERSHIP CHOICES OF A WINNING STAFF MEMBER**

### **1. Choose to be adaptable and flexible rather than rigid and uptight.**

We believe that planning and processes are an important part of being successful. However, we hold these things loosely because we know that adaptability and flexibility help us thrive as an organization by elevating people over processes.

### **2. Choose to be grateful rather than entitled.**

A grateful mindset says, “I get to do this” while an entitled mindset says, “I deserve this”. At Waymaker.Church, we choose to have a grateful mindset because we know that without Christ’s sacrificial life, death, and resurrection, we deserve death and eternal separation from God. We know that our job at Waymaker.Church is a gift from God. This knowledge enables us to have a grateful mindset.

### **3. Choose to show up on time and ready rather than late and unprepared.**



We show up on time and prepared for our meetings. When a person is consistently late and unprepared people start to wonder who they are as a person. Untimeliness and unpreparedness communicate a lack of care, leadership, passion, and initiative. We believe that showing up on time and prepared communicates the opposite. For bonus points show up 5 minutes early. (Not that we are keeping score.)

**4. Choose a habit of excellence rather than a habit of good enough.**

We don't get to choose our gifting, talents, IQs or personalities but we do get to choose to be excellent. See staff value of excellence for more information.

**5. Choose a "we" rather than "me" mentality.**

We believe that submission to authority is biblically mandated. Scripture is clear that authority is from God and rebellion is of Satan. Because of this, we choose to submit to the decisions of our senior leadership and our supervisors. This doesn't mean that we don't share our opinions openly. We do, but always with honor and respect. We also understand that authority is delegated not inherent.

**6. Choose to earn opportunities rather than whine about limitations.**

It is easy to get caught up in the restraints of a position and express a negative attitude about the situation. At Waymaker.Church, we choose not to whine about our limitations but earn our opportunities instead. This means that we serve faithfully and aim to make the most of our circumstances. For example, if Joseph flourished under Pharaoh, we can flourish where we are at too.

**7. Choose to discover what is right rather than what is wrong with our church.**

We aspire to have a critical eye but not a critical spirit. It is the difference between carrying a clipboard and carrying a towel. A critical spirit carries a clipboard with a checklist of what needs to be done. It is always looking for what is wrong and offers little help. It will sacrifice people for processes and success. A critical spirit always tears down. Conversely, a critical eye carries a towel. It asks the question, "How can I serve?". It looks to build up and make things better. It asks questions but also provides solutions. It values people over perfection and success.