

# Developing A Life-Giving Culture

WHAT DOES IT MEAN TO BE A CULTURAL ARCHITECT?

# What is a Cultural Architect

- ▶ What do we mean by Cultural Architect?
  - ▶ A Cultural Architect is someone who designs & builds culture the same way a building architect designs and builds a structure.
  - ▶ They create a culture that is designed for a specific purpose in the same way a building is designed for a particular purpose.
  - ▶ They are very intentional about how, why and where they do things. Form & Function both matter. It is both an art and science.
- ▶ How do we define culture?
  - ▶ The dictionary definition of culture is: relating to the habits, traditions and beliefs of a society. It is the accepted norm of a group of people in a given time.
  - ▶ For our purposes, I would define culture as the perceptual filter that determines your actions, responses and outlook within a given, defined community.




# The four laws of building Culture

- ▶ *If you don't have a culture by design, you will have a culture by default.*
- ▶ *Whoever creates the culture rules the house.*
- ▶ *What a culture is, a culture grows.*
- ▶ *We must work within the culture to change the culture*

# Formal and informal culture

- ▶ Part of the process of building cultural integrity is determining the gap between the formal and the informal culture.
- ▶ The formal is what we say, informal is what we do.
- ▶ The narrower the gap between what we say and what we do the higher the degree of cultural integrity.
- ▶ The greater the cultural integrity, the greater the level of trust, credibility and engagement from the team.
- ▶ Matthew 23: 2&3 “The teachers of the law and the Pharisees sit in Moses’ seat. So you must be careful to do everything they tell you. But do not do what they do, for they do not practice what they preach.”





As a leader you, are the Cultural Architect, you need to ensure that what you are building is aligned with the values and purposes of God's Kingdom.

Is your culture filter a biblical filter or a cultural Christian filter?

# How do you build a lifegiving Culture?

- ▶ **Everything matters**, Every action sends a message, **declared support is not felt support!**
- ▶ As leaders **demonstrating** the **values** that, as an organization you espouse. This is oxygen to the soul and spirit.
- ▶ By always seeing things from the balcony **perspective**. Some hills are worth dying on, some are not. Matthew 17:24 - 27
- ▶ Developing language and stories that help **define & design** what the enterprise is all about.
- ▶ By seeing **change as a normal** outcome of those things that will never change.  
**Feedback is the breakfast of Champions!**



# The Feelings economy is real?

- ▶ The currency of the feelings economy...the emotional paycheque...
  1. Belonging (need to fit)- Relationship, Inclusion, Acceptance, team is key
  2. Security (Clarity) – Order, Efficiency, rules, predictability
  3. Freedom (supported) – Spontaneity, Flexibility, Adventure/risk, Autonomy/independence
  4. Significance (valued) – Achievement, Legacy, Status, Productivity
  5. Meaning (inspiration) – Need to understand why, Justice, strong ideology, inner witness, positive impact
  6. Accountability (appropriate) – Passive & Active permission to challenge in both directions





# Cultural Architects

IT IS ABSOLUTELY CLEAR THAT GOD HAS CALLED YOU TO A FREE LIFE. JUST MAKE SURE THAT YOU DON'T USE THIS FREEDOM AS AN EXCUSE TO DO WHATEVER YOU WANT TO DO AND DESTROY YOUR FREEDOM. RATHER, USE YOUR FREEDOM TO SERVE ONE ANOTHER IN LOVE; THAT'S HOW FREEDOM GROWS. FOR EVERYTHING WE KNOW ABOUT GOD'S WORD IS SUMMED UP IN A SINGLE SENTENCE: LOVE OTHERS AS YOU LOVE YOURSELF. THAT'S AN ACT OF TRUE FREEDOM GALATIANS 5:13-15 MSG

BUT THANKS BE TO GOD,  
WHO ALWAYS LEADS US AS  
CAPTIVES IN CHRIST'S  
TRIUMPHAL PROCESSION  
AND USES US TO SPREAD  
THE AROMA OF THE  
KNOWLEDGE OF HIM  
EVERYWHERE. FOR WE ARE  
TO GOD THE PLEASING  
AROMA OF CHRIST  
AMONG THOSE WHO ARE  
BEING SAVED AND THOSE  
WHO ARE PERISHING. <sup>16</sup> TO  
THE ONE WE ARE AN  
AROMA THAT BRINGS  
DEATH; TO THE OTHER, AN  
AROMA THAT BRINGS LIFE.

2 CORINTHIANS 2:14-16



Jesus is our  
Paragon!

# Jesus with his friends

- ▶ Matthew 17: 24-27
- ▶ After Jesus and his disciples arrived in Capernaum, the collectors of the two-drachma temple tax came to Peter and asked, “Doesn’t your teacher pay the temple tax?” “Yes, he does,” he replied. When Peter came into the house, Jesus was the first to speak. “What do you think, Simon?” he asked. “From whom do the kings of the earth collect duty and taxes—from their own children or from others?” “From others,” Peter answered. “Then the children are exempt,” Jesus said to him. “But so that we may not cause offense, go to the lake and throw out your line. Take the first fish you catch; open its mouth and you will find a four-drachma coin. Take it and give it to them for my tax and yours.”

# Jesus with the Crowd

## ▶ Mathew Chapter 5-7

- What is a blessed life
- Being Salt & light
- About fulfilling the law
- Working together and pleasing God
  - Instructions on murder, adultery, lust, divorce, oaths, how to deal with those who persecute you - You have been told, but I tell you
- Raised the bar and deepened our understanding of life and relationship
- He then goes on to the spiritual life of the Kingdom citizens – oaths, praying, fasting- creating right understanding
- Storing up treasure in Heaven, and not worrying
- He goes on to talk about judging others and getting the plank out of our eyes
- About false profits and foolish builders
- When Jesus had finished saying these things, the crowds were amazed at his teaching, because he taught as one who had authority, and not as their teachers of the law.

# Jesus creating language and stories (communication)

- ▶ Jesus uses over 40 parables and object lessons used to give insight into the Kingdom of God and develop our understanding of what it means to be in God's Kingdom. Most of which use marketplace examples of Kingdom activity
- Expressions like
  - The kingdom of God is like...
  - The first will be last
  - In order to find your life you must lose your life
  - Ask and you will be given, seek and you will find
  - Enter through the narrow gate

# Building a Lifegiving Culture

John 10:10

- ▶ Are you being proactive or reactive?
- ▶ Jesus was intentional about developing leaders not just followers.
- ▶ To do that he infected the disciples with his DNA. It was his plan to bring the kingdom to this small group of leaders. John 17:4
- ▶ The emotional paycheck was paid on time with bonuses.
- ▶ These principles function in any sphere of influence you are part of.

# The Culture conversation is a transformation conversation...

- ▶ In the Gospel of the Kingdom our hearts are redeemed but our minds are transformed.
- ▶ We are transformed by the renewing of our minds. Romans 12:2
  - ▶ Developing new thought patterns and behaviours
  - ▶ Based on a growing new identity - 2 Corinthians 5:17
  - ▶ And that creates new priorities
  - ▶ I begin to move from a default legal/moral filter toward a relational/restorative filter.





# Will you take up your role as Cultural Architect?

You can create life giving cultures in all the spheres of influence you are part of, that breath life into people and naturally leads them to embrace God's kingdom and the King of the Kingdom?