

3 Pitfalls of a Weakly-Defined Culture

Next to mission, a godly culture is essential for ministry effectiveness. Absent a healthy culture, mission suffers. So what exactly is ministry culture, and how do you identify yours?

Take the Ministry Culture Quiz

Ministry culture is a system of shared values and beliefs that govern how people behave. Put a mental checkmark beside the areas you're intentionally cultivating.

1. ___ We have an expressed value for how we exalt and engage with God throughout any given day or week.
2. ___ We have an expressed value for how we honor the sacredness of each person with whom we interact—staff, board, volunteers, clients, and individuals in the community at large.
3. ___ We have an expressed value for how we actively get to know each other and affirm each other's unique giftings and skills, leading to maximum engagement and ministry advancement.
4. ___ We have an expressed value for how we corporately discern God's wisdom and make decisions that have ministry-wide impact.
5. ___ We have an expressed value for how leadership invites input and feedback from staff members, and provides for appropriately open communication throughout the organizational structure.

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1. **Hit or Miss.** If you don't define your culture, your staffers will. And it will ebb and flow according to the comings and goings of staff along the way.
2. **Osmosis Myth.** Your staff may pick up on your values and commitment-level. But most of them won't carry it out to the extent that you do. A healthy culture isn't transmitted vicariously.
3. **Low Impact.** If your ministry culture is vague, its impact on your staff and ministry outcomes will be vague as well.

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