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Developing a Culture of Discipleship
(The Necessary Precursor to a Local Church Counseling Ministry)
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Summary:
Caring for souls happens in a church environment in which making disciples is systemic to the culture. But how is that climate created? This session will describe the process of shifting the focus of a church so that it can be prepared to train a soul care team.

Introduction:
How many churches have you visited recently? This is what you’ll discover:
Churches are like people – each one has its own personality

What is a “corporate culture”?
It is a blend of the values, beliefs, taboos, symbols, rituals, and myths all organizations develop over time.
The term describes and governs the ways an organization’s leaders and employees/members think, feel, and act.
“Corporate culture” includes the way(s) the organization ...

♦
♦ Treats its employees, customers/members, and the wider community
♦ Allows (even encourages) freedom in decision-making within assigned roles
♦ Allows (even encourages) creativity in developing new ideas and programs
♦

Note: The only way to really understand a culture is to be immersed in it.
Corporate culture could be formal:

* These formal statements answer important questions:
  ♦ A Vision Statement
  ♦ An Objective(s) Statement
  ♦ A Mission Statement
  ♦ A Values Statement

Note: There could be a significant disparity between what is written by the organization and what is experienced within the organization.

Corporate culture is always informal:

* What is spoken about, how it is spoken about, and/or what is merely understood

Where do we see this concept of corporate culture in the Bible?

* In the tribes of the Old Testament
  One nation; varying cultures
* In the nations of the New Testament
  One Body; varying cultures

Can organizations – or churches – have similar (or identical) purposes and disparate cultures?

How can a church’s corporate culture be changed?

1. The leader(s) recognize that the old ways (inherited? expected? imposed?) are not producing (God’s glory-focused, grace-filled, humble, ministry-minded, well-trained, and winsome) disciples of Jesus Christ
Are “old ways” always “bad ways”?

What are some examples of “this-church’s-culture-bound” areas of ministry or activities?

2. The leader(s) study the Scriptures to identify the values and structural changes necessary to produce disciples

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3. The leader(s) teach and talk about the new cultural perspectives

4.  

5. The leader(s) graciously and biblically respond to the expected reaction from those vested in the old ways

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Conclusion:

Biblical counseling is not something more for the church to do; It is a part of the thing the church should already be doing – making disciples of Jesus Christ.