## RENIEWAL CHURCH

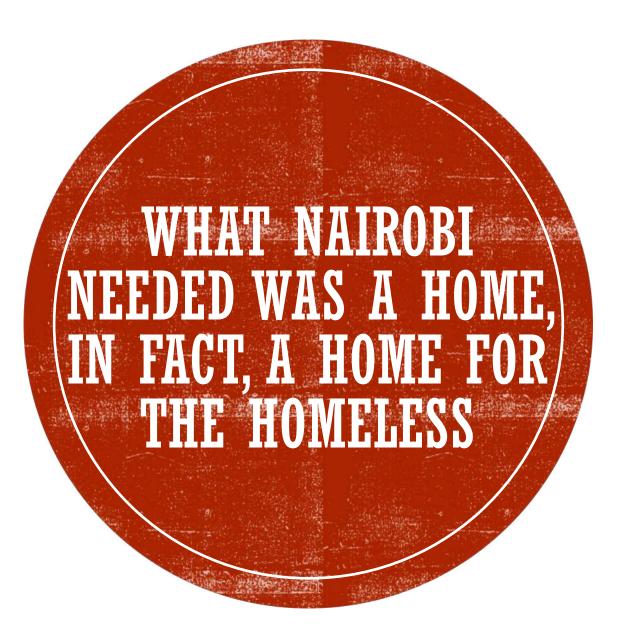
**Culture Deck** 

"Not trying to be the best church in Nairobi."
Trying to be the best church for Nairobi."

## WHEN WE STARTED RENEWAL SOMEONE TOLD US NAIROBI DIDN'T NEED ANOTHER CHURCH...



### AND THEY WERE RIGHT





# CHURCH NEEDED TO BE A PLACE THAT PEOPLE FELT WELCOMED, LOVED AND NEEDED.



NOT AN INSTITUTION TO EDUCATE
PEOPLE. BUT A FAMILY TO ADOPT PEOPLE.

BUT CHURCH ATTENDANCE WAS DECLINING, AND PEOPLE'S SCEPTICISM AND DISTRUST OF THE CHURCH WAS HIGH.



### SO WHY DO CHURCH?

WELL, WE DON'T DO CHURCH BECAUSE WE THINK EVERYONE WANTS IT.

BUT BECAUSE WE BELIEVE PEOPLE NEED
IT AND WE THINK GOD WANTS THE LOCAL
CHURCH TO PLAY A PART IN SEEING HIS
KINGDOM COME IN OUR TIME.







IS IT POSSIBLE WE HAVE MISUNDERSTOOD OUR MOMENT?

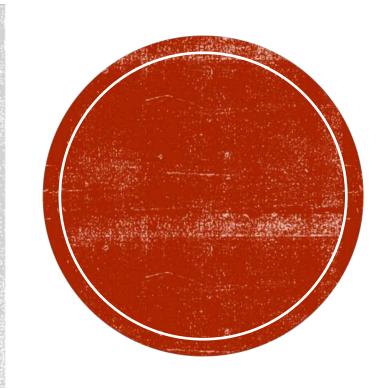
PEOPLE MAY BE GIVING UP ON CHURCH...BUT THEY STILL BELIEVED IN GOD OR HAD A PLACE TO EXPLORE THE POSSIBILITY OF HIM.

## WE WERE THEN FACED WITH A MOMENT WHERE:

WE FELT CHURCH WAS IMPORTANT

BUT...

PEOPLE HATED THE CHURCH



## SO, WE DID

# "CHURCH FOR THOSE WHO HATE CHURCH"

(or struggle with it.)



WHEN WE STARTED, WE LOOKED LIKE SO MANY CHURCHES, BUT WE WERE A BIT FRIENDLIER — WE DID NICER COFFEE, SMILED MORE, AND DIDN'T HAVE MUCH RELIGIOUS BAGGAGE.

AND WHILE THESE ARE IMPORTANT —

THEY ARE NOT COING TO CHANGE THE GAME







## KEY POSTURE CHANGE – FAMILY!...NOT INSTITUTION

INSTITUTIONS — SHAPE PEOPLE THEIR WAY, GET THEM INTO THEIR PROGRAMMES AND INITIATIVES, INSIST THEY ATTEND AND SERVE THEIR ENDS.

GOOD FAMILIES — DEVELOP AND NURTURE CHILDREN FROM A PLACE OF LOVE, HELP THEM FIND THEIR CALLING, AND PREPARE THEM TO ENTER THE WORLD AND HELP IT FLOURISH.

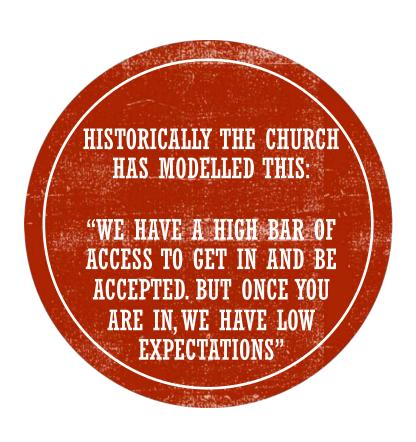
### SO WE CHANGED OUR THINKING

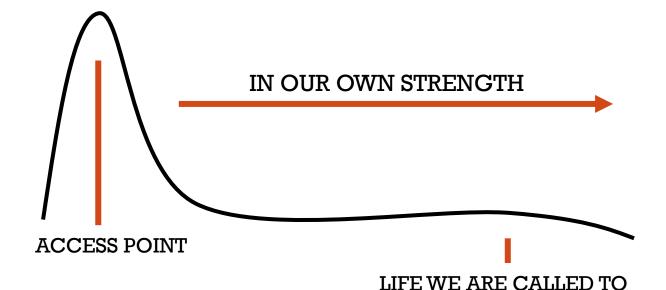
WE MEASURE OUR VALUE ON HOW WE CAN HELP PEOPLE FIND AND SERVE JESUS WHEREVER THEY MIGHT BE (SCHOOL, UNIVERSITY, WORK, FAMILY ETC.)

RATHER THAN 'CAN WE GET PEOPLE TO SERVE OUR CHURCH PROGRAMMES AND ATTEND SERVICES'.



## EXPECTATION THE CHURCH HAS ON PEOPLE JOINING





#### **CHARACTERISED BY:**

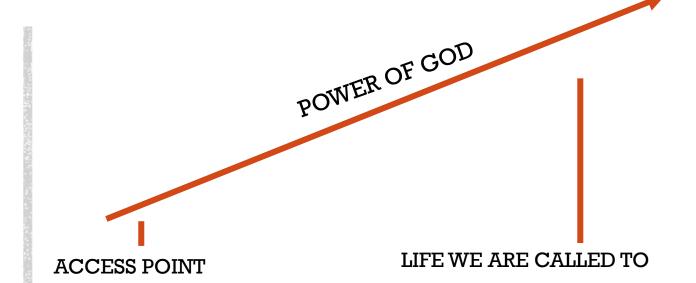
- LOOK LIKE US
- ACT LIKE US
- SMELL LIKE US
- BE LIKE US
- AGREE WITH US

#### **CHARACTERISDED BY:**

- SERVE THE CHURCH
- GIVE OF YOUR EXTRA
- BE NICE
- DON'T CAUSE TROUBLE

## OUR HOPES FOR WHAT GOD WILL DO WITH PEOPLE





#### **CHARACTERISED BY:**

- COME AS YOU ARE
- LOW EXPECTATIONS
- LOVE PEOPLE
- LOVE PEOPLE AGAIN
- LOVE PEOPLE EVEN WHEN THEY ANNOY US OR DON'T CHANGE

#### **CHARACTERISDED BY:**

- SERVE GOD WHERE HE HAS PLACED YOU
- GOD HAS A PLAN FOR ALL
- GIVE OF WHO YOU ARE
- DON'T BE NICE, BE AWESOME

## WE DO CHURCH FOR THOSE WHO HATE CHURCH. THROUGH COMMUNITY, FOOD, COFFEE, GOD & FUN.



# AND REALISE BY KNOWING JESUS, GROWING TO BE LIKE HIM AND DOING THE THINGS HE DID, OUR LIVES WILL CHANGE AND OUR CITY WILL LOOK MORE LIKE GOD WANTS IT TO.

Mission statement

"To achieve this, we recognise we will need to value and chase things differently to many other churches and organisations."





We value what we value

What we do matters

Never hire for competence alone – DNA matters

Bravery

Embracing who we are

# WE VALUE WHAT WE WALUE

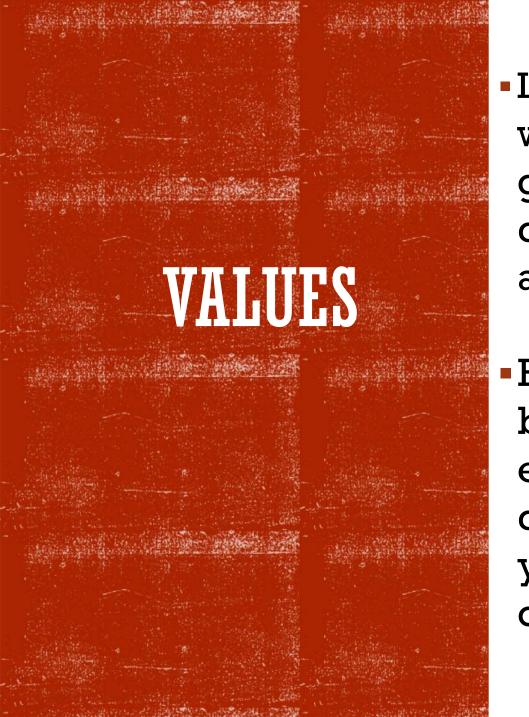


# We Value What We Value

We have no interest in vague or fluffy words that we might pin up around our spaces (though they might be useful reminders!). To us these are not values.

Values must be verbs, something we do, or at least try to do. We are not immune to failure or oversight. But values must be something we are trying to do, reminding others to do, and showing all those around us who we are.

In short values are what we do, all the time.



Lots of companies have values, but we wanted better definition on values than good actions. To us values are more like distinctive behaviours that we do and aspire to do more of:

• E.g. 'treating people well' should **never** be a value of any organisation because everyone should be doing that! If you don't no one will never want to be with you anyway. For us we presume that lots of so-called values are givens.



### VALUES

- When we meet, we eat
- We take Jesus seriously and don't take ourselves too seriously
- Time for adventure
- More than me, in a selfish culture
- Rooted, in a fickle moment





### \*When We Meet We Eat

WHEN WE MEET, WE EAT — WE DON'T DO FOOD BECAUSE WE THINK THE PEOPLE TURNING UP ARE HUNGRY (THOUGH THEY MIGHT BE), BUT BECAUSE IT PLACES TABLE AND A SENSE COMMUNITY AT THE HEART OF WHAT WE DO...

IT SLOWS PEOPLE DOWN, FORCES THEM INTO DIFFERENT SPACES, DEEPER CONVERSATIONS AND LIFE PATTERNS.

IN SHORT IT IS A COUNTER CULTURAL MECHANISM IN OUR WORLD — AS WE GROW, WE MOVE FROM BEING A CIRCLE TO BEING CIRCLES OF CIRCLES...





## Take Jesus Seriously,

Don't Take Ourselves Seriously



OFTEN OUR POSTURES, OUR SELF RIGHTEOUSNESS IS TOO SERIOUS. BUT WE WANT TO BE HUMBLE, HONEST ABOUT OUR OWN HUMANITY, NOT TOO SERIOUS TO LAUGH AND JOKE, AND TO DISARM PEOPLE BY OUR SENSE OF FUN AND LACK OF RELIGIOSITY.



IN REALITY THIS MEANS...WE LAUGH TOGETHER, PLAY TOGETHER, WE TRY AND RECOGNISE THE MOMENTS WE ARE IN.

WHO DO WE THINK INVENTED HUMOUR?!



### BUT WE ARE SERIOUS ABOUT JESUS...

WE LOVE JESUS, HE IS OUR SAVIOUR AND ALL WE DO IS POINTED TOWARDS KNOWING HIM, GROWING TO BE LIKE HIM AND DOING WHAT HE DID.

IF IT DOESN'T, WE DON'T DO IT.





## Time for adventure

IN A TIME OF RISK ADVERSITY AND
SAFETY FIRST WE ARE ALWAYS
READY FOR AN ADVENTURE.



## "Venture?..."

The word adventure comes from the word venture which means – to take risk:

"What does that look like for us?"



# THE EARLY DAYS OF THE CHURCH THAT WE SEE IN THE BIBLE WERE MARKED BY GREAT ADVENTURE. AND AS WE LOOK AT CHURCH THROUGHOUT HISTORY IT HAS BEEN MARKED BY ADVENTURE...

BUT WHY HAVE WE LOST THAT?



"YOU CHRISTIANS LOOK AFTER A DOCUMENT CONTAINING ENOUGH DYNAMITE TO BLOW ALL CIVILISATION TO PIECES, TURN THE WORLD UPSIDE DOWN AND BRING PEACE TO A BATTLE-TORN PLANET BUT YOU TREAT IT AS THOUGH IT IS NOTHING MORE THAN A PIECE OF LITERATURE."



### MAHATWA GHANDI

### IS IT POSSIBLE

# WE HAVE BECOME SAFE, DULL, INEFFECTUAL AND UNHELPFUL?



# SO WE TRY AND DO VENTURE WITH THESE THINGS:

- Venture People some do risk with capital (venture capitalists) some risk with ideas (entrepreneurs) we do risk with people – taking a risk on those others may overlook, discount or fail to see the value of.
- Discipleship with Monday in mind the aim of the church is not to fulfil its
  programmes and activities, but to release the church to be on mission where they
  already are.
- Church praxis can we be brave, daring, creative, thoughtful and meaningful in the way we look to do church life? Feel the pain of ideas and doing them anyway and choosing to do the right thing even if it is hard or daunting.

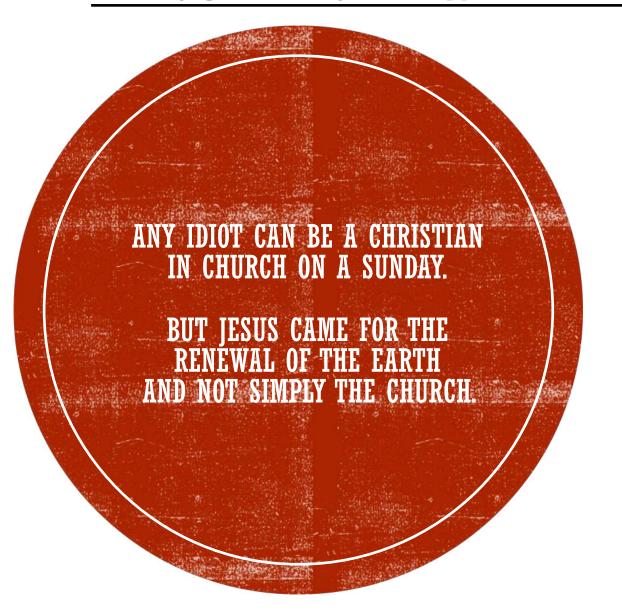


## Venture people

Jesus' posture was to take risks with the most unlikely people – those not deserving, those not educated or talented enough, mess makers, broken and hurting, even betrayers.



### "DISCIPLESHIP WITH MONDAY IN MIND"



SO HOW IS OUR DISCIPLESHIP CULTURE HELPING SHAPE PEOPLE TO PLAY OUR PART IN SEEING GOD'S WORLD FLOURISH, EVERY DAY?

OUR AIM IS NOT TO DRAG PEOPLE AWAY
FROM THEIR LIVES TO BE PART OF THE
CHURCH;

BUT TO HELP THEM BE BETTER AT BEING LIKE JESUS WHEREVER THEIR LIFE IS.

24/7
mission



WE FOUND AS WE GREW, WE NEEDED PEOPLE TO GIVE UP THEIR LIVES AND SERVE THE CHURCH JUST TO MAKE IT WORK.



SO, WE CUT BACK ON THE THINGS WE DID - NOT BECAUSE THEY DIDN'T ADD VALUE, BUT THEY TOOK OUR EYES OF THE FOCUS

# THEREFORE, WE DON'T JUST DO MORE AND MORE PROGRAMMES. ALL OUR CHURCH ACTIVITIES ARE RUN THROUGH THIS MATRIX:

- IS THIS A DISTINCTIVE THING THE CHURCH SHOULD BE DOING?
- IS IT HELPING AND EQUIPING US FOR WHAT GOD HAS UNIQUELY CALLED EACH ONE OF US TO DO?

SO WE DON'T HAVE SINGLES, MENS, WOMENS, OR MID-WEEK SERVICES

FOR INSTANCE — THESE ARE GREAT BUT THEY TAKE OUR EYES OFF

WHAT WE ARE CALLED TO AS RENEWAL.



#### **Church Praxis**

OUR AIM IS NOT TO PROTECT WHAT WE HAVE BUT TO RISK EVERYTHING.

IF GOD IS ASKING US, TO SEE HIS KINGDOM FLOURISH, THEN WE NEED TO BE PREPARED TO BE 'ALL IN' IF THAT IS WHAT IT TAKES.

"There will come a time when we need to put all the chips in."

#### WHAT THIS HAS LOOKED LIKE

SETTING UP A LEGAL AID CHARITY TO BUST PEOPLE OUT OF PRISON BEFORE WE EVEN STARTED CHURCH.

SPENDING OUR TIME HANGING OUT WITH SEX WORKERS AND CREATING SAFE COMMUNITY IN THE MIDDLE OF THE REDLIGHT DISTRICT.

BUSTING MYTHS ABOUT HOW CHURCH SHOULD BE RUN.

SETTING BUDGETS WE THOUGHT WERE CRAZY.

BEING NAUGHTY AND PROVOCATIVE IN OUR THINKING AND LANGUAGE TO NUDGE PEOPLE THE RIGHT WAY

"BRAVERY DOESN'T
MEAN WE ARE IMMUNE
TO PAIN OR FEAR. ONLY
THAT WILL STILL TAKE
RISKS WHEN WE FEEL
IT."

### More Than Me\*

IN A SELFISH MOMENT WHAT

DOES LIVING FOR

SOMETHING BIGGER MEAN?



"IF YOU LOVE THOSE WHO LOVE YOU, WHAT REWARD WILL YOU GET? ARE NOT EVEN THE TAX COLLECTORS DOING THAT? AND IF YOU GREET ONLY YOUR OWN PEOPLE, WHAT ARE YOU DOING MORE THAN OTHERS? DO NOT EVEN PAGANS DO THAT?"



#### JESUS CHRIST



IN A MOMENT THAT IS ALL ABOUT ME, IT TAKES A BOLDNESS AND COURAGE TO SAY THAT IS NOT TRUE. IT IS ABOUT OTHERS.



#### **QUESTIONS WE ASK**

HOW DO WE GIVE OURSELVES AWAY?

DOES WHAT WE ARE DOING HURT FOR THE SAKE OF OTHERS?

WHAT IS THE 150-YEAR VISION FOR THE CHURCH (I.E. WHAT ARE WE BUILDING FOR OUR GRANDKIDS, GRANDKIDS GENERATION?)



### \*Rooted

IN A FICKLE CULTURE, WHERE
CANCELLING IS ACCEPTED, WHERE TIES
ARE LOOSE AND COMMUNITY IS
REDUCED TO A BUZZ WORD.

WHAT DOES IT MEAN TO BE ROOTED?



## "AS WE HAVE RECEIVED JESUS AS LORD WE CONTINUE IN HIM — ROOTED AND ESTABLISHED"

(APOSTLE PAUL IN EPHESIANS)

#### ROOTED PEOPLE





ROOTEDNESS DOES FOR US WHAT

ISOLATION AND DISCONNECTION CAN'T

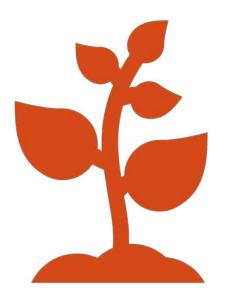
— IT ENCOURAGES US, EXPOSES US,

ENLARGES US AND EMPOWERS US.

IT IS ABOUT CITIZENSHIP AND NOT CONSUMPTION

#### OUR AIMS ARE:

ROOTED IN JESUS
ROOTED IN EACH OTHER
ROOTED IN OUR WORLD





#### IN JESUS



# WE NEED TO LEARN TO KNOW HIM, ESTABLISH OUR LIFE IN HIM - THROUGH PRACTICES AND RHYTHMS OF CHURCH; AND CHOICES THAT WILL GROUND OUR FAITH

#### IN EACH OTHER



THE CHRISTIAN JOURNEY IS NOT ONE WE DO ALONE — IN FACT IT WILL CRUSH THE INDIVIDUAL. BUT IN COMMUNITY WE PLAY OUR PART IN GOD'S BODY AND LIVE IT OUT.

#### IN THE WORLD



THE AIM IS NOT TO MAKE OUR CHURCH FULL OF NICE PEOPLE — BUT OUR ROOTEDNESS IS PLANTED IN OUR OWN PERSONAL CONTEXTS TO LIVE OUT, WITH OUR SKILLS, TO SEE GOD'S WORLD FLOURISH

## WHAT WE DO MATTERS



## OUR JOB IS TO SHOW THE SAVIOUR OF THE WORLD TO A BROKEN PEOPLE.

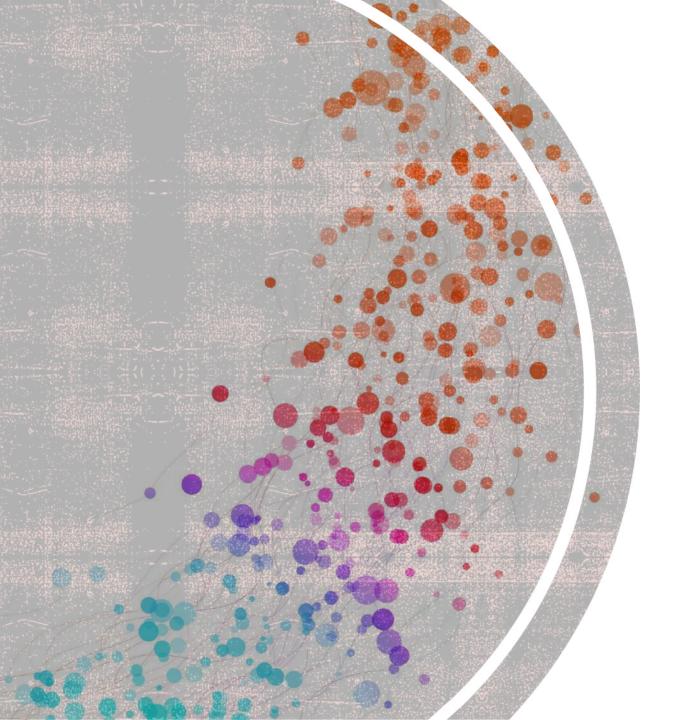
WE WON'T DO THIS BY
BEING AVERACE, BENICN OR
SIMPLY NICE.





### MANY CHURCHES HIRE NICE PEOPLE, WHO DON'T OFFEND, DON'T MAKE MESS AND WILL BE A SAFE PAIR OF HANDS THIS IS NOT US





#### WE WANT:

- DREAMERS AND DARERS
- PEOPLE WHO PERFORM HIGHLY
- PEOPLE WHO GET THE JOB DONE
  - EXCEPTIONAL THINKERS AND PRACTITIONERS
- THOSE WHO KNOW THEIR JOB AND EXECUTE IT

THESE ARE OUR KIND
OF PEOPLE

#### Lots of people want these qualities...



BUT WE CHOOSE NOT TO HIRE IF WE DON'T FIND THE RIGHT PEOPLE AND WILL LOVINGLY AND GENEROUSLY RELEASE PEOPLE IF THEY DON'T LIVE UP TO THESE STANDARDS. THE COST OF TEPID, INDIFFERENT AND BENIGN PERFORMANCE IS TOO HIGH OF A PRICE TO PAY FOR GOD'S KINGDOM.



#### THIS LOOKS LIKE:

A PLACE WHERE WE WORK HARD AND CHASE DREAMS, WORK TOGETHER AND HAVE FUN.

WE ALL MAKE MISTAKES, BUT WE LEARN AND GROW FROM THEM.

WE ARE NOT AFRAID OF TOUGH CONVERSATIONS WITH ONE ANOTHER.

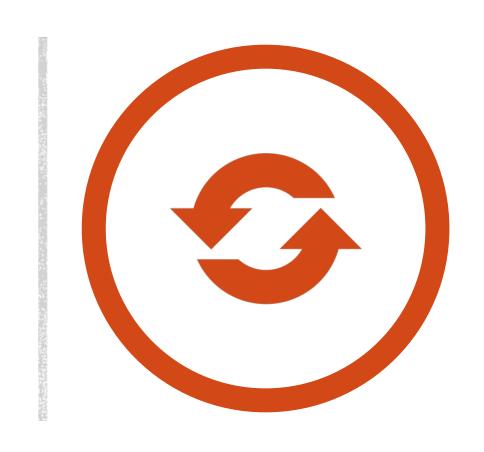
GRIT, CRITICAL THINKING, CREATIVITY AND SELF-STARTING MATTER, A LOT.

#### WE WON'T:

MICRO-MANAGE
BE VERY PRESCRIPTIVE
OVERLY IMPOSE OR ADD UNNECESSARY RULES
MEASURE YOUR HOURS

#### WE WILL:

EXPECT YOU TO DELIVER
LISTEN TO YOU AND ENCOURAGE YOU
BUILD YOU AND INVEST IN YOU
KEEP CHASING THE DREAM
BE HARD ON YOU, IF YOU
FAIL TO DO WHAT YOU HAVE SAID YOU WILL
NEED YOU TO ACT IN RENEWAL'S BEST INTERESTS



#### Not everyone wants this culture!

AND THAT IS OK.

BUT FOR US STANDARDS MATTER, BECAUSE -

WE SEE THAT GOD LIKES HIGH STANDARDS.

WE WANT TO BRING THE BEST WE CAN.





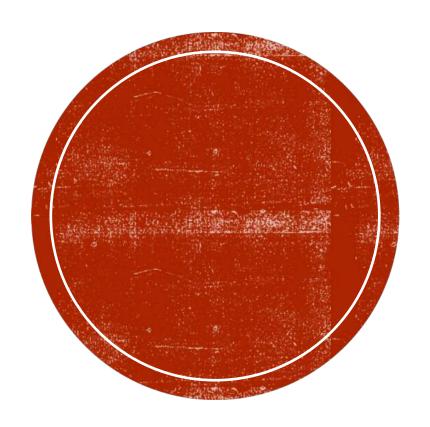
## DNA OVER COMPETENCY



THE ONLY TIME WE HAVE EVER MADE SERIOUS HIRING ERRORS IS WHEN WE HIRE AND WE KNEW THE DNA WAS WRONG, BUT THE COMPETENCY LEVEL FELT A GOOD FIT.

NOW, IF DNA IS WRONG, WE WON'T HIRE





When we felt pain points in our teams it was so seductive to hire based on competency.

It filled needs we had and took pressure off us all.

But we always had to unwind, release and rehire.

**Ultimately it was damaging** 

IT IS NOT THAT COMPETENCY
DOESN'T MATTER — OF COURSE IT
DOES.

BUT IT IS NOT ENOUGH ON ITS OWN.

DNA — IS OUR HOUSE STYLE, THE WAY WE DO THINGS AROUND HERE.





Our DNA Is Everywhere And It Matters. It Looks Like:

**Eating During Services** Light Touch In Speaking Dressing Down Speaking Up Of Each Other Informal Approach Hard Work In The Background Low Access To Church **Everyone Gets To Play** Children Are Central Poke Fun At Each Other Fiercely Loyal And More



WE WILL ALWAYS CHOOSE TO ACT BRAVELY.

WE DON'T LOOK FOR MOMENTS TO BE BRAVE, BUT WHEN THEY ARRIVE, WE DON'T RUN FROM THEM.

WE ARE NOT IMMUNE TO PAIN, BUT STILL ACT BRAVELY.



SO, WE WILL ALWAYS CHOOSE TO BE FORERUNNERS — WE AREN'T TRYING TO BE LIKE OTHER CHURCHES OR BETTER THAN THEM, WE ARE TRYING TO DO WHAT OUR CONGREGATION NEEDS TO MEET JESUS. EVEN IF PEOPLE THINK WE ARE STUPID.

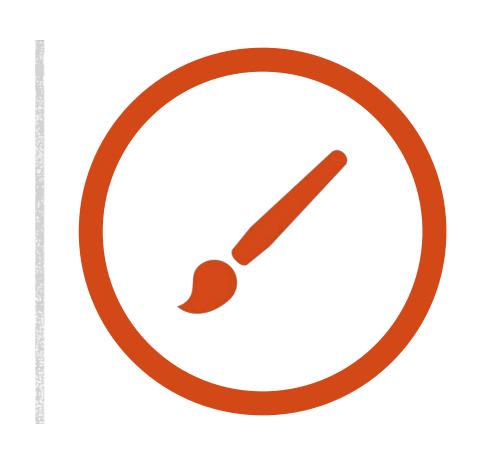


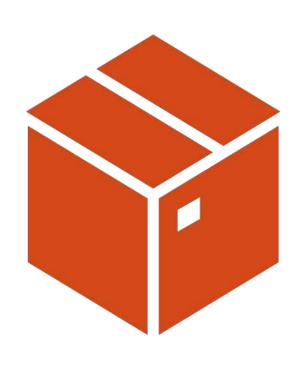
#### IMAGES OF THIS:

#### PAINTING OUTSIDE THE LINES

JUST BECAUSE IT HAS BEEN DONE A CERTAIN WAY DOESN'T MEAN ANYTHING, AND WE ARE NEVER AFRAID TO MAKE A MESS ALONG THE WAY.

WE DON'T WANT TO CONFUSE NEATNESS WITH GOOD WORK



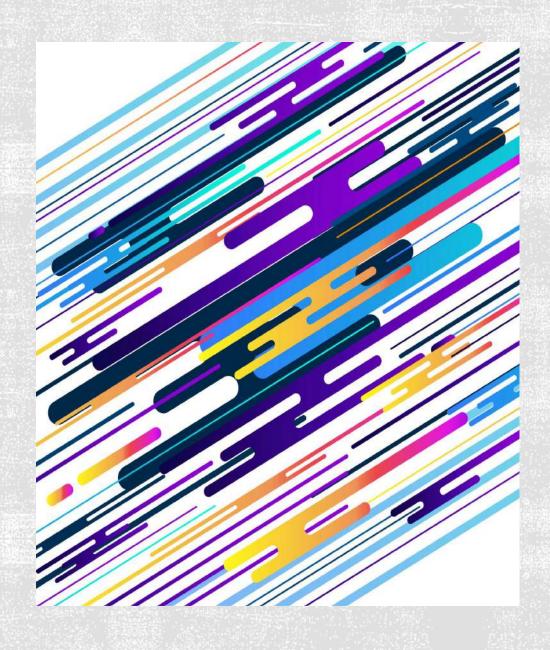


#### IMAGES OF THIS:

#### BOXES BECOME INVISIBLE -

IF THEY ARE USEFUL, THEY CAN BE KEPT,
BUT THE LINES OF A BOX ARE INVISIBLE
TO US — WE ARE NOT AFRAID TO PAINT
NEW LINES AND RE-PAINT THEM IF IT
HELPS US CHASE AFTER WHAT GOD WANTS





#### IMAGES OF THIS:

#### DON'T BE AFRAID OF BEING NAUGHTY —

BOUNDARIES NEED PUSHING.
CONVENTIONAL WISDOM DOESN'T ALWAYS
WIN. MISTAKES CAN BE MESSY AND
HAVE POOR BEHAVIOR—

BUT OFTEN IT CHALLENGES THE WAY WE THINK AND PRACTICE.



## EMBRACING WHO WE ARE





## WE WANT TO LOOK THROUGH THE WINDOW THAT GOD HAS GIVEN US





We respond to who we are, who God sends to us and change accordingly – we value agility.

Many churches either stay small because they want to or because they don't react well and thereby create artificial ceilings...

We believe it is possible to grow and still be all the above things and do what God wants us to.

