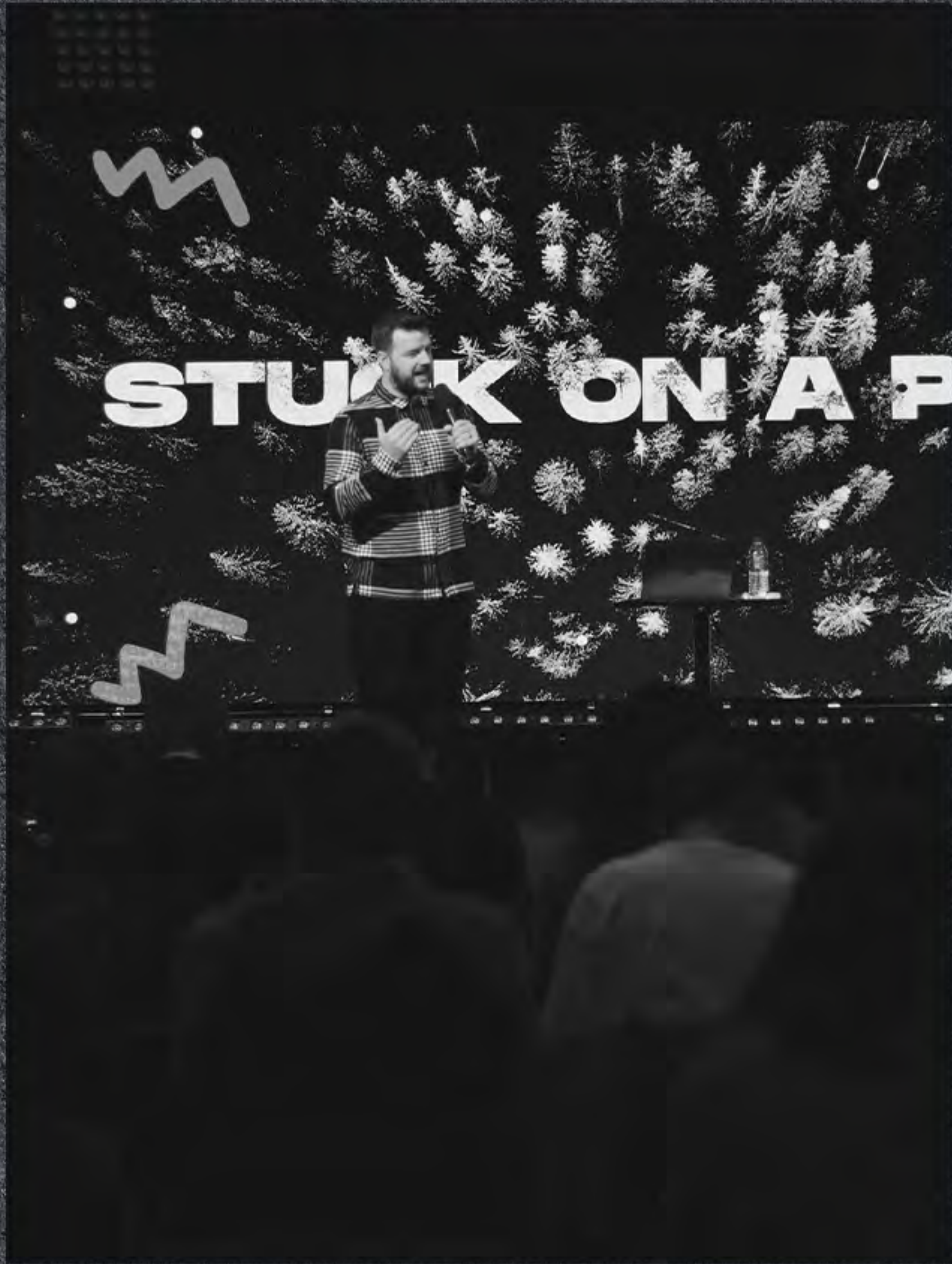


CULTURE GUIDE

FEBRUARY 2021

IKON CHURCH





CULTURE DOESN'T HAPPEN BY DEFAULT

BUT BY DESIGN!



IKON CULTURE GUIDE

Here at IKON, we know that culture either happens by default or by design. Rather than allowing our feelings, upbringing, or the standards of our society take the lead, our goal is to intentionally and consistently create the culture we want to see. This book is your guide to the culture and language at IKON. If you experience something that needs to be added to this book, let us know.

HOW WE VIEW VISION, MISSION & VALUES

VISION - This is our ultimate goal
Our vision is Human Flourishing

MISSION - This is what we do to achieve that goal
Our mission is to build relevant contemporary churches, reaching people with the message of Jesus and empowering them to lead in every sphere of life and influence the world

VALUES - These are the behaviours and the way we do it
Our values are Generous, Creative, Positive, Empowering, Passionate & United

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IKON VALUES

Our IKON Values are who we are. They are not just what we do, they are part of our DNA. These are non-negotiable for our staff and servant leaders.

GENEROUS

We give and we give again.

Generosity is about giving more than what is required. We see generosity as a privilege. We're generous with our time, talents and treasure. We go first in our giving because God has given richly towards us; it's our honour to give back to Him.

CREATIVE

We always find a way.

We are going to always do the best with what we have. We're on time, engaged and prepared. We don't do things halfway. If we're going to do it, it's going to be to the best of our ability.

POSITIVE

We are faith filled; believing and speaking the best.

Our heart is for ALL people. All people are loved by Jesus. We make no apologies for being specifically focused on reaching those far away from God.

EMPOWERING

We give responsibility and encourage ownership in all areas of life.

If you're too big to serve then you are too small to lead. We believe the greatest leadership is service to others. Every leader is a servant first. From the car park to the stage, everyone serves. Every role is different but they are all important. If you ain't helping, you ain't helping!

PASSIONATE

We go all in, because it really matters.

Everything we do, we do with passion. From our worship to our service we do it with Holy Spirit Energy. Passion drives us. Passion for Jesus. Passion for people. Passion for His church.

UNITED

We go beyond community and build communitas

We cover, we protect, we restore, we challenge, we rebuild, we recover. We do not gossip, slander or criticise. Disunity is our enemy, we do not like our enemy.

LEADERS VALUES

Our Leaders Values are who we aspire to be. Though we may not always live up to them, these are the attributes we are constantly pursuing as a leadership team.

LEADERS VALUES

MAKE IT BETTER What am I doing personally to help us improve organisationally? My role, no matter the job description, is to make the organisation better. I won't do tomorrow what I can do today. I choose to put my full weight down. Imitate. Innovate. Evaluate. Improve.

TAKE IT PERSONALLY How am I personally engaged in our mission and vision? How am I putting into practice that which I am encouraging others to participate in? We can't ask people to do that which we are unwilling to do. We lead but we also participate. We are not just church leaders, we are members of the body. Serving, giving, Connects, IKON Track, the fundamental parts of our church are championed by the team whole-heartedly. This is who we are. We are the Church. Think. Be. Do.

WORK TOGETHER Where am I leveraging the talents and skills of those outside my primary team? "I'm not too proud to ask for help, and I'm not too busy to be of help." I will inspect what I expect. Collaboration is valued in all aspects of ministry. There are no one man bands at IKON Church. God is honoured in our unity. We seek to honour God by our collaboration in every aspect of His church.

WHO'S NEXT? Who am I empowering today? It's not just about getting the job done, it's about involving as many people as you can. If you replace yourself, you'll always have a place. Leaders who attract leaders are the leaders you can't afford to lose. You can't fill anyone's cup, but you can empty yours. If you are not bringing someone along and teaching them how to do what you are doing, you are not leading. We are not doers, we are leaders. We are intentionally creating and communicating a pathway of growth and purpose for others.

REMAIN FLEXIBLE How do I manage the tension triggered by new ideas, innovation, and change? God gives you the "what" before he gives you the "how." We are not intimidated by a big vision. We run towards God dreams and put our faith in action. Everyone is up for change until something changes. Change brings tension. In order to be flexible you have to constantly stretch. We embrace the stretch and the tension that change brings. We are not defensive or protective. We are called to the "house" not a "room." We are committed to the big picture.

BE THANKFUL Am I finding something or someone to celebrate today? Gratitude brings joy and joy brings strength. We make it a Church focus to celebrate the journey every step of the way. We don't take ourselves too seriously. We are committed to learn to laugh and have a sense of humour. Celebrate others success. We like to party (with a purpose) at IKON. We make hard work look fun.

WE'RE POLITICALLY ACTIVE BUT NOT POLITICALLY ALIGNED To be involved in government and politics may well require us to join a political party. However, we are Kingdom people, not conservative or socialist etc. We realise that Jesus, and therefore, by extension, us cannot be squeezed into a particular ideology, whatever that might be.

WHAT WE DO

We've identified key building blocks for our church, foundational pillars upon which we could build a healthy community.

SUNDAY SERVICES The large, corporate gathering of our church community every Sunday. Service times and locations may change but our gathering is always centred on worshipping God and connecting with others.

IKON TRACK The IKON Track guides you to discover your redemptive purpose and live the life God created for you. IKON Track is made up of four steps over four weeks that equip you to follow Jesus, connect at church, discover your purpose, and serve others. IKON Track takes place at all our locations.

GOO KIDS Our GOO services instils into kids the love of God and their God given identity. These happen simultaneously with IKON Church services.

CONNECT GROUPS Connect Groups are small gatherings of 10-15 people who meet in various homes to hang, eat, discuss a recent Sunday message, care for one another and pray together. These gatherings take place every other week.

IKON YTH The next generation of leaders. Every Friday these leaders are equipped with knowledge of the love of God and their identity in IKON yth. This is not babysitting. It's leadership development.

SERVICE CULTURE

It's not just what you say, but what you do, that is important at IKON. There are some things we do a lot and others that we won't ever do.

Pay attention to what we do.

- If you sprint, others will run (We set the atmosphere and culture)
- We're ready in our seats at 1 minute to go
- When the pre roll hits 30 seconds we all clap
- Fill from the front
- We turn up expectant and with energy
- Always encourage the speaker (Don't wait for a point you agree with)
- Honour/Stand for the Speaker
- One Claps, All Claps
- We don't leave during services
- Team aren't on their phones
- We focus on who's in the room, not on who's not
- Bring the culture & values
- We are all on team
- Put others before yourself
- Be at the service 30 min before & after
- Connect people to people
- We're all on new people (Be intentional)
- Always connect with people on their own
- Environment of belonging before you believe
- Every person matters
- We are ready for guests and ready for God to move
- We set the temperature right from the start
- We exceed expectations
- Have FUN

CULTURAL LANGUAGE

It's not just what you say, it's how you say it. Here at IKON, we're pretty particular about the language we use. There are some things we say a whole lot, and others you'll never hear us utter. Pay careful attention to the language below to avoid cultural faux pas.

DON'T SAY	INSTEAD, SAY
It's good to have you with us	It's great to be together
Your Church	Our Church
Location	Campus
I have to do it	I get to do it
I have to be here	I get to be here
It's not my problem	How can I help

CULTURAL PHRASES

THE BEST IS YET TO COME

We are people of faith and believe all things work together for our good as we trust God. Our eternity is secure because of Jesus, and that is truly the best that is yet to come, no matter what this life may bring.

A CONNECT TURNS A CROWD INTO A COMMUNITY

Sunday is our large gathering but Connect Groups create intimate moments for relationships to be established. In the context of small groups individuals discover personal support for every season of life.

IF SERVING IS BENEATH YOU, LEADERSHIP IS BEYOND YOU

The first step of leadership is a willingness to meet needs. We fill gaps wherever we see them, regardless of whether the task is in our department or job description. Serving others develops the leader within us and guarding our servant heart in every season keeps our leadership genuine and effective.

INSPECT WHAT YOU EXPECT

As leaders we don't assign responsibilities and move on. We give responsibility and then inspect how the job was completed. By inspecting what we expect, we are able to measure how well the task was done and create goals for the future.

JUST KEEP COMING BACK

At the end of each service the person closing will encourage people to just keep coming back. Church isn't a one-day event. It's a community that enjoys the journey together. Each Sunday builds on the next. If you don't know what to do, just keep coming back and watch as your life is changed.

THIS CHURCH ISN'T BUILT ON THE TALENTS OF A FEW, BUT ON THE SACRIFICE OF MANY

The only way the church progresses is with a sacrificial spirit. IKON teams and connects are made up of countless men and women who place their personal preference aside for the larger purpose of seeing the message of Jesus advance.

CULTURAL PHRASES

MORE IS CAUGHT THAN TAUGHT

People are looking for leaders who walk what they talk. Witnessing faith and leadership in action is the most effective teaching. Live life understanding that others are watching what you do, not just what you say, and they are following suit.

WE DON'T HAVE TO, WE GET TO

Serving is a privilege. We serve willingly. No one is forcing us to be here, so we show up with a smile and an expectancy that as we unite to build God's house, miracles take place.

WHAT WE ARE PART OF IS BIGGER THAN THE PART WE PLAY

There are no divas at IKON. We are a part of the global, capital "C" church, not just in the present but throughout many generations past and to come. Our position or title is not the point. What we accomplish when united together is what pleases the heart of God.

FORGIVE EVERYONE, EVERYTHING, EVERYDAY

We know that forgiveness is powerful, so we live by the principle of forgiving everyone, everything, everyday. We don't hold onto grudges and bitterness, keeping ourselves free to do what God has for us.

WE ALWAYS FIND A WAY

When faced with a problem, don't write off possible solutions prematurely. Just because you have never done it that way before doesn't mean it won't work. Finding solutions requires an open mind to new ideas, a willingness to take risks and a resolve to stop cynicism from killing the solution before it has a chance.

HEALTHY THINGS GROW

The ultimate goal of IKON is it's health. True health creates strength that sustains genuine growth. The grass is greener where you water it. We believe that as we continue to steward what God has given us, water it, and focus on it's health, so it will grow.

IT'S NOT BABYSITTING; IT'S LEADERSHIP DEVELOPMENT

At IKON yth we're not playing games and passing time, we're intentionally building next generation leaders.

YOU BELONG HERE

At IKON, we say you "belong before you believe". We are an inclusive church. All are welcome to come on the journey.