



REVISED 2022
ONE BY ONE

CULTURE *GUIDE*



DREAM AGAIN

CULTURE EITHER HAPPENS BY DEFAULT OR DESIGN

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WE ARE CULTURE CARRIERS

INTENTIONALITY AND CONSISTENCY

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WE CREATE THE CULTURE WE WANT TO SEE

- 1. CORE VALUES**
- 2. TEAM VALUES**
- 3. CULTURE CODE**
- 4. LANGUAGE**
- 5. LEADERSHIP**
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ROSE CULTURE GUIDE



HERE AT ROSE CHURCH WE KNOW THAT CULTURE EITHER HAPPENS BY DEFAULT OR BY DESIGN. RATHER THAN ALLOWING OUR FEELINGS, UPBRINGING, TRADITIONS, OR THE STANDARDS OF 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, LANGUAGE AND HEARTBEAT OF ROSE CHURCH. IF YOU EXPERIENCE SOMETHING THAT NEEDS TO BE ADDED TO THIS BOOK, LET US KNOW. AS OUR CHURCH GROWS AND CHANGES, THIS BOOK WILL AS WELL. WE'RE ALL ON A JOURNEY TO GROW IN OUR FAITH. WE ARE ALL CULTURE CARRIERS.

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OUR CORE VALUES ARE WHO WE ARE! THEY ARE NOT JUST WHAT WE DO. THEY ARE OUR DNA. THESE ARE NON-NEGOTIABLE FOR OUR TEAM.

CORE VALUES

HOPE LIVES HERE

WINNIPEG, MB

JESUS IS OUR EVERYTHING

All that we are and do is centred around the life-altering truth of the Gospel of Jesus Christ. We are rooted in, shaped by, and committed to life with Jesus and our heart's desire is for people to discover the incredible reality of a vibrant relationship with God.

PEOPLE ARE OUR HEART

We are committed to loving ALL people, from different backgrounds, ethnicities, generations and walks of life. We will fiercely love people, wherever they're at, and point them to the wonder and freedom found in Jesus. We will live in such a way that every person who walks through our doors will receive the same message, Welcome Home

GENEROSITY IS OUR PRIVILEGE

God has richly and freely given to us, and so we position ourselves to give back. We are committed to being generous with our time, abilities, hearts and finances. We will lead the way with an abundance mindset, focused on what we have and not what we don't.

EXCELLENCE IS OUR METHOD

Everything we do, we do for the glory of God. We don't cut corners or take shortcuts. Both our final product and the process to get there is our worship. We understand that the stakes are high and we will do everything we can, to the best of our ability, so that people can encounter Jesus.

FAITH IS OUR BATTLE CRY

We will never settle for small thinking and comfortable living. We know that God has called us to have a large impact in our city, country and world. We will never stop believing for miracles and the supernatural move of God. We are marked by audacious faith and we aren't afraid to take a risk or ask God for the impossible.

CREATIVITY IS OUR SPIRIT

Our heart is to reach people with the awe-inspiring hope of the Gospel and we will innovate, invent and create in every sphere of life so more people can know Jesus. While the message will never change, the methods can always change. To reach people no one else is reaching, we must do things no one else is doing.

GROWTH IS OUR PURSUIT

We want to see every person building the local church through the unique gifts and passions given to them by God. We want to unleash people to serve the world around them in their greatest capacity. We are committed to discipling one another so we can live out the fullness of our calling, not conforming to the world but influencing culture and charting our own path.

HOPE LIVES HERE

OUR TEAM VALUES ARE WHAT WE ASPIRE TO BE. THOUGH WE MAY NOT ALWAYS LIVE UP TO THEM, THESE ARE THE ATTRIBUTES WE ARE CONSTANTLY PURSUING AS A TEAM.

TEAM VALUES

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MAKE IT BETTER

What am I doing personally to help us improve organizationally? My role, no matter the job description, is to make Rose Church better! I won't do tomorrow what I can do today. I choose to put my full weight down right now and in every moment.

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. Collaboration is valued in all aspects of ministry. There are no one-person bands at Rose Church. I recognize that what I am a part of is bigger than the part I play. God is honoured in our unity. We seek to honour God in our collaboration in every aspect of his church.

STAY HEALTHY

How am I taking care of myself spiritually, physically, relationally, financially, and emotionally? We take responsibility for our own health. No excuses. Nobody owes me anything. Jesus gave me everything! Our personal lives come to work with us. Our marriage, body, frustration, come to work with us. I can make a personal decision that negatively impacts the church and my team. Our attitude is not dictated by the weather, we carry our own weather. We choose to be here and we are grateful to be here!

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, groups, Growth Track, the fundamental parts of our organization are championed by the team wholeheartedly. We lean all the way in. This is who we are. We are the church.

REPLACE YOURSELF

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 else's cup, but you can empty yours. If you aren't bringing someone along and teaching them how to do what you are doing, you aren't leading. We aren't doers, we are leaders. We are intentionally creating and communicating a pathway of growth and purpose for others.



PEOPLE ARE OUR HEART



JESUS IS EVERYTHING OUR

HOPE ————— LIVES HERE



DREAM AGAIN

AT ROSE WE HAVE A DISTINCT AND INTENTIONAL CULTURE CODE. OUR CULTURE IS OUR VISION AND VALUES IN ACTION. AT ROSE WE ARE PROTECTIVE OF THE ENVIRONMENT THAT WE'RE INVITING PEOPLE TO BE A PART OF. OUR CULTURE MATTERS BECAUSE IT'S HOW PEOPLE EXPERIENCE OUR CHURCH AND ULTIMATELY JESUS.

*** CULTURE *
CODE**



WE MAKE ROOM AT THE TABLE

We are always looking for ways to make space and create room for more people and then we go out of our way to invite people to the table and make sure they know they are welcomed and loved.

WE ARE BIG ON THE INSIDE

Who we are on the inside - our character, heart and soul matter significantly more than who we are on the outside. God can't bless who you pretend to be but when we are honest, authentic and completely surrendered to God, he enlarges our lives on the inside. We choose God's way over our way. Your soul is more important than your role.

WE GET IN THE MUD

People are messy and we're okay with that. We want to truly journey and do life with people and that means we're going to have to go through some stuff. We're not afraid of the tough parts. We fight for people because God loves people! We are committed to people even when it's uncomfortable or frustrating.

WE LIFT THE LID

At Rose we are committed to raising up leaders and unleashing the potential inside of each person. We 'lift the lid' off of people's lives to help them become all that God created them for. It's not about accomplishing a task, it's about bringing people along on the journey and seeing them grow as disciples of Jesus. We don't get things done - we build teams of people who get things done.

WE LEAN ALL THE WAY IN

We participate and engage whenever we're in the room and always do our best to be in the room. We are partners with the Holy Spirit and lead from the front to support what God is doing in any given moment. We lead at all times, take notes, shout back, and show up early to help create an atmosphere of faith.

WE DON'T PRACTICE ON PEOPLE

There is too much at stake to not give everything we've got to creating a meaningful environment for people to encounter the presence of Jesus. We take the time to plan and prepare each step of the way because people matter to us. We show up on time and give everything we've got to everything we do.

WE ARE BRUTALLY HONEST

Feedback is essential for growth. We don't cut corners or hold back when it comes to speaking into people's lives for growth and transformation Christ - we love people too much. We have difficult conversations to protect our culture, uphold our standard and champion people to be everything God has called them to be.

WE HONOUR UP, HONOUR DOWN AND HONOUR ALL AROUND

Honour isn't just a buzz word for us, it's how we live every day. Everyone is worthy of honour. We show honour by respecting and trusting our leaders, remaining teachable and humble and by seeing the image of God in everyone around us.

CULTURAL LANGUAGE

WHAT WE SAY



IT'S NOT JUST WHAT YOU SAY, IT'S HOW YOU SAY IT. HERE AT ROSE, 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.

INSTEAD OF SAYING ...	SAY ...
YOUR CHURCH	OUR CHURCH
MY TEAM	OUR TEAM
THE TEAM	TEAM
ME / MY	US / WE
VOLUNTEER	SERVANT LEADERS
OFFICE	HQ
CAMPUS	LOCATION
SMALL GROUP	CONNECT GROUP
SERIES	COLLECTION
BAND / SINGERS	WORSHIP TEAM
I HAVE TO	I GET TO
IT'S NOT MY PROBLEM	IT MIGHT NOT BE MY FAULT, BUT IT IS MY PROBLEM
THE TIME YOU HAVE TO ARRIVE	CALL TIME
SORRY, I KNOW SERVING IS HARD	THANK YOU FOR SERVING
SANCTUARY	AUDITORIUM
BOOKING	ROSTERING
THAT'S IMPOSSIBLE	LET'S TRY
THAT'S A PROBLEM	THAT'S AN OPPORTUNITY
ANNOUNCEMENTS	UPDATES

ADD ONS

CULTURAL PHRASES

**IF SERVING IS BENEATH YOU,
LEADERSHIP IS BEYOND YOU**

The first step of leadership is 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.

**WE ARE A PART OF SOMETHING
BIGGER THAN OURSELVES**

There are no divas at Rose. We are a part of the global capital “C” church, not just in the present but throughout history. Our position or title is not the point. What we accomplish when we are united together is what pleases the father.

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.

BELONG BEFORE YOU BELIEVE

At Rose, we say “you belong before you believe”. We are a church for everyone. All are welcome on the journey.

GO TO THE SOURCE

We don't gossip, slander or vent. Instead we go to directly the person who can do something about it.

**FREEDOM IS FOUND IN THE
CONTEXT OF RELATIONSHIPS**

Real life change happens in community. We learn to walk out our faith and find freedom through God-ordained relationships.

**IT'S NOT BABYSITTING, IT'S
LEADERSHIP DEVELOPMENT**

At Rose Kids and Rose Youth, we're not playing games and passing time, we're intentionally building next generation leaders. Our 'next generation' spaces are designed to instill purpose, identity and the love of God into the heart of every child and teenager.

**PRAYER IS OUR FIRST RESPONSE,
NOT OUR LAST RESORT**

At Rose, prayer is something we take very seriously. We believe in the power of prayer and to make it our first response in every situation.

THE BEST IS YET TO COME

We are people of faith and believe that 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.



CULTURAL PHRASES

OUR CHURCH ISN'T BUILT ON TALENTS OF A FEW BUT THE SACRIFICES OF MANY

The way the church progresses is with a sacrificial spirit. Rose Church servant leaders, Teams and Connect Groups 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.

IT'S A PROCESS

Guess what? You're making progress. We don't beat ourselves up for failing we celebrate that we tried. Following Jesus isn't a pass/fail, it's all about your heart to pursue him. It's a journey, not a destination. Rose is a judgement free zone.

STAY LIQUID

At Rose Church we are flexible and can pivot on a dime. We don't get attached to the methods and traditions of our current culture but stay focused on Jesus and what he is calling us to do.

WELCOME HOME

Rose Church is a family and we want our church to feel more like a home than an event. We're not just friends, we're family! This isn't just social for us, this is a life-line. We are a spiritual family that God is establishing. We are brothers and sisters in Christ and we really do life together. Family is committed and rooted. Family supports one another.

WE'RE NOT A CHURCH WITH GROUPS, WE'RE A CHURCH OF GROUPS

Connect Groups are not something we just offer as an additional program at church. They are the heartbeat of the community we are creating.

WE ARE CULTURE CARRIERS

We recognize it's not the responsibility of 1 or 2 people to set the pace and carry the culture but of everyone. Together we set the pace of our church so we intentionally 'lead from the front' in all that we do.

KNOWN, LOVED, CHALLENGED

There is a process to loving and serving people well and that process is important. At Rose before we help you grow, we're going to get to know you and love you just for who you are.

EXCELLENCE OVER PERFECTION

It's always been about our hearts. If we get it right but we didn't truly worship God or if we score 100% but we didn't have fun, then what's the point? Our goal is to be excellent for other people's sake and to be authentic and passionate for our sake.

YOUR SOUL IS MORE IMPORTANT THAN YOUR ROLE

You are not a human "doing" but a human "being". At Rose who you are on the inside is more important than what you do in the role you serve in.



IF SERVING IS BEYOND YOU,
LEADERSHIP IS BENEATH YOU,
IF SERVING IS BEYOND YOU,
LEADERSHIP IS BENEATH YOU

WELCOME HOME*

THE
—
FAMILY OF GOD

WINNIPEG, MB



LEADERSHIP LAYERS

WE HAVE A SPECIFIC LEADERSHIP STRUCTURE THAT
ALLOWS US TO ACCOMPLISH ALL THAT GOD HAS
CALLED US TO AS A CHURCH. IT'S NOT ABOUT
POSITIONS OR TITLES BUT ABOUT ORGANIZING
OURSELVES SO WE CAN BE EFFECTIVE AS A CHURCH.

WE LEAD MORE EFFECTIVELY WHEN WE KNOW WHAT IS EXPECTED OF US. CLARITY ON THE ROLES IN EACH LEADERSHIP LAYER HELPS INDIVIDUALS LEAD CONFIDENTLY. WHAT ARE YOU EMPOWERED TO DO? WHAT ARE YOU ENTRUSTED WITH? WHO DO YOU REPORT TO WITH SUCCESSES AND CHALLENGES? THE DESCRIPTIONS BELOW HELP LEADERS STAY IN THEIR LANE AND THRIVE IN THEIR LEADERSHIP.

4 LEADERSHIP LAYERS EXIST AT ROSE CHURCH ACROSS ALL AREAS & DEPARTMENTS. BELOW ARE THE LAYERS AND THEIR DESCRIPTIONS.

<p style="text-align: center;">Ministry Coordinator</p>	<p>Responsibility: Under the direction of the Lead Pastors, develop leaders and determine strategy for a ministry department (ie. Rose Kids, Welcome Team, Growth Track) Additional note: Can be staff or Servant Leaders</p> <p>Expectation: Develop Leaders + set the strategy</p>
<p style="text-align: center;">Team Leader</p>	<p>Responsibility: Under the direction of the Ministry Coordinator, develop Leaders and execute day to day strategy within selected ministry area (i.e. Rose Kids rooms, sound, Info Centre)</p> <p>Expectation: Develop Leaders + empower</p>
<p style="text-align: center;">Captain</p>	<p>Responsibility: Under the direction the Team Leader, facilitate the process within a ministry team (i.e. 9:30am Rose Kids Bigs Room)</p> <p>Expectation: Prepare Servant leaders to execute the ministry plan</p>
<p style="text-align: center;">Servant Leader</p>	<p>Responsibility: Execute the ministry plan</p> <p>Expectation: Serve people and recruit more Servant leaders</p>

A — Z

LEADERSHIP HONOUR CODE

IF YOU'RE STILL READING, YOU ARE THE REAL MVP. WE'VE COVERED A LOT SO FAR. TAKE A MOMENT TO READ THROUGH OUR LEADERSHIP HONOUR CODE. IT'S JUST BIBLE. GOD CARES ABOUT HOW WE LIVE AND AT ROSE CHURCH WE ARE COMMITTED TO LIVING THE WAY GOD DESIGNED FOR US.



LEADERSHIP HONOUR CODE

As an essential part of the Rose Church family, you have a responsibility to develop and exhibit mature Christian behaviour. This should be the basic premise of your desire to participate in a servant-leader position here at Rose Church.

While serving the Body of Christ as a servant leader at Rose Church, you pledge to present a good appearance at all times. In both attire and behaviour, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader. Exemplifying the highest moral commitment, Rose Church leaders are to maintain a disciplined life of Bible reading, prayer and fasting. You must also refrain from such things as:

- Profanity
- Dishonest gain
- Gossip & Slander
- Indulging in too much wine or other alcoholic beverages
- Illegal drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviours which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Rose Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

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HOPE LOVES HERE

ROSE CHURCH

THANK YOU FOR SERVING



CULTURE
GUIDE

