

Building A Leadership Culture

**In A Military Christian
Fellowship**



Cultural Heritages of ROK Marine Corps



Loyalty, Honor & Challenge

- Soldiers of the sea
 - Comradeship with Strong Bonds
 - The Spirit of making Impossible, Possible
- “Once a Marine, Always a Marine”

1. Introduction

- Purpose

A personal viewpoint helpful to those emerging MCF leaders for building a leadership culture in their MCFs

- Three Components of Cultural Building

- 3 Building Blocks:

- Actors, Goals, and Instruments

- 4 Ways of Building Skills:

- Ardently, Biblically, Consistently, and Strategically

- 5 Building-up Works:

- Heating-up, Valuing, Living, Connecting, and
Team-building

2. Defining Culture

a. Defining Culture in General

“Unique character of a social group: the value and norms shared by its members set it apart from other social groups” (Lytle, Brett & Shapiro)

“A set of shared and enduring meanings, values, and beliefs that characterize national, ethnic, or other groups and orient their behavior” (Faure and Robin)

b. Biblical Perspective on Culture

1) God's Cultural Command

“God blessed them and said to them, ‘Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish of the sea and birds of the air and over every living creature that moves on the ground’” (Gen. 1:28, NIV)

* God's Gospel Command

“Therefore go make disciples of all nations, baptizing them in the name of the Father, of the Son and of the Holy Spirit, and teaching them to obey what I have commanded you.”

(Matt. 28: 19 NIV)

– If we fail to form His cultural command by worshipping the created, it will be against His cultural command



–Building a leadership culture in a MCF should be sought from this context.

2) Transforming Culture

“Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing and perfect will.” (Rom 12:2)

–Culture "is the task appointed to humans to realize their destiny in the world in service to the glory of God." –Donald Bloesch,

–God wants us to transform our secular culture into His culture

–Our cultural vision:

“Christianization for Whole Culture”

–Building a leadership culture under the different cultural environment: Critical task

* Christians: The “Salt of the earth” and the “Light of the world.”

–Salt and Light:

Work silently and persistently as the agent of influence and transformation.

–Salt: Flavor/season, purify/preserve

–Light: Visible, illuminating, guiding

–We’re not the source of salt and light.

–To reflect the likeness of Jesus and bring influence to and cause transformation of the world.

3. Leadership Culture

a. Why Leadership Culture?

–The entire purpose of leadership

–Shaping a culture: Formidable task of a leader

–Jesus: Essence of culture–shaping leader

Incarnation of Jesus Christ: New Beginning of culture–shaping

His coming as flesh, His ways of selecting, training and sending His apostles:

process of shaping a new leadership culture for carrying out His Great Commission

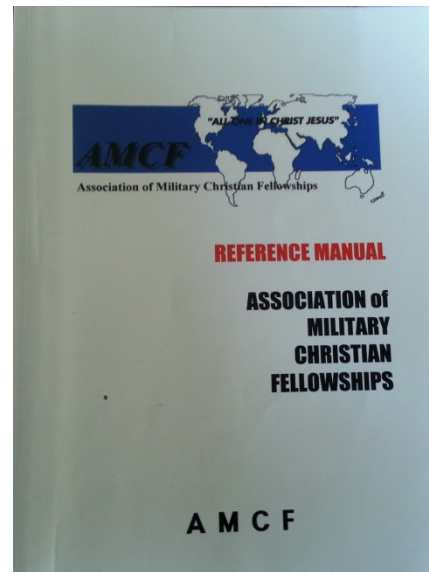
b. MCF Leadership Culture

“A unique inter-relationship of AMCF values, thoughts, attitudes, and actions within MCF leaders that reproduces patterns of thinking and behaving among them and their followers.”

c. AMCF References for Building MCF Leadership Culture

–AMCF activities

–AMCF REFERENCE MANUAL



AMCF's History, Motto, Basic Operating Principles, Mission, Goal, Six Functions, MCF Establishment, 3 PSO's and Other References.

4. Building A Leadership Culture

a. 3 Building Blocks

1) Actors:

–Leaders, Followers, and Mentors

–Exodus 18: 17–22: Moses, Israelites, Jethro

New leadership culture of Delegation

* Jesus: The most powerful culture–building actor

–Ex.) Gospel Matthew shows how Jesus established a new leadership culture by His way of preparation (4: 1–11), valuing (6:1–7:27), visioning (9:35–10:5),

communicating (12:33–37, 13:3–58), empowering (10:1–15, 11:28–30), reproducing (4:12–25, 10:16–33), and serving (20:20–28)

b. Goals

- Goal–setting: the most influencing factor in making your cultural vision real
- Nehemiah: His faith for an unshakable goal
 - * All his activities focused on “Mission accomplished!”
 - * No compromise in pursuing his God–given goal (Neh. Ch. 1–6)



3) Instruments:

a) Story

- Story-telling: heart-to-heart feeling
- His (God's) story, MCF story, other's story...
- Personal testimony

b) Symbol

-”Jesus held up a loaf of bread, and said,

‘This  dy.’”



c) Shared Experience

- Reinforce or reflect the leadership culture
- Uniquely shared experience: Help to build special MCF culture
- Can expand perspectives, challenge confronting barriers, and enhance relationship.

d) Structure

- National MCF: Key vehicle
- Local civilian churches, other agents (i.e. CCC)

e) Scripture

- Create God-honoring leadership culture
- Learn from Jesus' way of using other tools

b. 4 Ways of Building Skills

1) Ardently: *Ardent Prayer*

*“I urge you, then, first of all, that requests, prayers, in
tercession and thanksgiving to be made for everyone”* (1
Tim. 2:1 NIV)

–Not only pray but pray ardently

–Focus for prayer: to discern God’s will

–AMCF prayer culture:

“Pray and Plan”

“Conversational Prayer”

2) Biblically: *Biblical Principle*

- Foundation of building: Biblical values, standards and norms

- “What does the Bible say?”

e.g. The process of choosing the seven deacons in the early church (Acts 6:1–7).

- Followed the leading of the Holy Spirit

- Let the congregation choose the seven

- Those chosen seven solved the problem

* All those chosen seven: Hellenic speaking Jews

3) Consistently: *Consistent Program*

- Cultural Building: Long-term process
- Event vs. Program
- Daily process, take a step at a time

4) Strategically: *Strategic Procedure*

- Assessment of Situation—Exchange of Information—Execution—Final Commitment
- * Nehemiah's wall building (Neh. Ch. 1–7)
- * Rahab's negotiation (Joshua 2:1–25)
- Cultural sensitivities
- Cross-cultural mindset (intra-, inter-cultural)
- Tempo of cultural building
- Spirit welfare, cultural/community program

c. 5 Building-up Works

1) Heating-up

-Leaders: Climate changing agents

-”Heat up” a positive climate

-The  ter vs. The  at

-One degree difference: 99°C vs. 100°C

-Well-paced sense of momentum

-Time of Crisis: Finest hour for creating and proving leadership culture

-Encourage and affirm your people as a family

2) Valuing

–Value Shaping

Biblical standards and norms

–Value Sharing

Make your people see a big

–Value Succeeding

Generation to generation

–Value Adding

Recognize and expand
the value



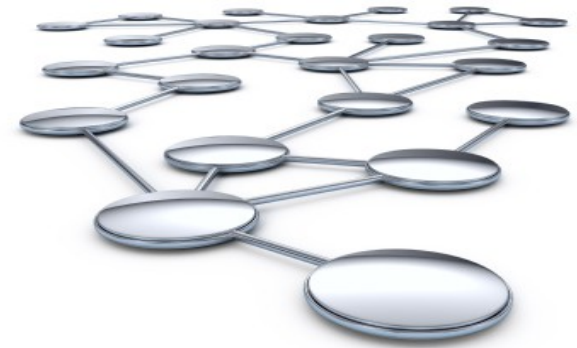
3) Living

- Live and Lead by Example
- Live by Serving
- Follow Jesus' way of serving culture
(Matt. 20: 25–28)
- Spirit-filled character, charisma,



4) Connecting

–Join the dots of activities to form a big and coherent picture



–Ways to connect

a) Asking right questions

b) Offering personal appreciation

c) Responding to crisis

d) Interacting and communicating

5) Team Building

- Jesus trained his apostles as a team—sent out two-man teams (Mk.6:7, 11:1, 14:3)
- Paul proclaimed the value of team building (Eph. 4:1–8, 16)
- Successful team-building: culture of momentum and unity
- Unified team of leaders:
Powerful leadership culture

* e.g. MCFs Leaders, AE

ACCTS, MMI, MSO

GI-14 in Cape Town!



5. Conclusion

- Entire Purpose of Leadership is to Create a Culture
- Carrying out God's Cultural Command for His Gospel Command
- Built on Biblical Foundation
- 3 Components of Cultural Building:
 - 3 Building Blocks
 - 4 Ways of Building Skills
 - 5 Building-up Works
- Seek for God-given Leadership Culture