

## Building a Healthy Culture

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Eran Holt & Micah Marshall

### Summary

This video discusses the importance of building a healthy community and culture in youth ministry. Micah Marshall and Eran Holt explain that culture is a combination of beliefs and behaviors, and a healthy culture exists when there is little gap between what is believed and how people act. They emphasize that every ministry has a culture, either inherited or intentionally designed. The speakers outline six values of ownership that contribute to a healthy culture: making it better, taking it personally, preparing well, replacing yourself, being healthy, and being open-handed. They stress the importance of leaders embodying these values to cultivate a positive culture that aligns beliefs and actions, ultimately impacting the effectiveness of the ministry.

### Main Points

#### Understanding Culture in Youth Ministry

Culture is defined as a combination of beliefs and behaviors within an organization. A healthy culture exists when there is a little gap between stated beliefs and actual behaviors, while an unhealthy or toxic culture has a significant gap. They emphasize that every ministry has a culture, either inherited by default or intentionally designed.

#### Signs of an Unhealthy Culture

There are warning signs of an unhealthy culture, such as leaders or students making statements like "that's just how things are done around here" or acknowledging a disconnect between what is said and what happens. These statements indicate a gap between beliefs and behaviors, signaling an unhealthy culture.

## Values of Ownership

Lead the Generation outlines six values of ownership that contribute to a healthy culture: 1) Making it better by offering ideas and solutions, 2) Taking it personally by profoundly believing in the ministry's vision, 3) Preparing well by being organized and committed, 4) Replacing yourself by investing in and developing new leaders, 5) Being healthy in all aspects of life, and 6) Being open-handed, recognizing that the ministry belongs to God and being willing to let go when necessary.

## Action Items

- Create an environment where leaders can take ownership and embody the values of ownership, such as making it better, taking it personally, preparing well, replacing themselves, being healthy, and being open-handed.
- Identify and address gaps between stated beliefs and actual behaviors within the ministry to cultivate a healthy culture.
- Regularly assess the ministry's culture and intentionally design and maintain a healthy culture aligned with the ministry's vision and values.
- Provide training and support for leaders to help them develop an ownership mentality and embody ownership values in their roles.
- Foster an environment of open communication and feedback to promptly identify and address any potential cultural issues or misalignments.