



## **Course Name: SALT Discipleship Lesson 11 - Habits of the Heart**

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### **Course description:**

This course will provide an approach for a congregation to become a true family of God through ensuring there is family culture. A congregation can only achieve their vision if the culture supports it. Culture is shaped by sharing common values - referred to as “Habits of the Heart”.

### **Course Objectives: By the end of this class students will have:**

- A. Discussed and described how culture is formed and maintained or adjusted.
- B. Determined the values that will be emphasized as the “Habits of the Heart” we should exhibit.

**Outline of the class: Divide the class into groups of three or four. Ask each group to spend about 5-10 minutes to write out or list answers to questions in each section below. Then ask each group to share their responses with the class.**

#### **A. How is culture defined? It can be viewed as “How we do things around here.”**

**Discussion Question 1: How do you feel about your current congregational culture? Describe how the current culture can achieve your Vision / Mission / Goals?**

**Discussion Question 2: What parts of your culture do you want to make sure you never lose (emphasize) and which parts need to change?**

1. Psalm 141:4 “Do not let my heart incline to any evil”

Your thoughts become your actions

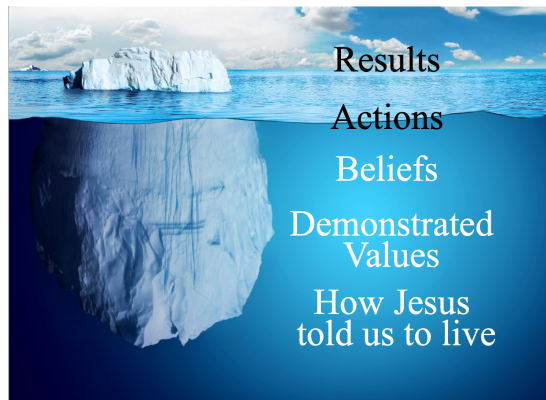
Your actions become your habits

Your habits become your character

Your character becomes your life

2. It all starts with the thoughts in your heart (Nicky Gumbel *The Bible in One Year* 2023)

#### **B. Culture is going to happen – it can be accidental or intentional – why not build one that will take us where we want to go? *Examine the iceberg model below.***



### Here's a model of culture for an organization

1. We see results above the waterline of the iceberg. **Results** can be attendance at church or number of new converts, baptisms, etc.
2. What gives us the results we see? **Actions** – discipling someone gets a new member to attend - or - think of a factory – how much effort people put into their work determines how many widgets they produce and in turn how many can be sold to generate revenue, etc.
3. What determines people's actions? Their **beliefs** about what they are supposed to do drives their actions. What they are supposed to do or what they feel will be in their best interests or how they have always thought about things.
4. What determines people's beliefs? The **Values** demonstrated as important to the organization/congregation. For example, if the church states they value people as the most important resource and you see a leader yelling at someone, what do you believe? Do members believe the value stated or the actions they see?
5. We can list the values we should emphasize in a congregation. There isn't a list of beliefs at the center of our faith - there's a person, our Savior Jesus who gave us values to live by. We need to get the culture right for our congregation of the Lord's Church. We need to define the values or "Habits of the Heart" we should emphasize.

### C. Values (what we plan to define as Habits of the Heart) are:

1. Why you do what you do.
  2. Deeply ingrained principles that guide your actions and keep you focused.
  3. Act as common ground where problems get solved and minds changed.
- Disagreements melt away when a congregation is aligned on goals and values.*

**D. Christianity is based on a values based system with the values defined by Jesus.**

Reflect on positive stories told about your congregation. Be purposeful about telling stories of the Values you may choose to emphasize.

**Discussion Question 3: List the top Values you want to emphasize for your congregation. Pick the top 3 to 5 and start telling stories of these values in action. These are the Habits of the Heart that your congregation should emphasize frequently.**

**Conclusion:**

- A. Culture can be accidental or purposeful and should be adjusted to achieve congregational goals and vision.
- B. Culture can be sustained and adjusted as desired by telling stories of values in action making them “Habits of the Heart.”

**Book Recommendations:** Craig Hickman, Roger Connors and Tom Smith: *The Oz Principle*