



MANNACHURCH

CULTURE GUIDE

Our Vision

At Manna Church, our mission is to glorify God by equipping His people to change their world and by planting churches with the same world-changing vision.

We plan to accomplish this by:

- *Helping God's people discover their individual gifts and callings, creating an environment where these gifts and callings may be developed, and deploying the people to be salt and light in their world. Our Small Groups are designed to help accomplish this goal.*
- *Helping God's people build strong families and by creating a community where individuals may find fulfillment and expression regardless of age or marital status.*
- *Planting churches with the same vision both domestically and abroad.*

We Hold **3** **Values**
& we action them in **3** different ways

We strive to provide inspiring worship services each week where everyone from the pastor to the first time guest are inspired to love God more and commit more of themselves to Him.

**Love
God**

**Love
Each
Other**

We believe that the Church is not a building or a location or a worship service. The Church is people, and people were created by God to be in relationships. At Manna Church, we place a heavy emphasis on small groups so that the Church (people) can engage in relationship and help each other grow in their pursuit of Jesus.

We have a vision to change the world, so we prioritize an aggressive outreach strategy locally, regionally, and globally.

**Love
The
World**

We Work From **12** Operational Principles:

The Bible is the handbook for life

The Presence of God is a person

The Church is the point

The Church is a force

The Church was intended to be a church without walls

Outreach is the heartbeat of "Church"

Devotion to Christ is the place where the human heart is most satisfied

Choose character over charisma and anointing

The Church is people, not a building

The Church is not just a teaching center, it's a training center

We aren't a church with small groups, we are a small group church

Excellence is the standard

Ongoing

Application

of the 12

Operational

Principles

Did you seek God first?

Operational Principles 1, 2, 3

Who are you 'doing life' with?

Operational Principles 4, 6, 10

What opportunities to serve are you seeing?

Operational Principles 4, 5, 8, 11

Are you doing the best with what you have?

Operational Principle 12

Are you getting life out of what you are doing?

Operational Principles 2, 8

How are you making space for others?

Operational Principles 3, 5, 6, 7, 9

How does this fit with our 3 Values?

Operational Principles 1-12

we make our
decisions with
YOUR FAMILY
in mind

a healthy
church grows
**BIGGER &
SMALLER**
at the same
time

we have
GUESTS,
not visitors

**LIFE
CHANGE**
happens in
the context of
relationships

EVERYBODY
has a part
to play

SOUNDS

you were
created
ON PURPOSE
for a purpose

"SOUNDS" are
phrases you
will hear us use
consistently.

they **EMBODY** our
VALUES and help
express them in
various ways.

OUTREACH
is who we are,
not what
we do

you can
BELONG
before you
believe

BLESSED
to be
a blessing

GENEROSITY
is our
default

PEOPLE
are the
point

Leadership Layers



Leadership Profile

See and Shape the Future. Leaders see where they are going and take initiative toward that vision. Leaders behave as “owners” as opposed to “renters.” An owner takes responsibility, has authority to make changes, and takes action. A renter simply reports issues to their landlord.

Engage and Develop Others. Leaders believe more for others than they do for themselves. A leader behaves as a “host” as opposed to a “guest.” A host seeks people out, makes things clear for them, and looks to help them connect (“shoulder-tapping”), while a guest expects this to be done for them.

Rinvent Continually. A leader always looks to improve, upgrade, and do things better! A leader behaves as a self-feeder, recognizing their personal needs as a believer and taking steps to feed themselves. A leader behaves as a learner, constantly seeking out new information and looking to enhance their knowledge and skills in their area of leadership.

Value Relationships and Results. Leaders balance people and performance! A leader behaves as a thermostat instead of a thermometer, recognizing and acknowledging where people are but actively working to bring them toward a defined vision, rather than just reflecting the current state of things.

Embody the Values. Leaders have a heart for the house. A leader behaves by fully embracing, communicating, living out, and reproducing Manna’s vision and values.



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