



# OLIVE GROVE CHURCH

*CULTURE GUIDE*  
*CULTURE GUIDE* **1.0**

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# MISSION. ■

"Words frame culture. Every word you speak has benefits + baggage. The language you choose defines Olive Grove Church's culture in the minds of the people we lead + the people we serve".

-- *Stephen Blandino*

"Culture will eat vision for lunch...Culture is defined as: this is how we do things around here".

-- *Dr. Sam Chand*



## **Olive Grove Church**

Here at Olive Grove church we know that culture might be invisible, but it's imperative we have clarity when it comes to culture. You can't see it, but it defines who we are! Culture either happens by default or it happens by design. Not allowing our feelings, upbringing, the standards of our society or another Church we may have experienced, to take the lead.

Our goal is to intentionally and consistently create the culture we want to see. This book is a guide to the culture + the language at Olive Grove Church. If you have insight or experience something that needs to be added to this book, please let us know!

**OUR VISION IS >>>>>>>>>>>>>>>**

Olive Grove Church exists to  
create connections that  
change communities.

**OUR MISSION IS >>>>>>>>>>>>>>>**

## Share the Gospel

## Serve Others

# Sow Generously



# VALUES .

Our values support the vision of who we are while our mission is what we do, our values are the why behind the what.

These are the non-negotiables for ALL teams Olive Grove. Our values create plumb lines by which we measure everything against. We refer to it as our "Core Code."

# WELCOME

## **Excellence**

We will always bring our best to honor God and inspire others by serving as a team. We believe if it's worth doing, it's worth doing well.

## **Local Church**

Olive Grove Church is a diverse group who experience God's family through community. We believe the Local Church is a big deal, therefore we will invest our lives by giving of our time, talent, and treasure to build the Church.

## **Creative**

We believe God is big, so we dream big. We will not limit God with a mediocre mindset; therefore we will aggressively pursue God's purpose passionately and creatively.

## **Grace**

God demonstrated his love for us through the greatest gift ever given, Jesus. The gift of Grace allows Jesus to live in us and through us to accomplish all the good things the Father had planned for us all along. Grace moves us from servants to Sons!

## **Generosity**

We will lead the way with Grace-filled generosity. Grace conditions our heart to give as a result of what we were given. This inward transformation creates an outward expression where generosity is viewed as an opportunity and not an obligation.

## **Fun**

We will enjoy the journey by laughing hard, loud, and often! Church should be enjoyed and not endured and that's why we take Fun seriously.

## **Intentional**

We value relationships therefore we are passionate about investing in others as we Love God + Love People... Welcome Home.

# TEAM COVENANT.

Our Team Covenant is a set of actionable values we are committed to.

This commitment is held in the highest regard by our Pastors, Staff, Dream Team, and all things OG.



## **UNITY**

We will fight for unity.

## **COMMUNICATION**

Consistent + concise communication will cancel chaos.

Constantly ask yourself, who needs to know!

## **EXCELLENCE**

We will pursue excellence + reject complacency. This means we will bring our best every time!

## **PRAYER**

We will pray for each other + with each other.

## **GRACE**

We will show grace to each other.

## **HONOR**

We will honor people for who they are and not what they do. We honor up, down, and all around.

## **FOLLOW THROUGH**

We will follow through and follow up with our commitments.

## **TEAMWORK**

We will agree to and support each other personally & professionally. We believe we are better together!

# **SPEAK UP**

## **SILENCE**

Is agreement

# **HAVE FUN**

## **WE WILL**

Have fun both on + off campus.

# **BE PREPARED**

## **WE WILL**

Show up prepared + on time.

# **PUT DOWN DEVICES**

## **WE WILL**

Honor our time together by eliminating the distractions during team meetings.

# CONFIDENTIALITY

## WE WILL

Hold + respect all confidences.

# HONOR

## WE VALUE

Relationships and we will intentionally create environments + opportunities for us to connect with others.

# HONESTY + SOLIDARITY

## WE WILL

Have honest & open discussion within the room with solidarity outside the room.

# GO THE EXTRA MILE

## WE WILL

Go above and beyond to help each other win.

# LOCATION.

Join Us On Sundays!

10:30am (EST)

Olive Grove Church

429 McKoy Street

Clinton, NC 28328



# *WEEKEND WORSHIP* **EXPERIENCE**

Our weekend worship experiences are full of faith in a life giving atmosphere filled with creativity and diversity.

Whether you connect with us in-house or online, you will have the opportunity to engage in live worship + teaching messages centered around the Good News of the Gospel!

All of this is made possible by our faithful Olive Grove Church Dream Teamers!

# CULTURAL LANGUAGE .

It's not just what we say, but how we say it! At OG we are intentional about the language we use and why we use it. There are some things you will hear us say often, there are some things that you will never hear us say.

As we continue to grow, it is vital that we stay consistent as a Church family. Please pay careful attention to the language we've listed in this section to keep the continuity across ALL things OG.

This is valuable in honoring the heart of this house and it takes all of us speaking the same language as we move forward together.

# ***WE DON'T SAY...***

# ***INSTEAD, SAY...***

Thanks for visiting .....	Welcome Home!
First time visitor .....	First Time Guest..."FTG'S"
Your Church .....	Our Church
My Team .....	Our Team
Volunteers .....	Dream Team(ers)
Sanctuary .....	Worship Center
Foyer .....	Lobby/Welcome Center
Service .....	Worship Experience
Ushers .....	Host
Offering Pan .....	Offering basket
Band/Singers .....	Worship Team
Stage .....	Platform
Small Group .....	Gospel Groups
Servant .....	Sons/Daughters
I have to do it .....	I get to do it!
I have to be there .....	I get to be there
Sorry, I know serving is hard .....	Better Together
Sermon .....	Message
Childcare .....	Kids Ministry

# ***WE DON'T SAY...***

# ***INSTEAD, SAY...***

The Big Man Upstairs ..... Christ In You

Pulpit ..... Podium

Come to the altar ..... Come forward/to the front

I got saved ..... Received the life of Christ

Give your life to Christ ..... Received the life of Christ

It's not my responsibility ..... It might not be my

responsibility, but we will do

whatever it takes to help


each other win

Recruit volunteers ..... Invite people to be apart of

a vision that's bigger than

themselves





# CULTURAL CODES WE LIVE BY

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

The first step in leadership is the willingness to meet needs. We fill gaps wherever we need them regardless of whether the task fits our description or is within our team. Serving others develops the leader within us and approach is: we will do whatever it takes in every season. This mantra solidifies + shapes us into effective and efficient leaders.

## **INSPECT WHAT YOU EXPECT**

As leaders we don't assign responsibilities and just move on. We don't delegate tasks to get them off of our plate. We give responsibility then we inspect how the job was completed. By inspecting what we expect we set the bar and provide a metric to measure how well the task was done so we can acknowledge + celebrate with Dream Teamers! Our formula is: You watch me/we talk, I watch you/we talk, You do it/I inspect.

## **MORE IS CAUGHT THAN TAUGHT**

Vision is carried and communicated by others. People are looking for leaders who walk what they talk. Witnessing faith + leadership in action is the most effective teaching. Live life understanding that others are watching what you do, not just what you say!

## **INTENTIONALITY LEADS TO INFLUENCE**

We are in the people business. People are why we do what we do, God loves people! If you are serving in any capacity, always take the time to stop and greet + relate to people. Be intentional with the opportunities to connect with others!

## **TALENT WILL GET YOU IN THE DOOR, BUT CHARACTER WILL KEEP YOU IN THE ROOM**

Regardless of your talent, success or intelligence as a leader, if you lack integrity, influence will erode over time. One of the fastest ways to lose influence is when talent rises above character.

## **WE DON'T HAVE TO, WE GET TO**

At Olive Grove Church we realize that we have been given so much to steward. Out of what we have been given, we in turn give back. It is our privilege! It is our honor! No one is forcing us to be here, so we show up with our game face on and our hearts positioned in the posture of gratefulness that lost sons + daughters are coming home to an ecstatic Father. We simply get to throw a party and celebrate with them!

## **WHAT WE GET TO BE A PART OF IS BIGGER THAN THE PART WE PLAY**

No one has superstar status at OGC, there are no divas here! We are apart of the global "C" Church. Our position or title is not the focal point, Jesus is. Therefore we are apart of something bigger than the individual part we play!

## **CLARITY CANCELS CHAOS**

We tend to over complicate things, so here at Olive Grove Church we are constantly looking for ways to keep things simple. By streamlining systems + structure we remove the clutter clogging the lines of our communication. Clear and concise direction causes confusion to dissipate.

## **WE EXIST BECAUSE BREAKTHROUGH DOESN'T**

God has given each of us unique giftings + callings. We will not sit around and wait for a solution or the perfect person to fill a spot. God has specifically + strategically planted each of us where we are to be the solution everyone is waiting for! We are the breakthrough. We don't bring excuses, we bring solutions.

# GLOSSARY.

If you are still reading,  
you're the real MVP.

We've covered a  
tremendous amount of  
vision! Check out the  
glossary for terms you  
might hear dropped by  
our staff or Dream  
Teamers.



# A

## **Alliance**

We will always bring our best to honor God and inspire others by serving as a team. We believe if it's worth doing, it's worth doing well.

# B

## **Board Member**

Fiduciary who co-stewards the vision + direction of Olive Grove Church in areas of legal governance, financial management, and organizational counsel.

# C

## **Child Protective Process**

The process that all Dream Teamers must complete in order to serve/work with minors at Olive Grove Church.

## **Connection Card**

At our VIP Table there are online connection cards ready to be filled out by our FTG's who attend our Worship Experience. These connection cards serve as an on-ramp for people to connect with all things OG and the Gospel.

## **Covering**

Olive Grove Church holds a strong alliance with Holy Grove Holiness Church. HGHC is the place where OGC was launched from. Dr Randy & Cynthia Simmons are pastors to our pastors!

## **Creative**

God is big, so we dream big. We will not limit God with a mediocre mindset; therefore we will aggressively pursue God's purpose passionately and creatively.

# D

## **Dream Team[ER]**

God created each of us with certain gifts + dreams. Upon completion of our Core Connections class, the Dream Team is your next step opportunity to grow + develop those gifts as you serve others through the lens of the local Church.

# E

## **Excellence**

We will always bring our best to honor God and inspire others by serving as a team. We believe if it's worth doing, it's worth doing well.

# F

## ***Family***

We are a Church family and once you come more than once we consider you family. Welcome Home!

## ***First Time Guest***

First Time Guest are our VIP'S when they come to an Olive Grove Church worship experience for the first time. You will hear them referred to as FTG'S by our staff + Dream Team.

## ***Fun***

Fun is one of our core values that we take seriously on and off campus.

# G

## ***Generosity***

We will lead the way with Grace-filled generosity. Grace conditions our heart to give as a result of what we were given. This inward transformation creates an outward expression where generosity is viewed as an opportunity and not an obligation.

## ***Gospel***

At Olive Grove you will hear us refer to the Gospel...A LOT. That's because we believe the Gospel is a big deal and it's our only message. It's the declaration of Good News: that Jesus did what you couldn't do, for you, as you.

## ***Gospel Church + Christian Ministries***

GCCM is a network of pastors we partner with as a resource for our Church to learn from and lean on. Pastor Ben Dailey of Calvary Church is the leader of this ministry. Pastor Ben's desire is to equip, encourage, and empower local pastors and we are grateful for the opportunity to be a part!

## ***Gospel Groups***

Gospel Groups create communities in cities by connecting people with the Gospel. This is the space where we share the Good News together in an environment created to remind us of our acceptance, righteousness, and how loved we are by a Good Good Father.

## **Grace**

God demonstrated his love for us through the greatest gift ever given, Jesus. The gift of Grace allows Jesus to live in us and through us to accomplish all the good things the Father had planned for us all along. Grace moves us from servants to Sons!

## **Intentional**

We value relationships therefore we are passionate about investing in others as we Love God + Love People...Welcome Home.

## **Lead**

Overseer of a ministry department with one or more teams underneath.

## **Local Church**

Olive Grove Church is a diverse group who experience God's family through community. We believe the Local Church is a big deal, therefore we will invest our lives by giving of our time, talent, and treasure to build the Church.

# **N**

## **New Covenant**

We are New Covenant believers who believe that Jesus really meant what He said on the cross: "It is Finished." We believe the Good News of The Gospel is NOT performance based, Jesus has already performed everything on our behalf and now we get to live from that place. We rest in His finished work!

## **Next Gen**

Our kids ministry where children are able to interact and grow in Grace together as they engage with messages on their level teaching them to Love God...Learn God...Live God.

# **P**

## **Podcast**

Olive Grove Church has a weekly podcast where audio messages of our Worship Experiences are uploaded to encourage, equip, and empower listeners.



# Q

## **Q2Q**

Weekly meeting that allows us to do a cue to cue run-through of transitions and announcements prior to worship experiences. This provides us with the margin to make adjustments in advance.

# T

## **Team Night**

Quarterly Meetings designed for OG Dream Teamers to come together for a night of team building, celebration, and fun.

## **Tithe.ly**

Our internet based application allows us to organize all aspects of our Olive Grove Church worship experiences all under one umbrella.

# V

## **VIP**

This is our connections area where FTG's fill out a connection card and receive a gift. The VIP area serves as the initial starting point for establishing a relationship with our guest. It's Vital!!

# W

## **Worship Experience**

This is our weekend gatherings that are held on Sundays for our OG family in-house and on-line to worship together as one body.



## This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across the entire width of the page, providing a guide for handwriting or typing. The background is a solid off-white color.







# **Olive Grove Church**

**429 MCKOY ST. CLINTON, NC 28328**