

CULTURE
PLAYBOOK



EST. 1925

MISSION STATEMENT

We journey with people from where they are to where Jesus wants them to be.

WINNING WAY

Put Jesus Over Everything

Being rooted in the Gospel and led by the Spirit

Create Radical Belonging

Embracing our identity in Christ, with each other, and in the world

Live Out Love On Mission

Giving our best with excellence, ownership, and full engagement

Go All In As One Church, One Team

Standing united in purpose, leadership, and love as One Church, One Team

OUR VALUES

01

Jesus over Everything

02

Radical Belonging

03

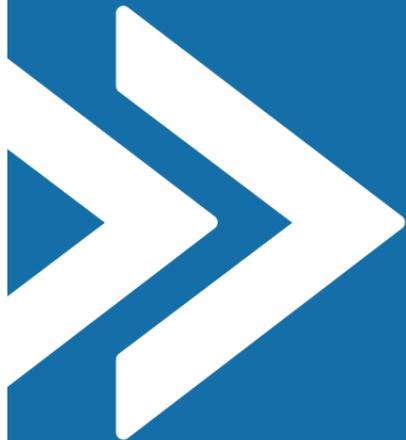
Love on Mission

04

All In

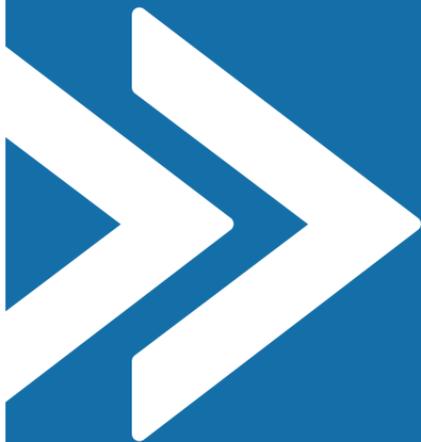
05

One Church, One Team



JESUS OVER EVERYTHING

**All of life flows
from God alone.
Because of this,
we put Him first
in all things—our
identity, our
calling, our
leadership, and
our daily lives.**



BEHAVIORAL MINDSETS

We believe the Gospel changes everything.

Jesus is our foundation, our future, and our hope. His redeeming, restoring, and renewing power is at work in us and through us. Salvation isn't the finish line—it's the beginning of a transformed life.

We find our identity in Christ alone.

Our worth isn't found in titles, money, or success. We are secure in Jesus—fully loved, fully known, and called to reflect Him in all we do.

We delight in Jesus, not just serve Him.

Our faith is not a checklist—it's a relationship. We serve from a place of love and joy, not obligation. Our passion for Jesus fuels everything we do.

We prioritize the presence of the Holy Spirit.

If He's not leading, we're not moving. We seek His voice, follow His guidance, and trust His power.



BEHAVIORAL MINDSETS

We can't give what we don't have.

We lead, love, and serve from a place of personal connection with Jesus. Like in Acts 3 and John 15, we must abide in Christ to bear fruit.

We embrace people "as they are."

No one has to clean up before coming to Jesus. We welcome everyone with grace, knowing He alone transforms hearts. No one is beyond the love of God. We are FOR THE ONE.



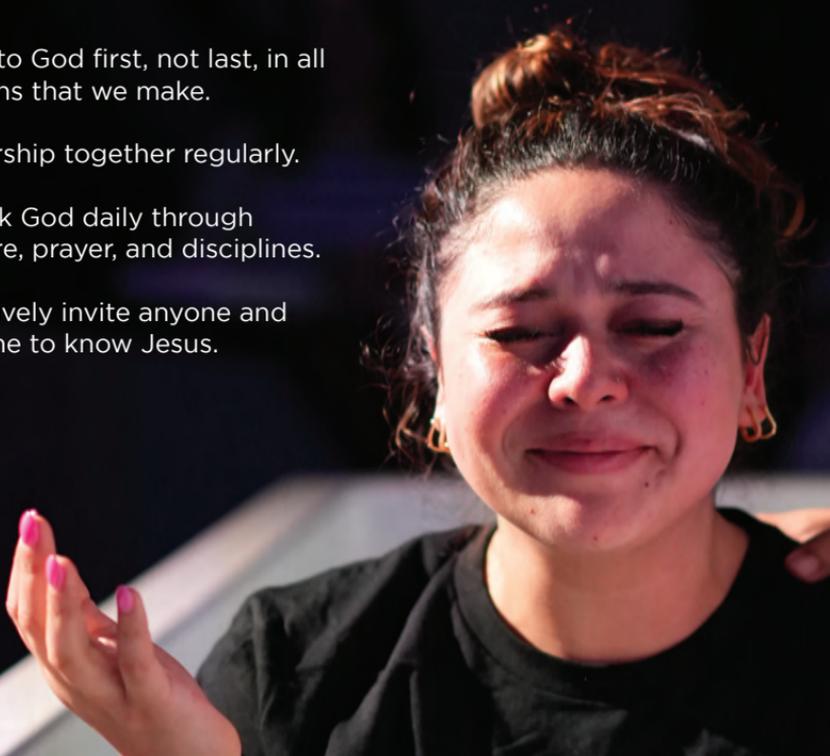
PRACTICES THAT DEFINE US

We go to God first, not last, in all decisions that we make.

We worship together regularly.

We seek God daily through scripture, prayer, and disciplines.

We actively invite anyone and everyone to know Jesus.



PRACTICES THAT DEFINE US

We find our identity in Christ -
who we are determines what we do.

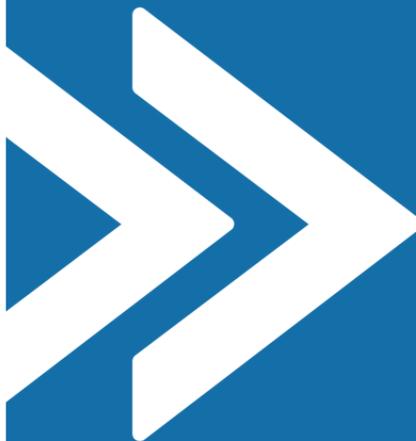
We look to God's word for wisdom,
truth, guidance, and hope.

We ground our health and whole-
ness in the work of the Holy Spirit.
We cultivate rhythms of rest,
growth, and renewal.



RADICAL BELONGING

**We belong to
Jesus, with each
other, and in the
world doing good.**



BEHAVIORAL MINDSETS

We make room for everyone.

Everyone has a seat at the table, and no one is excluded from the love of Christ (2 Samuel 9).

We believe hospitality leads to true belonging.

Hospitality opens the door to community, community fosters friendship, and friendship builds intimacy—where we are fully known and fully loved.

We exist to do good for others.

Our purpose is not self-serving; we are called to serve, uplift, and care for those around us.

We bring others along.

We have a "Who is coming with me?" mindset, always looking to invite, include, and empower others. We know we are not born as developed disciples, but instead made into them through discipleship together.



BEHAVIORAL MINDSETS

We believe everyone should have Furnace Friends

True belonging means having people who are your first call—those who know you best, love you most, and speak truth even when it's hard (Daniel 3:15-18).



PRACTICES THAT DEFINE US

We set the table for others to join us.

We intentionally create spaces for connection, knowing that true belonging happens in community through small groups.

We have a place where we belong.

Everyone has a seat at the table, a community to call home, and people who truly know and love them.

We take responsibility for those entrusted to us.

We each have a group of people we personally care for and are investing in.



PRACTICES THAT DEFINE US

**We are slow to anger
and quick to forgive.**

Grace leads our relationships, and we choose reconciliation over resentment.

**We assume the best in others
and speak the truth in love.**

We communicate with honesty, kindness, and a heart for unity.

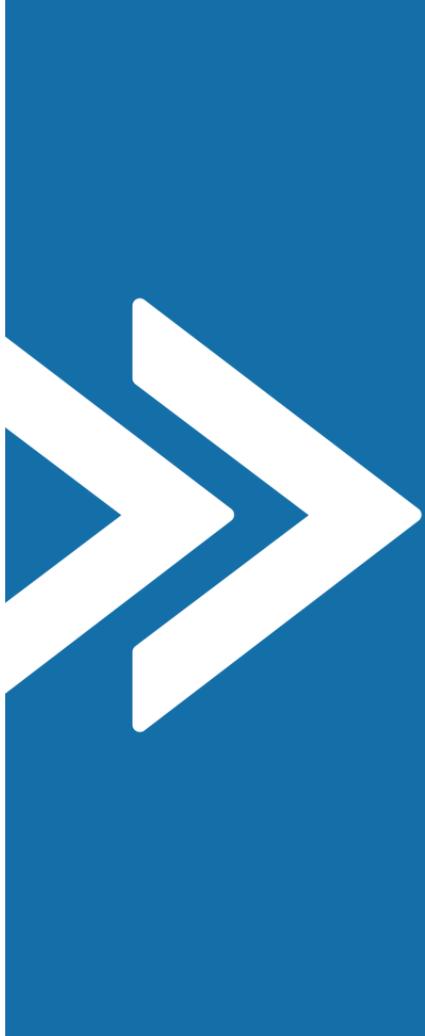
**We embody the heart of
the early church.**

We prioritize teaching, fellowship, breaking bread together, radical generosity, and shared prayer (Acts 2:42-45).



LOVE ON MISSION

**We serve at the
speed of love.
We recognize the
need and respond
with kindness,
generosity,
and purpose.**



BEHAVIORAL MINDSETS

We cultivate a community believing that His kindness leads to repentance. Our love for others reflects God's grace and draws people closer to Him.

We are most like Jesus when we serve others. Love is more than words—it's action. We follow Christ's example by humbly serving those around us.

We believe every breath is a calling. If there's breath in our lungs, there's purpose in our lives. We live each day with intentionality, seeking ways to love and impact others.

We are quick to respond to those in need. We don't wait for someone else to step in—we take action, offering help with compassion and urgency.

We serve both corporately and privately. Whether in a group or behind the scenes, our service is not for recognition but for the glory of God

MAD





BEHAVIORAL MINDSETS

We are a steady, loving presence in our community.

We are committed for the long haul, consistently showing up and demonstrating Christ's love where we live, work, and serve.



PRACTICES THAT DEFINE US

We seek opportunities to serve daily. Every day presents a chance to love others through acts of kindness, generosity, and service.

We serve faithfully on a Dream Team.

We commit to using our gifts to serve the church and our community every week.

We show up for Reach Days.

We serve monthly in outreach efforts, making a tangible impact beyond the walls of our church.





PRACTICES THAT DEFINE US

We respond quickly to those in crisis.

When needs arise, we act with urgency, compassion, and a willingness to help.

We treat everyone with kindness and respect.

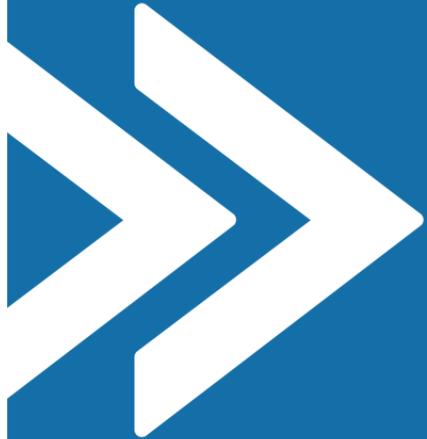
Every person is made in the image of God, and we honor them with love, dignity, and grace.

We live on mission.

We are ready, willing, and committed to making an eternal impact.

ALL IN

**We Lead with
excellence,
ownership, and
commitment.**



BEHAVIORAL MINDSETS

We model the way with commitment and engagement.

Our words and actions set the tone for how we lead, serve, and disciple others.

We take full ownership.

We own our outcomes, behavior, attitudes, and the influence we carry—leading with responsibility and accountability.

We are quick to reach out and slow to give up.

We step in when others are in need, walking alongside them with patience, grace, and perseverance.

We bring our best everyday.

We commit to personal growth, wholeness, and spiritual vibrancy, knowing that who we are impacts how we lead.

We speak truth with honesty and grace.

We are honest to the last 10%, choosing courageous conversations that bring clarity, growth, and unity.



PRACTICES THAT DEFINE US

We give, serve, attend, and thrive. We are fully engaged in the life of the church, contributing with our time, resources, and presence.



PRACTICES THAT DEFINE US

We assume the best and seek clarity.

When conflict arises, we approach it with grace, address issues quickly, and work toward resolution with humility and understanding.

We speak life and correction with purpose.

We offer encouragement and accountability with a heart to build up, not tear down—always seeking growth for ourselves and others.





PRACTICES THAT DEFINE US

We lead with honesty, clarity, and integrity.

We speak truth with love and grace, ensuring that our words and actions align with our faith and values.

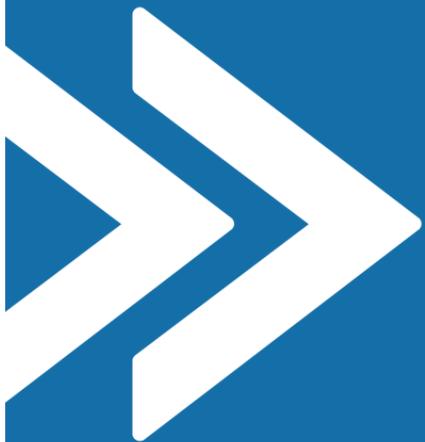
We invest in our well-being. We prioritize spiritual, emotional, physical, financial, and relational health, knowing that a strong foundation allows us to lead and serve effectively.

We are All In—fully committed to honoring God, growing in faith, and building a culture of excellence and integrity.

ONE CHURCH, ONE TEAM

**We collaborate,
mentor, and
empower.**

**Working together
with unity in
leadership and
vision is the
secret sauce.**



BEHAVIORAL MINDSETS

We are One Church with multiple locations linked together as One Team serving the upstate of South Carolina.

We connect people to create Gospel-centered communities. We don't just gather—we intentionally build spaces where relationships are rooted in Christ and life is shared together.

We collaborate. Lone rangers divide, but collaborators build the Kingdom. We work with leaders above, beside, and behind us—raising up leaders, creating opportunities, and empowering others to serve and grow.

We pursue a church that looks like heaven. We celebrate diversity as a reflection of God's Kingdom, embracing people of all backgrounds, cultures, and stories.



BEHAVIORAL MINDSETS

We love because we are loved. Being loved by God compels us to love others with the same radical grace, kindness, and acceptance that He has shown us



GREENVILLE FIRST COMMITMENTS

“We can’t give away what we don’t have.”

Our relationship with Jesus is our top priority. Everything we do flows from our connection to Him and that personal time with him is a non-negotiable.

We pursue health and wholeness.

Who we are matters more than what we do. We commit to rhythms of rest, renewal, and personal growth so we can lead well and love well. Excellence is sustainable only when we steward our health—physically, emotionally, and spiritually.



GREENVILLE FIRST COMMITMENTS

We work hard and play hard.

We value both dedication and joy. We do life together, creating a culture where families thrive, friendships flourish, and fun fuels our work.

We solve problems, not just identify them. We take initiative, seek solutions, and own our growth. Instead of bringing problems, we bring possible answers. We learn, adapt, and share what we discover.



GREENVILLE FIRST COMMITMENTS

We lead with courage. Mistakes are not failures unless we refuse to learn from them. We own our mistakes, reflect, grow, and improve. Excellence is built through resilience, not perfection.

We prioritize people over projects.

Relationships matter more than results. We invest in the spiritual, emotional, and personal well-being of people before tasks or goals.

We give generously. We give our time, resources, encouragement, and wisdom freely—because everything we have is from God. We serve with open hands and hearts, trusting in His provision.



