



RCC

CULTURE GUIDE



INTENTIONALLY & CONSISTENTLY CREATING CULTURE THAT
EXEMPLIFIES THE GOSPEL.

BY DESIGN

Here at RCC, we know that culture either happens by default or by design. Rather than allowing our feelings, upbringing, or society's standards to take the lead, our goal is to intentionally and consistently create the culture that exemplifies the gospel. This book is your guide to the culture and language at RCC.



VISION

WHERE ARE WE GOING?

We are a church planting movement
fueled by the Gospel that reaches
Baltimore City and cities around the
world.



REDEMPTION
CITY
CHURCH





MISSION

HOW DO WE GET THERE?

Display and declare the gospel.

KEYS TO THE HOUSE

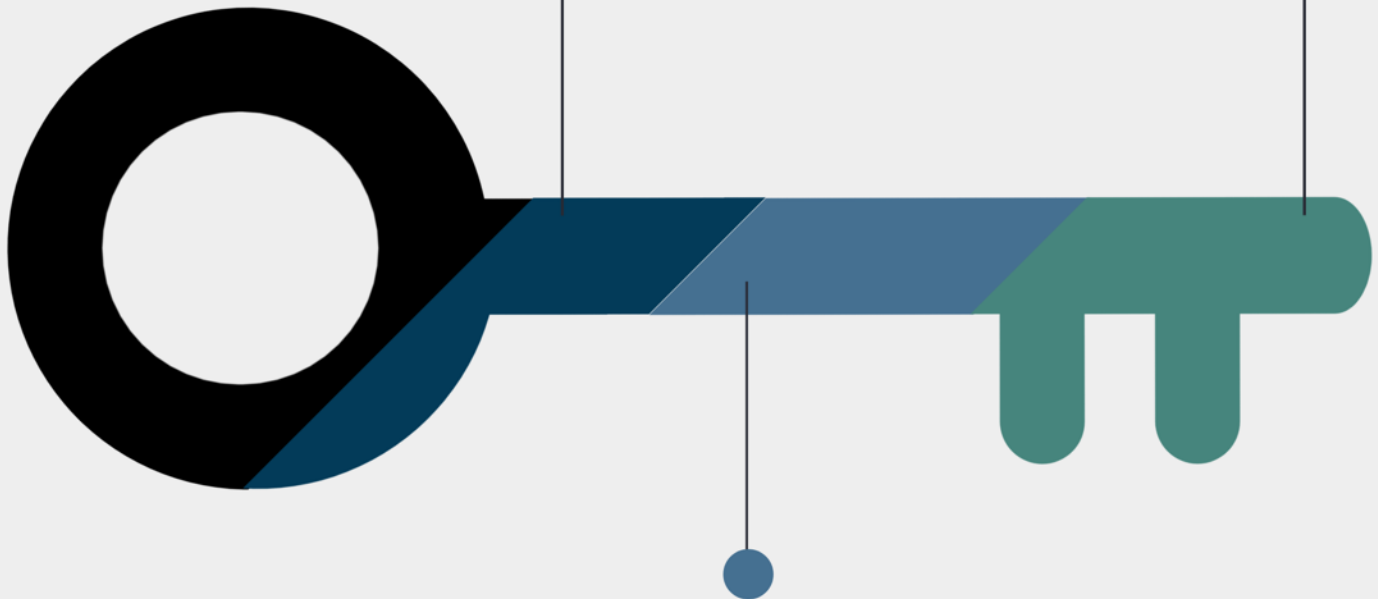
OUR VALUES

WE ARE:

- 1. Gospel Centered
- 2. Gospel Family
- 3. Gospel Equippers

WE HAVE:

- 7. Gospel Honor
- 8. Gospel Humility
- 9. Gospel Hospitality



WE EMBODY:

- 4. Gospel Mission
- 5. Gospel Excellence
- 6. Gospel Innovation

1. GOSPEL CENTERED



3 For I delivered to you as of first importance what I also received: that Christ died for our sins in accordance with the Scriptures, **4** that he was buried, that he was raised on the third day in accordance with the Scriptures. 1 Corinthians 15:3-4 (ESV)

The Gospel is not the diving board, it's the pool. It's not the ABCs, it's the A-Z.
We never graduate beyond the gospel. It is the power to save, and has the power to sanctify.

To be gospel-centered means to focus on Jesus, who he is and what he has done, not on who we are and what we have done or will do for God. The gospel is the good news about Jesus Christ (Mark 1:1) who came "to seek and save the lost" (Luke 19:10). The gospel is for everyone, every day, and every moment.

Gospel Centered means when someone is impatient, you don't just point them to the rules, you show them the patience of Christ. You start with what Christ has done before you get to what you need to do. You're after people's hearts, not their behavior modification. You ask questions before you make statements. It's asking a servant leader who's not exhibiting gospel hospitality, "Tell me how you're feeling, and what you're believing about Jesus."

It's: Adam reminding David that his identity comes from the gospel after he felt like he didn't perform well on a sermon.

It's not: Just teaching morals or giving good advice.

44 And all who believed were together and had all things in common. 45 And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. 46 And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, 47 praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved. Acts 2:44-47 (ESV)

RCC is not an event; it's a family. We don't just do ministry together, we do life together. This means we're in each other's homes, at each other's dinner tables, opening up each other's refrigerators. We believe the gospel flourishes in relationships. Because we're family we don't just use each other, we are for each family member's holistic health. No one drowns at RCC, because we have each other's backs.

Gospel Family is letting someone use your car for free. Helping a new member move. Watching each other's kids. Covering for someone when they need a break. Giving your own money to help someone pay for their water bill. It's coming early and staying late.

It's: Brady and Jules having a group over for brunch at their house before the gathering or Nolan and Emon inviting lost neighbors over for a Memorial Day cookout.

It's not: Showing up on most Sundays and leaving right after the worship gathering ends.



2. GOSPEL FAMILY

3. GOSPEL EQUIPPERS

11 And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, 12 to equip the saints for the work of ministry, for building up the body of Christ, 13 until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, Ephesians 4:11-13 (ESV)

Our focus isn't on doing tasks, it's equipping leaders. Jesus spent most of his time developing lost people into leaders, and so do we. If we're going to plant a lot of churches we need a lot of leaders. So to serve at RCC means you are always working to recruit and train new leaders. Each member has been given a gift by God to serve the body; our job is to unleash that member's gift onto the world.



Gospel Equippers are quick to see others' gifts and verbally praise them, and plug them into a ministry. You say things like, "You're going to be a church planter one day." It's seeing the best in people before they see it in themselves. You are always looking for someone to train and replace you. It's meeting regularly with a group of people to disciple them. It's being ok with a Gospel Community or sermon being strategically average at times so a leader can be developed.

It's: Adam discipling three guys every other week.

It's not: Always being the one that leads, hogging the Mic, or spending most of your time on admin instead of with people.



4. GOSPEL MISSION

18 And Jesus came and said to them, "All authority in heaven and on earth has been given to me. 19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." Matthew 28:18-20 (ESV)

We are ordinary people doing ordinary things with gospel intentionality. We take what we're already doing (basketball, work, eating out, gym, book club, etc.) and infuse gospel intentionality into our rhythms. Evangelism doesn't need to be door to door, it can be life on life. As we go, the gospel is on our lips. We talk about what we love, and there's nothing we love more than the gospel.

Gospel Mission is saying hi to the person you see at the gym and inviting them to a gathering. It's having invite cards in your wallet. It's inviting your neighbor over for dinner and asking them about their faith. It's sharing the 3 Circles or Bridge Illustration with somebody who doesn't know Jesus. It's starting a relationship with that kid who's always vaping on the street corner and becoming their friend so you can share the good news. It's seeing your Gospel Community as a people on mission to reach the city, instead of an exclusive holy huddle.

It's: David inviting a lost friend over for dinner and asking them about their faith and sharing the gospel.

It's not: Going the entire month without sharing the news of the gospel.

3 Then this Daniel became distinguished above all the other high officials and satraps, because an excellent spirit was in him. And the king planned to set him over the whole kingdom. Daniel 6:3 (ESV)

We serve a God of excellence. He made Mt. Everest. He made the eye. He made bacon. As the gospel works its way in our hearts, we can't help but give God our best back. We aren't perfect, but we shoot for excellence in everything we do - out of love for God, and love for neighbor. So whether it's setting up a chair, playing a guitar solo, or counseling a friend, no one is going to work harder than us.

Gospel Excellence is spending more time preparing than you do performing. Yearning for feedback after you serve. Being honest at what you're bad at. Reading books, going to seminars, and seeking out mentors so you can keep improving.

It's: Jen creating a professional layout of an office design or Adam stopping his work to be present at the hospital visiting a member in distress.

It's not: Winging it and hoping for the best or faking it until you make it.



5. GOSPEL EXCELLENCE



6. GOSPEL INNOVATION

Jonathan and Israel were outnumbered against the Philistines, 2 against 20,000, and Jonathan advanced anyway because Yahweh was with them: 6 Jonathan said to the young man who carried his armor, “Come, let us go over to the garrison of these uncircumcised. It may be that the Lord will work for us, for nothing can hinder the Lord from saving by many or by few.” 7 And his armor-bearer said to him, “Do all that is in your heart. Do as you wish. Behold, I am with you heart and soul.” 1 Samuel 14:6-7 (ESV)

Everything about our church is a miraculous work of God. From our building to each individual member. We’ve always taken bold risks because we believe God is sovereign over all creation and He loves us. We’re not afraid to try new things and fail; we believe failing is being too scared to take bold steps of faith. So every ministry and member is chasing ambitious goals, innovating new strategies, making big asks, trusting God to come through. We each can say, “God if you don’t show up, I’m screwed.”

Gospel Innovation is setting a goal for a ministry that you could not accomplish without God’s help. It’s trying out a new song, or addressing a controversial cultural topic in a sermon series. It’s trusting God has all the resources in the world and counting on Him to come through.

It’s: Megan using multi tracks in the worship set and hosting a vision lunch for her team.

It’s not: Playing it safe and only doing what you’ve seen done before.

7. GOSPEL HONOR



10 Love one another with brotherly affection. Outdo one another in showing honor. Romans 12:10 (ESV)

Each family member at RCC is in a competition, to out-honor one another. We defer credit, and absorb blame. In the same way Jesus absorbed our sin and deferred his righteousness. Bitterness, slander, and gossip are not acceptable here. We care about each other too much to let those characteristics poison our hearts and divide our church. We celebrate each other often, and honor God by honoring the leaders He has established.

Gospel Honor is going out of your way to celebrate the way someone's God-given gift has served you. "Thank you so much for leading us in that song, it was beautiful." "That sermon spoke directly to where I was at." "I saw the way you helped that older woman feel welcomed and led her to a seat. That was so like Jesus." It's giving your brother or sister the benefit of the doubt.

It's: Michelle insisting on calling the elders "pastor." David sharing how something the elders did hurt his feelings and only going to them directly to share how it made him feel.

It's not: Complaining to other family members, but refusing to address the person who hurt you. Assuming the worst of someone's intentions. Feeling someone's bitterness, but being too scared to press in and ask what's going on.

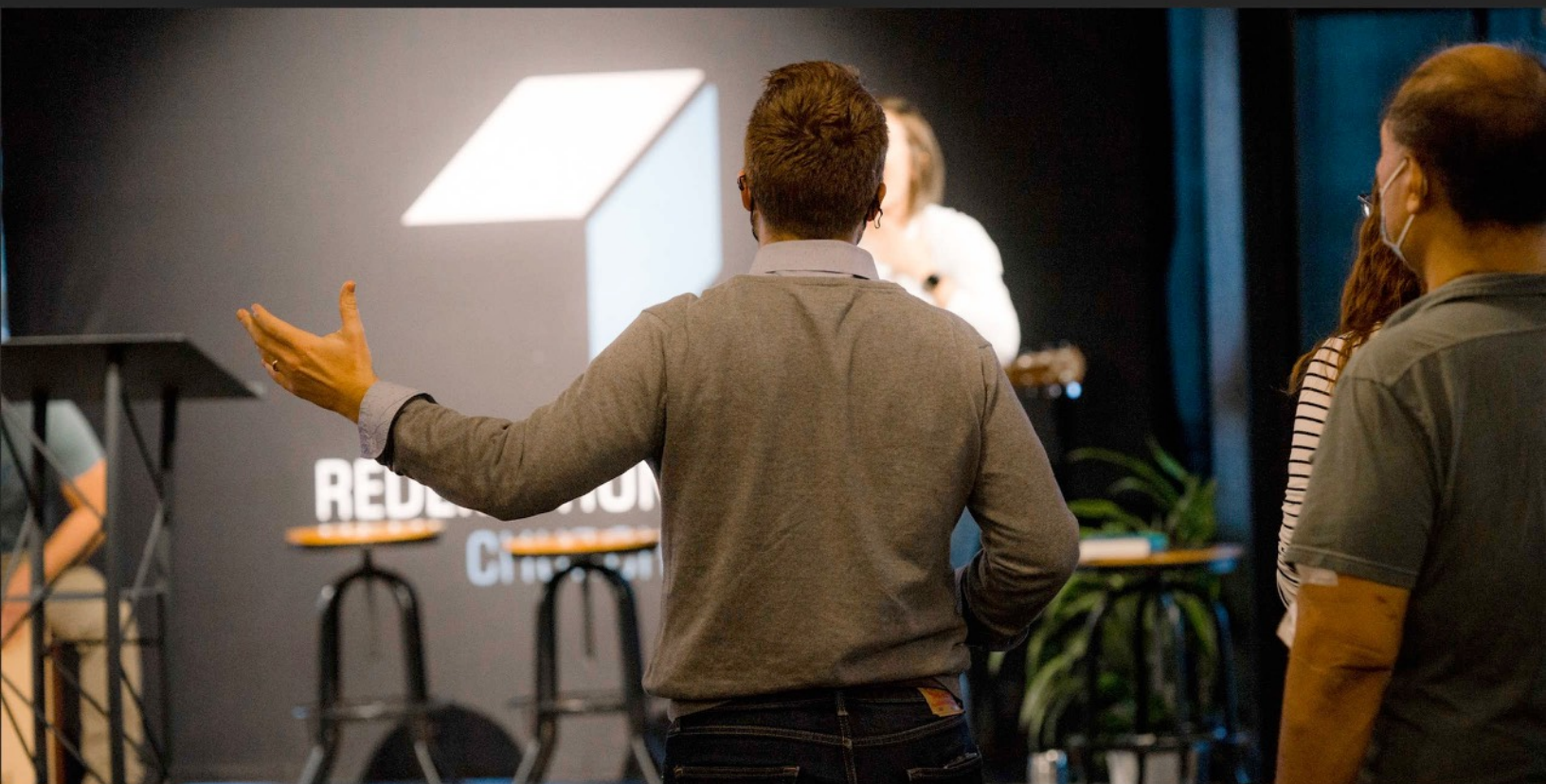
26 For consider your calling, brothers: not many of you were wise according to worldly standards, not many were powerful, not many were of noble birth. 27 But God chose what is foolish in the world to shame the wise; God chose what is weak in the world to shame the strong; 28 God chose what is low and despised in the world, even things that are not, to bring to nothing things that are, 29 so that no human being might boast in the presence of God. 30 And because of him you are in Christ Jesus, who became to us wisdom from God, righteousness and sanctification and redemption, 31 so that, as it is written, "Let the one who boasts, boast in the Lord." 1 Corinthians 1:26-31 (ESV)

It's a miracle any of us are even here. We are prodigal sons and daughters deserving of a pig sty, but have been given an eternal celebration. God chose us not because we're impressive, but because we're weak, to display His power. When someone criticizes us we say, "You have no idea how sinful I really am, it's worse than you even know." We're never too skilled to serve. If serving is beneath us, leadership is beyond us. Our own sinfulness is our greatest threat, and Jesus is our only hope. We thirst for feedback, and are always looking to grow until Jesus brings us home.

Gospel Humility is sitting front row at a Sunday Gathering, with your Bible open, and a notebook beside you, ready to hear from God through the preaching of God's word, quick to laugh, expectant of God to move, gracious towards mistakes, clapping during the songs, ready to be changed by the Holy Spirit.

It's: Megan on the front row nodding her head and writing notes during both services.

It's not: Sitting at a distance, whispering, laughing, judging, criticizing, uninterested.



8. GOSPEL HUMILITY

7 Therefore welcome one another as Christ has welcomed you, for the glory of God. Romans 15:7 (ESV)

Jesus's love takes the unlovely and turns them into family. We welcome others the way Christ has welcomed us to his table. We smile to communicate our affection for one another. We're positive: we don't have to be here, we get to be here! We want to display the gospel in the way we treat those who visit our community.

Gospel Hospitality is believing if someone is alone it's an emergency. It's a servant leader on Sunday Morning looking for those who seem uncomfortable, leading them to a chair, asking them about their life, sitting next to them, and inviting them to their Gospel Community that week. It's seeing your home not as a refuge, but as an outpost for gospel ministry. It's being cool with a stain on your carpet or another member eating your favorite chips. It's being more prepared to give than receive.

It's: Mike dropping off Texas BBQ at a member's house or a Jen Yun rib-crushing hug.

It's not: Thinking only of yourself, talking only to your friends, failing to greet someone new in the room, displaying non-verbals that communicate you're uninterested in them.



9. GOSPEL HOSPITALITY

STRATEGY



STRATEGY



Gospel Centered Discipleship

- + Quality Worship Gatherings
- + Gospel Communities
- + Stoop Groups
- + Family Meetings
- + Display/Declare
- + Foundations
- + RCC 101
- + RCC Seminars



STRATEGY

Orphan Care



Orphan Sunday +
Adoption Fund +
Foster Care Training +



STRATEGY



Social Justice

- + School/Ministry Partnerships
- + Gospel Communities (Missional Partnerships)
- + Serve Days



STRATEGY

Planting Churches

P

**RCC Institute +
Residencies +
Networks (NAMB, Times 12, Acts 29) +**



STRATEGY

E

Evangelism

- + Gospel Communities
- + Ordinary People Doing Ordinary Things with Gospel Intentionality



STRATEGY

Leadership
Development



RCC Institute +
Display/Declare +



RCC DISCIPLESHIP PATHWAY

LOST



- + GATHERINGS
- + GOSPEL COMMUNITIES
- + FOUNDATIONS

NEW DISCIPLE



- + STOOP GROUPS
- + CHURCH MEMBERSHIP
- + FOUNDATIONS

MATURE DISCIPLE



- + STOOP GROUP FACILITATOR
- + GOSPEL COMMUNITY LEADER
- + SERVE TEAM LEADER

LEADER



- + INSTITUTE
- + RESIDENCY

MULTIPLIER



- + CHURCH PLANTING TEAMS
- + ELDERS & DEACONS
- + MINISTRY LEADERS

RHYTHMS



**+ Sunday Gatherings - Required for Family Members; Commanded by scripture (Heb. 10:25).
>> Our weekly worship gatherings centered on the gospel.**

**+ Gospel Community - Strongly encouraged for Family Members; described in the scriptures.
>> Life together centered on fun, family, hospitality, and mission.**

**+ Stoop Group
>> Christians only, doing more intimate life together centered on discipleship.**

**+ Family Meetings - Required for Family Members; commanded by scripture (1 Cor. 5; Matt. 16-18).
>> Quarterly family gatherings adding new members, updating on church business, and spending time enjoying one another.**

**+ Foundations
>> An intentional discipleship relationship that explores what it means to follow Jesus.**

**+ RCC 101
>> A one-time class offered every 6 weeks introducing you to family membership at RCC.**

**+ RCC Institute
>> A 2 semester, application required program that focuses on developing family members into leaders in the local church.**

**+ Display/Declare
>> A twice a year event in January and August that rallies our team and helps us develop more leaders.**

LANGUAGE

THIS

Ours:
Our team, Our church,
Our Gospel Community

Pastor Adam Wilson

Going to the worship
gathering

Serving Team

Worship Team

"Thank you for
serving!"

"I get to be here" /
"I get to do this"

"We're not leading
our people to..."

"It's on us/me"

Gospel Communities

Multiply our Gospel
Community

NOT THAT

Yours:
Your team, Your church,
Your Gospel Community

Adam Wilson

Going to church

Volunteer

Band

"Sorry, I know
serving is hard."

"I have to be here" /
"I have to do this"

"Our people won't..."

"It's not my problem"

Small Groups

Splitting our Gospel
Community

PHRASES

Ordinary people doing ordinary things with gospel intentionality

No one in this room is your enemy

Progress over perfection

No one drowns at RCC

If serving is beneath you, leadership is beyond you

Inspect what you expect

Change the connotation of confrontation

You teach what you know, you reproduce who you are

The church isn't built on the talent of a few, but on the sacrifices of many

Prayer isn't our last resort, it's our first response

The church isn't a building, it's a people

STAFF RHYTHMS

+ Work Week

- >> Sundays-Thursday
- >> Off Friday and Saturday
- >> 9am-5pm (Weekdays)
- >> 8:00am-12:30pm (Sundays), at both services
- >> Give your supervisor a heads up if you'll be out of the office

+ Staff Meeting Times

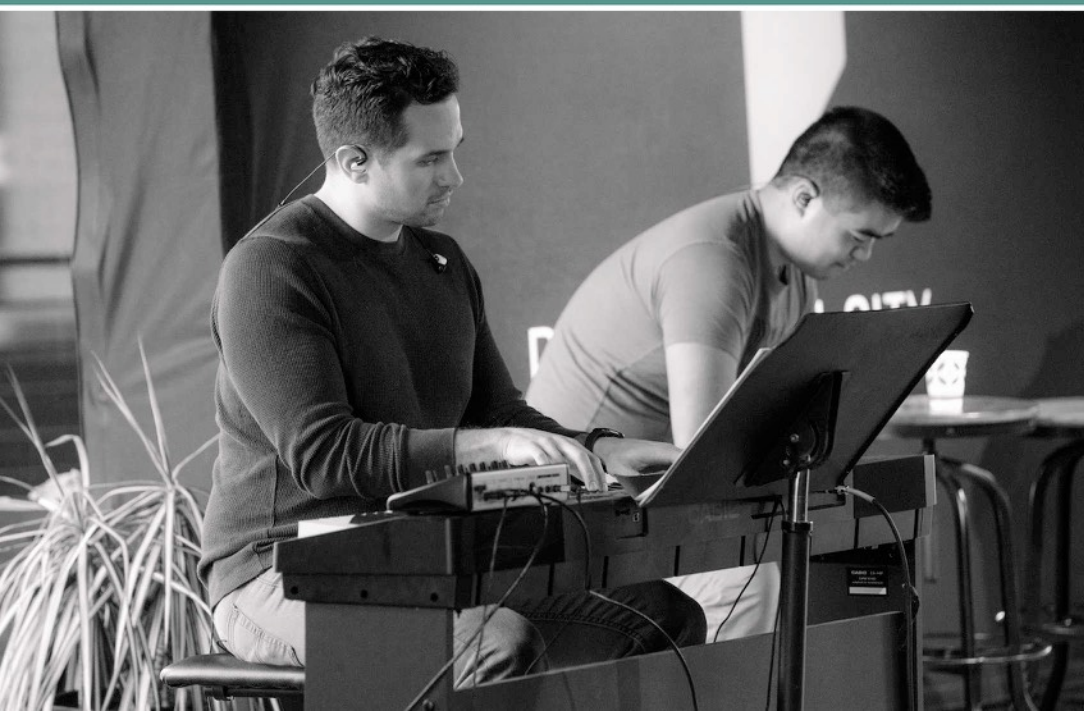
- >> Monday - Coaching Meetings
- >> Mondays at 9:30am - All Staff Meeting
- >> Every month with a 5th Tuesday is a fun activity together
- >> All Residents Meeting with Pastor Adam Muhtaseb - Every other Monday

+ Holidays & Retreats

- >> Retreats: Post-Easter, October/November
- >> Office is closed for all major holidays and from Christmas to New Years

+ Pastor Expectations for Services

- >> When preaching, manuscript is due Wednesday at midnight (the week of your service) to the slides serving team member
- >> Slides serving team member will make slides and send for pastoral approval by EOB on Thursday (the week of your service)
- >> Changes or approval due by noon on Friday (the week of your service)





STAFF RHYTHMS (CONT.)

+ Paid Holidays

>> New Year's Eve + Following Day, Easter Monday, Memorial Day, Independence Day, Labor Day, Thanksgiving + Following Day, Christmas Day to New Years

>> Note: When a paid holiday falls on normal day off, another day may be taken

+ Vacation Policy

>> Pastors: 3 weeks (15 Workdays) of vacation leave annually.

>> Full Time Support Staff: 2.5 Weeks (12 Workdays) of vacation leave annually.

>> Part Time Support Staff: Dependent on Hours (Around 8 Workdays)

>> Unused vacation days can accrue from year to year.

- Limit to 2 vacation weeks at a time

>> You must get approval 2 months ahead of time from your supervisor for your vacation days.

>> Can only miss 2 Sundays a year (aside from supervisor-approved ministry trips)

+ Pastoral Sabbaticals

>> 3 Months for Every 5 Years Worked

+ Sick Leave

>> You are entitled up to 3 paid sick days annually.

>> Any additional days needed must be discussed with supervisor

+ Maternity Leave

>> 6 Weeks paid

>> Additional sick days or vacation can be used in addition

>> Any additional days needed must be discussed with supervisor

STAFF RHYTHMS (CONT.)

+ Paternity Leave

>> 2 Weeks paid leave

>> Any additional days needed must be discussed with supervisor

+ Bereavement Leave

>> You are entitled to up to 3 days of bereavement leave per year.

+ Jury Duty

>> You may request up to 2 weeks of paid jury duty leave over any 3-year period.

