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# DNA documents »

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Mission Statment

**Mission**

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The TLCC Way

**Organizational Values**

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The Five Welcomes of Hospitable Leadership

**Leadership Values**

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The Five I's of Indispensable Staff Team Members

**Staff Values**

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The Four E's of LIFE Teams

**Team Values**

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**Our mission is to inspire  
people to the life God  
dreams for them as we  
spread His love in  
ever-widening circles.**

# The TLCC Way »

## We Are Passionately Devoted Followers of Jesus Christ (Romans 12:1)

- » We are sincere Christians who, by grace and faith, acknowledge the lordship of Christ, make Him first in everything, and share our faith in Him at every opportunity.
- » We do what we do out of our relationship with Jesus.
- » We are graceful because of grace.



## We Are Always Hospitable (Hebrews 13:1-2)

- » We are warm and welcoming to everyone, and we particularly love to “entertain strangers.”
- » We love to welcome strangers.
- » We massage people’s hearts.



## We Are Enthusiastic Servants Of All (Matthew 20:26-28)

- » We serve others willingly and cheerfully, expanding and employing the highest standards of service in a Christ-like manner.
- » We fight to go last.
- » We find a way to say yes even when the answer is no.



## We Strive For Excellence In An Atmosphere Of Grace (1 Corinthians 10:31)

- » We are committed to excellence in everything we are and do and we accept responsibility for our decisions and actions while always extending grace to ourselves and others.
- » We reflect God’s excellence in every detail.
- » We serve empathy sandwiches.



## We Deeply Love One Another And Our Church (Ephesians 4:29)

- » We value our relationships with one another, we act towards each other with love and respect, and we always promote the unity of our church.
- » We practice extreme ownership.
- » We protect the unity of the church.





# The Five Welcomes of Hospitable Leadership

## 01 - Home

- Intentionally creates plans and goals when leading others that prioritizes aspects of invitation, care, warmth, detail and beauty.
- Effectively identifies the physical, emotional, and relational pathways leading to the accomplishment of goals and fluidly plans for each pathway accordingly.
- Practice of hospitality appears effortless, natural, fluid and real.

## 02 - Strangers

- Carefully cultivates relationships with others they lead who are strangers to them.
- Highly values diversity and is highly skilled in empathic, active listening.
- Creates time and space to learn what they do not know and radically pursues hospitality as a means of resistance to the accepted order of things.
- Authentically and genuinely loves loving strangers.

## 04 - Communication

- Consistently uses beauty and truth to create a hospitably communicative climate, cultivating an atmosphere of trust and practicing appropriate transparency.
- Actively seeks to understand before seeking to be understood through empathic listening, giving and receiving signals, and practicing poverty of mind.
- Cultivates hospitable environments, inclusive of physical space, that says "I am thinking about you" and constantly restates the obvious.

## 03 - Dreams

- Intentionally and proactively welcomes dreamers and entertain their dreams.
- Clearly articulates a clear moral mission for the organization that connects the success of individuals to the greater cause.
- Continuously creates new environments, new challenges,

## 05 - Feasts

- Actively leads in a way that those being led feel like they are attending a feast.
- Lives in a manner that promotes happiness in all aspects of life.
- Pays careful attention to their hope levels, as hope precipitates happiness, and radiates hope as an influential tool in their leadership practices.

# The Five I's of Indispensable Staff Team Members

## 01 – Integral



- Integral people experience congruence in who they are, what they say and what they do. They have integrity.
- Integral people see themselves as part of the whole and as essential to the whole. They are team players.
- Integral people practice reciprocal candor and protect the integrity of the team.
- Integral people have structural integrity. All the disparate parts of their lives are integrated into a healthy whole. They are solid – emboldened by challenges – refined by pressure – and tough times make them stronger.

## 02 – Inspired

- Inspired people are filled with the life of God and are growing in their lives with God.
- Inspired people are invigorated by the mission, vision and values of The Life Christian Church and are animated by the agreement of the mission, vision and values of TLCC and their sense of God's vision for their own lives.
- Inspired people inspire others. They recognize their role in "inspiring people to the life God dreams for them" and know that to lead is "to inspire, influence and empower others to self-actualization and the accomplishment of mission."
- Inspired people are impassioned. They love God with all of their heart, soul, mind and strength. They love people passionately. They love their work and bring their heart to work every day.
- Inspired people bring positivistic energy to all they do.

## 03 – Initiating



- Initiating people pray, dream, think, plan, create, risk and act in an environment that rewards appropriate failure as well as success. They are motivated to achieve breathtaking success...not to avoid failure.
- Initiating people take ideas from thought to reality, knowing that being creative and shaping the future is innate to being created in the image of God.
- Initiating people do not wait for external motivation. They motivate themselves from ideation through execution.

## 04 – Intelligent

- Intelligent people are constantly expanding their intellect through loving and practicing learning.
- Intelligent people understand that smart emotions are essential to a well-lived life, and accept responsibility to teach and manage their emotions.
- Intelligent people study interpersonal dynamics, and are constantly improving their ability to practice loving relationships.
- Intelligent people intentionalize developing knowledge and skills in their specific areas of responsibility. They strive to become experts in what they are called and tasked to do.

## 05 – Insistent

- Insistent people have a heightened sense of urgency. They understand how high the stakes are, and have the unwavering discipline to get the job done.
- Insistent people rise to the challenge of a mission-driven and highly sacrificial work/ministry culture.
- Insistent people are intensely motivated, and have elevated expectations for their own performance. They look forward to having their performance reviewed by others.

# The Four E's of LIFE Teams



## Embody the Culture

Foundations

- The TLCC Way
- TLCC Mission
- The 5 I's
- The 5 Welcomes

## Envision the Win

Aspirations

- Vision
- Goals
- Action Plan

## Engage the People

Connections

- Recruitment
- Training
- Meeting

## Evaluate the Performance

Celebrations

- Expectations
- Measurement
- Feedback
- Reward



## Definitions:

**Embody the Culture:** Internalizing and adding value to the top-level values and mission which form the foundation of the organization's culture.

**Envision the Win:** Setting and sharing the vision, goals and action plans the team aspires to accomplish.

**Engage the People:** Making connections that will attract others, develop competencies, and build relationships on the team.

**Evaluate the Performance:** Establishing clear expectations that are utilized as criteria for success and a basis for saying thank you in meaningful ways.