

Philippians 1:27 (NIV) - To Live a Life Worthy of the Gospel - Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ. Then, whether I come and see you or only hear about you in my absence, I will know that you stand firm in the one Spirit,^[a] striving together as one for the faith of the gospel
FOCAS's Culture Objective



A Scripturally Based Framework for Defining and Understanding Our Culture that Transforms Lives

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FOCAS Culture Thoughts

Filter all through: Scriptures, Values, OGSMs, & Strategy

We shape FOCAS's culture and the culture around us! This becomes a mindset. Worldview?

Grow Strong in Lord – ***Are WE growing strong in the Lord and setting the example for others?***

What's it take? Are we intentional in the small things and the difficult things?

Renewal of Mind and Transformed Thinking

Romans 12:2 Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.

Ephesians 4:23 and to be renewed in the spirit of your minds,

1 Thes 2:13 the Word works in us – Do we believe this? Have we received this?

Hebrews 13:7 - Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life, and imitate their faith.

Phil 1:29 says how we are to live our lives

We Must Talk About it

We Must Take Action/Use our Survey!

The Power of Culture Reinforces our Values and Strategy!

The Performance Pathway Means:

Leaders Model Culture Modeling Behavior that Gets Results

1. This is the foundation of his “R Factor” training.
2. How did Jesus select his disciples?
 - Did they have natural talent for the positions Jesus would entrust them with?
3. Do you believe that you can aspire to skills for which you don't have the natural talent?

Yes – IF YOU ARE WILLING TO DO THE WORK AND RECEIVE FEEDBACK.

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It Takes Culture:

1. The word "Culture" comes from the Latin "core" which means heart. It's where our values and world view reside. ***Not on Paper.***
2. **LEADERS ARE THE CATALYST TO DRIVE OUR CULTURE** AT FOCAS/LORD'S GYM MINISTRIES. This is the BIG IDEA. Leaders and their ability to influence ***spiritually*** make the difference!!!

Proposition statements, thoughts, and reality check:

- **You can't build a culture that you don't talk about!!!**
- It is hard to do! It takes everyone.
- It is a mindset requiring **continuous skillset development.**
- It takes focus, energy, commitment, and accountability.
- *Are we willing to seek the Lord and do the work to continually deepen our relationship with God and others is the bottom line? Again, are we growing STRONGER in the Lord each day? Skill development will also likely be required.*

Culture is built. Culture is nurtured. It is not declared!

Cultivate a Get Better Mindset and Learn to Embrace the Discomfort.

Six (6) key components of his "R-Factor" thinking.

(By Tim Kight of FOCUS 3: Culture, Leadership, Behavior)

1. How do we **typically** choose to respond to a given event or situation for the outcome we desire or need? **E+R=O**
2. We have to know our **Objective!**
3. Understanding Discipline over Default Behavior/Reactions
4. The 7 components to Reacting:
 1. R1 – Press Pause (Loose the anxiety.)
 2. R2 – Get Your Mind Right (Draw closer God.)
 3. R3 – Step Up

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4. R4 – Always Show Respect: To God, To Self, To Others, Property, Authority, & Environment.
5. R5 – Adjust & Adapt (Build Character/Sanctification/Become more like Christ!)
6. R6 – Make a Difference
7. R7 – Build Skill

5. We have to “Do the Work”. There is no other way.

6. We don't Blame, Complain, or Defend – NO BCD

We will look at each and identify scriptural support.

Use the following simple formula to **guide our thinking.**

We have to have and know our Objective or Outcome?

What does FOCAS' Culture look like?

- How do we know when we see it in others?
- What is the result when linked to our strategy?

The following pages are more in depth look with scriptural support for each component of this framework.

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The Performance Pathway

Leaders → Culture → Behavior = Results

ARE WE WILLING TO DO THE WORK AND RECEIVE FEEDBACK?

Cultivate a Get Better Mindset and Learn to Embrace the Discomfort

- James 1:2-3 ESV - Count it all joy, my brethren, when ye fall into manifold temptations; knowing that the proving of your faith worketh patience.
- Ps 20:4 May he grant you your heart's desire and fulfill all your plans!
- 1 Timothy 4:7 (ESV) Have nothing to do with irreverent, silly myths.
 - **Rather TRAIN yourself for godliness;**
- **Jeremiah 29:11** - For I know the **plans** I have for you, declares the LORD, **plans** for welfare and not for evil, to give you a future and a hope.
- Proverbs 15: 14 The heart of him who has understanding **seeks knowledge**, but the mouths of fools feed on folly.

Component #1 - E + R = O (Event + Reaction = Outcome)

- Event or situation we can't control.
- What is our desired outcome? TRANSFORMED LIVES (short version)
- Will our reaction be one of Discipline or Default behavior?
- Is our reaction in line with God's word?
- Is it moving us toward our Objective = A Transformed Life!

We must Know our Objective! – [FOCAS' OGSMs and Strategy] A transformed life that glorifies God Philippians 1:27! This means US, FOCAS Board Members and Staff - first! and, our family's, volunteers, partners, and friends. To **"grow stronger in the Lord and the power of his might."** Eph 6.10)

E + R = O (Prayerfully Consider)

- 1 Thessalonians 2:13 **And we also thank God constantly^[a] for this, that when you received the word of God, which you heard from us, **you accepted it not as the word of men^[b] but as what it really is, the word of God, which is at work in you believers.****
 - Proverbs 2

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E+R=O Continued

- **Proverbs 3**
- **Proverbs 4**
- **Phil 1:27** Only let your manner of life be worthy^[a] of the gospel of Christ, so that whether I come and see you or am absent, I may hear of you that you are standing firm in one spirit, with one mind striving side by side for the faith of the gospel,
- **Ephesians 5:1** [*Walk in Love*] Therefore be **imitators of God**, as beloved children.
- **Romans 8:11** If the Spirit of him who raised Jesus from the dead dwells in you, he who raised Christ Jesus^[a] from the dead will also give life to your mortal bodies through his Spirit who dwells in you.
- **Colossians 3: 1-3** If then you have been raised with Christ, seek the things that are above, where Christ is, seated at the right hand of God. ² Set your minds on things that are above, not on things that are on earth. ³ For you have died, and your life is hidden with Christ in God
- **Matthew 22:36-40** "Teacher, which is the great **commandment** in the Law?" And he said to him, "You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first **commandment** ...
- Phil 2:12-13 Therefore, my beloved, as you have always obeyed, so now, not only as in my presence but much more in my absence, work out your own salvation with fear and trembling, ¹³ for it is God who works in you, both to will and to work for his good pleasure.
- **1 Samuel 15:22** And Samuel said, "Has the Lord as great delight in burnt offerings and sacrifices, as in obeying the voice of the Lord? Behold, to obey is better than sacrifice, and to listen than the fat of rams.
- **Deuteronomy 28:1** "And if you faithfully obey the voice of the Lord your God, being careful to do all his commandments that I command you today, the Lord your God will set you high above all the nations of the earth.
- **Romans 1:4-5** and was declared to be the Son of God in power according to the Spirit of holiness by his resurrection from the dead, Jesus Christ our Lord, ⁵through whom we have received grace and apostleship to bring about the obedience of faith for the sake of his name among all the nations,
- **2 Corinthians 10:5** - We destroy arguments and every lofty opinion raised against the knowledge of God, and take every thought captive to **obey** Christ,
- **Galatians 5:7** - You were running well. Who hindered you from **obeying** the truth?

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E+R=O Continued

- **Hebrews 13:17** - **Obe**y your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account. Let them do this with joy and not with groaning, for that would be of no advantage to you.
- **1 John 5:2** - By this we know that we love the children of God, when we love God and **obe**y his commandments.
- **Hebrews 13:7** Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life, and imitate their faith.
- **3 John 1:11** Beloved, do not imitate evil but imitate good. Whoever does good is from God; whoever does evil has not seen God.
- **Proverbs 9 Competing messages yielding different OUTCOMES!**

<p>The Way of Wisdom 9 ³ She has sent out her young women <u>to call from the highest places in the town,</u> ⁴ <u>"Whoever is simple,</u> let him turn in here!" To him who lacks sense she says, ⁵ "Come, eat of my bread and drink of the wine I have mixed. ⁶ Leave your simple ways,^[a] and live, and walk in the way of insight."</p>	<p>The Way of Folly ¹³ The woman Folly is loud; she is seductive and knows nothing. ¹⁴ She sits at the door of her house; she takes a seat <u>on the highest places of the town, ¹⁵ calling to those who pass by,</u> who are going straight on their way, ¹⁶ <u>"Whoever is simple,</u> let him turn in here!" And to him who lacks sense she says, ¹⁷ "Stolen water is sweet, and bread eaten in secret is pleasant." ¹⁸ But he does not know that the dead[d] are there, ¹⁵ calling to those who pass by, who are going straight on their way,¹⁶ "Whoever is simple, let him turn in here!"</p>
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- **Proverbs 10:4-5** ⁴ A slack hand causes poverty, but the hand of the diligent makes rich. ⁵ He who gathers in summer is a prudent son, but he who sleeps in harvest is a son who brings shame.
- **Proverbs 10:17** ¹⁷ Whoever heeds instruction (discipline) is on the path to life, but he who rejects reproof leads others astray.
- **Proverbs 10:22 and other Proverbs**– God's practical guidance about money. (It can be hard to hear and do. *It's more comfortable to continue in our habits* than to learn how to use money wisely.) Consider the following verses: (E+R=O)

Be generous in giving.	11:24-25; 22:9
Place people's needs ahead of profit.	11:26

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Be cautious of countersigning for another.	17:18; 22:26-27
Don't accept bribes.	17:23
Help the poor.	19:17; 21:13
Store up for the future.	21:20
Be careful about borrowing.	22:7
Other verses to study include:	11:15; 20:16; 25:14; 27:13

Component #2 - Knowing your objective of E + R = O is critical! (Our Objective is to BE TRANSFORMED!)

Knowing one's objective requires:

1. Self Awareness
2. Mental Toughness

Scriptural Support:

- **1 Thes 2:13** And we also thank God constantly for this, that when you received the word of God, which you heard from us, you accepted it not as the word of men^[b] but as what it really is, the word of God, which is at work in you believers.
- **Read God's Word. Ps:1.1-3.** 1 Blessed is the man who walks not in the counsel of the wicked, nor stands in the way of sinners, nor sits in the seat of scoffers; 2 but his delight is in the law of the Lord, and on his law he meditates day and night. 3 He is like a tree planted by streams of water that yields its fruit in its season, and its leaf does not wither. In all that he does, he prospers.
- **Joshua 1:8** This Book of the Law shall not depart from your mouth, but you shall meditate on it day and night, so that you may be careful to do according to all that is written in it. For then you will make your way prosperous, and then you will have good success.
- **Proverbs 1:1-8** 1 The proverbs of Solomon, son of David, king of Israel: 2 To know wisdom and instruction, to understand words of insight, 3 to receive instruction in wise dealing, in righteousness, justice, and equity; 4 to give prudence to the simple, knowledge and discretion to the youth— 5 Let the wise hear and increase in learning, and the one who understands obtain guidance, 6 to understand a proverb and a saying, the words of the wise and their riddles. 7 The fear of the Lord is the beginning of knowledge; fools despise wisdom and instruction. 8 Hear, my son, your father's instruction, and forsake not your mother's teaching,

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- **We will be tested (Good to know):**

- [Genesis 22:1](#) [*The Sacrifice of Isaac*] After these things God **tested** Abraham and said to him, “Abraham!” And he said, “Here I am.”
- [Genesis 42:15](#) By this you shall be **tested**: by the life of Pharaoh, you shall not go from this place unless your youngest brother comes here.
- [Exodus 15:25](#) And he cried to the Lord, and the Lord showed him a log, and he threw it into the water, and the water became sweet. There the Lord made for them a statute and a rule, and there he **tested** them,
- [Psalm 17:3](#) You have tried my heart, you have visited me by night, you have **tested** me, and you will find nothing; I have purposed that my mouth will not transgress.
- [Psalm 66:10](#) For you, O God, have **tested** us; you have tried us as silver is tried.
- [Psalm 81:7](#) In distress you called, and I delivered you; I answered you in the secret place of thunder; I **tested** you at the waters of Meribah. Selah
- [Psalm 105:19](#) until what he had said came to pass, the word of the Lord **tested** him.
- [Proverbs 27:21](#) The crucible is for silver, and the furnace is for gold, and a man is **tested** by his praise.
- [Zechariah 13:9](#) And I will put this third into the fire, and refine them as one refines silver, and test them as gold is **tested**. They will call upon my name, and I will answer them. I will say, ‘They are my people’; and they will say, ‘The Lord is my God.’”
- [1 Timothy 3:10](#) And let them also be **tested** first; then let them serve as deacons if they prove themselves blameless.
- [Hebrews 11:17](#) By faith Abraham, when he was **tested**, offered up Isaac, and he who had received the promises was in the act of offering up his only son,
- [1 Peter 1:7](#) so that the **tested** genuineness of your faith—more precious than gold that perishes though it is **tested** by fire—may be found to result in praise and glory and honor at the revelation of Jesus Christ.
- **James 1:2-3** - Count it all joy, my brethren, when ye fall into manifold temptations; knowing that the proving of your faith worketh patience.
- **Proverbs 24:15-16** ¹⁵ Do not lurk like a thief near the house of the righteous, do not plunder their dwelling place; ¹⁶ **for though the righteous fall seven times, they rise again**, but the wicked stumble when calamity strikes.
- **Romans 5:1-5** Therefore, since we have been justified by faith, we have peace with God through our Lord Jesus Christ. 2 Through him we have also obtained access by faith into this grace in which we stand, and we rejoice in hope of the glory of God. 3 Not only that, but we rejoice in our sufferings, knowing that suffering produces endurance, **4 and endurance produces character, and character produces hope**, 5 and hope does not put us to

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shame, because God's love has been poured into our hearts through the Holy Spirit who has been given to us.

Component #3: Discipline versus Default Behavior/Reactions

STOP and honestly ask yourself –

“How do I respond to most situations, especially stressful ones?”

Below is how we typically choose to respond to a given event or situation. We respond in one of two ways: Discipline versus Default. Begin thinking of our reaction as one of either above the line or below the line imagery.

Discipline
Default

The leading question becomes, **“Are we acting above or below the line?”** This is pretty simple and straight forward once the vernacular is explained and taught to the team.

Where does our typical behavior lie or dwell? Do we need to make changes to reach our objectives and goals? Are we willing to do the work and get out of our comfort zone? **Are willing to change? Are we willing to receive feedback and do the necessary work to achieve the outcome(s) we desire?**

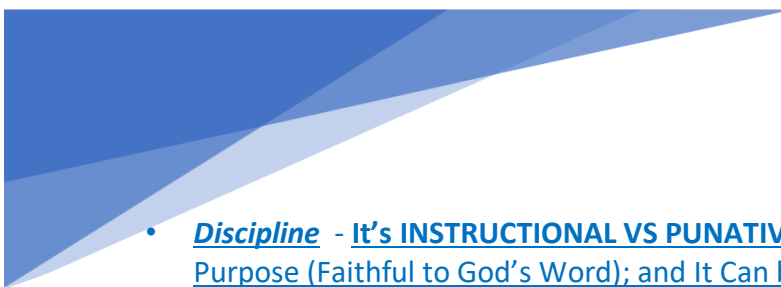
Discipline
Default

Above vs Below the Line Thinking & Behavior D/D is an attitude and behavior (See RAW acronym below as it relates to “Do the Work”):

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D/D Scriptural Support:

- **2 Timothy 3:16** *All Scripture* is breathed out **by God** and profitable for teaching, for reproof, for correction, and for training in righteousness,
- **Acts 20:27** for I did not shrink from declaring to you the whole counsel of God.
- Yagottawanadoit (boils down to desire – do ya want it?)
- **Romans 15:4** For whatever was written in former days was written for our instruction, that through endurance and through the encouragement of the Scriptures we might have hope.
- **Proverbs 19:27** Cease to hear instruction, my son, and you will stray from the words of knowledge.
- **Ephesians 6:4** Fathers, do not provoke your children to anger, but bring them up in the discipline and instruction of the Lord.
- **1 Thessalonians 5:12** [*Final Instructions and Benediction*] We ask you, brothers, to respect those who labor among you and are over you in the Lord and admonish you,
- **Phil 1:27** Only let your manner of life be worthy^[a] of the gospel of Christ, so that whether I come and see you or am absent, I may hear of you that you are standing firm in one spirit, with one mind striving side by side for the faith of the gospel,
- Phil 4:9 Practice these things.
- **1 Thessalonians 4:3** For this is the will of God, your sanctification: that you **abstain from sexual immorality**;
- **Proverbs. 1:1-7** 1 The proverbs of Solomon, son of David, king of Israel: 2 To know wisdom and instruction, to understand words of insight, 3 to receive instruction in wise dealing, in righteousness, justice, and equity; 4 to give prudence to the simple, knowledge and discretion to the youth— 5 Let the wise hear and increase in



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- **Discipline** - **It's INSTRUCTIONAL VS PUNATIVE! Intentional. It's On Purpose (Faithful to God's Word); and It Can be Skillful (it's building skill for the life you want)**
- Discipline scriptures include: 2 Tim 3:16; **Prov 5:23** & 12:1 & 13:10-20; Romans 15:4; 1 Cor 9:27; Titus 1:8
Above the line behavior
Below the line behavior
- **Default** It's Impulsive (folly); On Auto-pilot; Stagnation, It's easy, and Resistant
- Default (folly) scriptures include: **Prov 5:23**; 12:23; 14:8

Tim Kight – Focus 3

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learning, and the one who understands obtain guidance, 6 to understand a proverb and a saying, the words of the wise and their riddles. 7 The fear of the Lord is the beginning of knowledge; fools despise wisdom and instruction.

D/D Scriptural Support Continued:

- **Proverbs. 1:10** If sinners entice you, do not give into them.
- **1 Cor 15:33** Do not be deceived: "Bad company ruins good morals."
- **Proverbs 1:22** How long, O simple ones, will you love **being** simple? How long will scoffers delight in their scoffing and fools hate knowledge?
- **Proverbs 13:18** Poverty and disgrace come to him who ignores instruction, but whoever heeds reproof is honored. ¹⁹ A desire fulfilled is sweet to the soul, but to turn away from evil is an abomination to fools. ²⁰ Whoever walks with the wise becomes wise, but the companion of fools will suffer harm.
- **(For Youth) Proverbs 15:5** A fool despises his father's instruction, but whoever heeds reproof is prudent.
- **Proverbs 15:21-23**; 21 Folly is a joy to him who lacks sense, but a man of understanding walks straight ahead. 22 Without counsel plans fail, but with many advisers they succeed. 23 To make an apt answer is a joy to a man, and a word in season, how good it is!
- **Proverbs 15: 31-33**; 31 The ear that listens to life-giving reproof will dwell among the wise. 32 Whoever ignores instruction despises himself, but he who listens to reproof gains intelligence. 33 The fear of the Lord is instruction in wisdom, and humility comes before honor.
- **Proverbs 16: 20-24**; 20 Whoever **gives thought to the word will discover good**, and blessed is he who trusts in the Lord. 21 The wise of heart is called discerning, and sweetness of speech increases persuasiveness. 22 Good sense is a fountain of life to him who has it, but the instruction of fools is folly. 23 The heart of the wise makes his speech judicious and adds persuasiveness to his lips. 24 Gracious words are like a honeycomb, sweetness to the soul and health to the body.
- **Proverbs 17:10** A rebuke goes deeper into a man of understanding than a hundred blows into a fool.
- **Proverbs 18: 1-2**; Whoever isolates himself seeks his own desire; he breaks out against all sound judgment. ² A fool takes no pleasure in understanding, but only in expressing his opinion.
- **Proverbs 20:11** Do not love sleep or you will grow poor; stay awake and you will have food to spare.
- **Proverbs 21: 25** The craving of a sluggard will be the death of him, because his hands refuse to work. 26 All day long he craves for more, but the righteous give without sparing.

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D/D Scriptural Support Continued:

- **Proverbs 22: 1-2** A good name is more desirable than great riches; to be esteemed is better than silver or gold. 2 Rich and poor have this in common: The Lord is the Maker of them all.
- **Proverbs 22 17-21** Thirty Sayings of the Wise - Saying 1 = 17 Pay attention and turn your ear to the sayings of the wise; apply your heart to what I teach, 18 for it is pleasing when you keep them in your heart and have all of them ready on your lips. 19 So that your trust may be in the Lord, I teach you today, even you. 20 Have I not written thirty sayings for you, sayings of counsel and knowledge, 21 teaching you to be honest and to speak the truth, so that you bring back truthful reports to those you serve?
- **Proverbs 23:12-14** ¹² Apply your heart to instruction and your ears to words of knowledge. ¹³ Do not withhold discipline from a child; if you punish them with the rod, they will not die. ¹⁴ Punish them with the rod and save them from death.
- **Proverbs 24:** ¹³ Eat honey, my son, for it is good; honey from the comb is sweet to your taste. ¹⁴ *Know also that wisdom is like honey* for you: If you find it, there is a future hope for you, and your hope will not be cut off.
- **Proverbs 28:19** Those who work their land will have abundant food, but those who chase fantasies will have their fill of poverty.
- **Proverbs 29:1** Whoever remains stiff-necked after many rebukes will suddenly be destroyed—without remedy.

Key Take-a-ways from Discipline over Default:

1. ***It's our choice to learn and to grow: Spiritually, Physically, Emotionally, and Mentally***
2. ***The process is SLOW, SMALL, & DAILY***
3. ***It's intentional***
4. ***It takes mental toughness and some resiliency.***
5. ***Comes from maturity and school of hard knocks.***
6. ***It comes from feedback from trusted sources. It's okay to be accountable and vulnerable to God and others!***
7. ***Sometimes we have to be reminded. Okay to write them down.***

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Component # 4 – The Seven (7) “R Factors”:

Situational Awareness and R Factor reactions. Consider the following 7 Components:

What is situational awareness? Taking the necessary time to evaluate all of the variables that are impacting the situation that are bearing down on any given situation. Realize what variables are and are not within your control to influence.

R1 – Press Pause A VEEYYYY Tactical First Step!! (Get yourself under control.)

- [Psalm 46:10](#) -Be still, and know that I am God.
- [1 Sam 12:16](#) Now therefore stand still and see this great thing that the Lord will do before your eyes.
- **1 Thessalonians 5:18** give thanks in all circumstances; for this is the will of God in Christ Jesus for you.
- **Proverbs 25:28** A man without **self-control** is like a city broken into and left without walls.
- **Acts 24:25** And as he reasoned about righteousness and **self-control** and the coming judgment, Felix was alarmed and said, “Go away for the present. When I get an opportunity I will summon you.”
- **1 Corinthians 7:5** Do not deprive one another, except perhaps by agreement for a limited time, that you may devote yourselves to prayer; but then come together again, so that Satan may not tempt you because of your lack of **self-control**.
- **1 Corinthians 7:9** But if they cannot exercise **self-control**, they should marry. For it is better to marry than to burn with passion.
- **1 Corinthians 9:25** Every athlete exercises **self-control** in all things. They do it to receive a perishable wreath, but we an imperishable.
- **Galatians 5:23** gentleness, **self-control**; against such things there is no law.
- **1 Timothy 2:9** likewise also that women should adorn themselves in respectable apparel, with modesty and **self-control**, not with braided hair and gold or pearls or costly attire,
- **1 Timothy 2:15** Yet she will be saved through childbearing—if they continue in faith and love and holiness, with **self-control**.
- **1 Timothy 3:2** Therefore an overseer must be above reproach, the husband of one wife, sober-minded, **self-controlled**, respectable, hospitable, able to teach,
- **2 Timothy 1:7** for God gave us a spirit not of fear but of power and love and **self-control**.
- **2 Timothy 3:3** heartless, unappeasable, slanderous, without **self-control**, brutal, not loving good,
- **Titus 1:8** but hospitable, a lover of good, **self-controlled**, upright, holy, and disciplined.
- **Titus 2:2** Older men are to be sober-minded, dignified, **self-controlled**, sound in faith, in love, and in steadfastness.

Philippians 1:27 (NIV) - To Live a Life Worthy of the Gospel - *Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.* Then, whether I come and see you or only hear about you in my absence, I will know that you *stand firm in the one Spirit,^[a] striving together as one for the faith of the gospel*
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R1 – Press Pause Continued

- **Titus 2:5** to be **self-controlled**, pure, working at home, kind, and submissive to their own husbands, that the word of God may not be reviled.
- **Titus 2:6** Likewise, urge the younger men to be **self-controlled**.
- **Titus 2:12** training us to renounce ungodliness and worldly passions, and to live **self-controlled**, upright, and godly lives in the present age,
- **1 Peter 4:7** The end of all things is at hand; therefore be **self-controlled** and sober-minded for the sake of your prayers.
- **2 Peter 1:6** and knowledge with **self-control**, and **self-control** with steadfastness, and steadfastness with godliness,
- **Proverbs 14:8 & 15** The wisdom of the prudent is to discern his way, but the folly of fools is deceiving.
- **Proverbs 20: 24 & 27** - 24 A person's steps are directed by the Lord. How then can anyone understand their own way? 27 The human spirit is[a] the lamp of the Lord that sheds light on one's inmost being.
- **Proverbs 21:23** Those who guard their mouths and their tongue keep themselves from calamity.
- **Proverbs 25:28** Like a city whose walls are broken through is a person who lacks self-control.

R2 – Get Your Mind Right (*Prayer and self-talk; ask what is the responsible thing to do? Not, am I feeling it or will I like it.*)

- **Romans 12:2** Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.
- **Ephesians 4:23** and to be renewed in the spirit of your minds,
- **1 Thes 2:13** the Word works in us – Do we believe this? Have we received this?
- **Jeremiah 29:11** **For I know the plans I have for you**, declares **the LORD**, **plans for** welfare and not **for** evil, to give **you** a future and a hope.
- **Romans 15:13** May the God of hope fill you with all joy and peace in believing, so that by the power of the Holy Spirit you may abound in hope.
- (Ps 1:1-3) Confess Sin? Jonah?
- **James 5:16** Therefore **confess** your **sins** to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective.
- **1 John 1:9** If we **confess** our **sins**, he is faithful and just and will forgive us our **sins** and purify us from all unrighteousness.
- **1 Corinthians 4:5** Therefore do not pronounce judgment before the time, before the Lord comes, who **will bring to light** the things now hidden in darkness and **will** disclose the purposes of the heart. Then each one **will** receive his commendation from **God**,

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R2 – Get Your Mind Right Continued

- **1 Peter 1:13-18 (Be Holy)** ¹³ Therefore, **with minds that are alert and fully sober**, set your hope on the grace to be brought to you when Jesus Christ is revealed at his coming. ¹⁴ As obedient children, do not conform to the evil desires you had when you lived in ignorance. ¹⁵ But just as he who called you is holy, so be holy in all you do; ¹⁶ for it is written: “Be holy, because I am holy.” ¹⁷ Since you call on a Father who judges each person’s work impartially, live out your time as foreigners here in reverent fear. ¹⁸ For you know that it was not with perishable things such as silver or gold that you were redeemed from the empty way of life handed down to you from your ancestors,
- Rom 12:2 Do not be conformed to this world, but be transformed by the **renewal** of your **mind**, that by testing you may discern what is the will of God, what is good and acceptable and perfect.
- and to be renewed in the spirit of your minds,
- Phil 4:8-9 Finally, whatever is... think of these things
- **Ephesians 4:22-24** to put off your old self,^[i] which belongs to your former manner of life and is corrupt through deceitful desires, ²³ and to **be renewed in the spirit of your minds**, ²⁴ **and to put on the new self**, created after the likeness of God in true righteousness and holiness.
- **Proverbs 7:1-5 (Purity!)** My son, **keep my words** and treasure up my commandments with you; ² keep my commandments and live; keep my teaching as the apple of your eye; ³ bind them on your fingers; write them on the tablet of your heart. ⁴ Say to wisdom, “You are my sister,” and call insight your intimate friend, ⁵ to keep you from the forbidden^[a] woman, from the adulteress^[b] with her smooth words.
- **Proverbs 8 (all of it) selected** beside the gates in front of the town, at the entrance of the portals she cries aloud: ⁴ “To you, O men, I call, and my cry is to all mankind. ⁵ O simple ones, learn prudence; O fools, learn sense ¹² “I, wisdom, dwell with prudence, and I find knowledge and discretion. ¹³ The fear of the LORD is hatred of evil. Pride and arrogance and the way of evil and perverted speech I hate. ¹⁴ I have counsel and sound wisdom; I have insight; I have strength.
- **Proverbs 14:** ¹⁵ The simple believes everything, but the prudent gives thought to his steps.
- **Proverbs 16:** ²⁰⁻²¹; ²⁰ Whoever **gives thought to the word will discover good**, and blessed is he who trusts in the Lord. ²¹ The wise of heart is called discerning,
- **Proverbs 19:** ²³ The fear of the LORD leads to life; then one rests content, untouched by trouble.
- Proverbs 20:5 The purposes of a person’s heart are deep waters,

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R2 – Get Your Mind Right Continued

- **Proverbs 28: 13-14** ¹³ Whoever conceals their sins does not prosper, but the one who confesses and renounces them finds mercy. ¹⁴ Blessed is the one who always trembles before God, but whoever hardens their heart falls into trouble.
- **Proverbs 30:7-9** Two things I ask of you; deny them not to me before I die:
8 Remove far from me falsehood and lying; give me neither poverty nor riches; feed me with the food that is needful for me, 9 lest I be full and deny you and say, “Who is the Lord?” or lest I be poor and steal and profane the name of my God.
- **Philippians 4:4-9** 4 Rejoice in the Lord always; again I will say, rejoice. 5 Let your reasonableness^[d] be known to everyone. The Lord is at hand; 6 do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. 7 And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus.
8 Finally, brothers, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things. 9 What you have learned^[e] and received and heard and seen in me—practice these things, and the God of peace will be with you.
- **Romans 8:28** And we know that for those who love God all things work together for good, for those who are called according to his purpose.
- **1 Thessalonians 5:17** pray without ceasing

R3 – Step Up – (How will you respond? Your ability to respond! *Responsibility*)

- **Jeremiah 29:11** - For I know the plans I have for you, declares the LORD, plans for welfare and not for evil, to give you a future and a hope.
- **Proverbs 5:21** For a man's ways are before the eyes of the LORD, and he ponders^[a] all his paths.
- **Proverbs 6:10-11** A little sleep, a little slumber, a little folding of the hands to rest, ¹¹ and poverty will come upon you like a robber, and want like an armed man.
- **Matthew 28:19** 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,
- **Proverbs 13:** ¹² Hope deferred makes the heart sick, but a desire fulfilled is a tree of life.
- **Proverbs 19:28** A corrupt witness mocks at justice, and the mouth of the wicked gulps down evil.
- **Proverbs 24:23-26 & 28-29** ²³ These also are sayings of the wise: To show partiality in judging is not good: ²⁴ Whoever says to the guilty, “You are innocent,” will be cursed by peoples and denounced by nations. ²⁵ But it will go well with those who convict the guilty, and rich blessing will come on them. ²⁶ An honest answer is like a kiss on the lips. ²⁸ Do not testify against your neighbor

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- **R3 – Step Up Continued**

- without cause— would you use your lips to mislead? ²⁹ Do not say, “I’ll do to them as they have done to me; I’ll pay them back for what they did.”
- **Proverbs 29:20-23** ²⁰ Do you see a man who is hasty in his words? There is more hope for a fool than for him. ²² An angry man stirs up strife, And a hot-tempered man abounds in transgression. ²³ A man’s pride will bring him low, But a humble spirit will obtain honor.
 - **James 1:19** Know this, my beloved brothers: let every person be quick to hear, slow to speak, slow to anger;

R4 – Be Respectful of: God, Self, Others, Property, Authority, and Creation.

- **Matthew 22:36-40** “Teacher, which is the great commandment in the Law?” ³⁷ And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind. ³⁸ This is the great and first commandment. ³⁹ And a second is like it: You shall love your neighbor as yourself. ⁴⁰ On these two commandments depend all the Law and the Prophets.”
- **Proverbs 6: 16-19** ¹⁶ There are six things that the LORD hates, seven that are an abomination to him:
 ¹⁷ haughty eyes,
 a lying tongue,
 and hands that shed innocent blood,
 ¹⁸ a heart that devises wicked plans,
 feet that make haste to run to evil,
 ¹⁹ a false witness who breathes out lies,
 and one who sows discord among brothers.
- **1 Thessalonians 5:12** [*Final Instructions and Benediction*] We ask you, brothers, to respect those who labor among you and are over you in the Lord and admonish you,
- Proverbs 18:17 The one who states his case first seems right, until the other comes and examines him.
- Proverbs 20: 26 A wise king winnows out the wicked; he drives the threshing wheel over them.
- **Proverbs 24:30-34** ³⁰ I went past the field of a sluggard, past the vineyard of someone who has no sense; ³¹ thorns had come up everywhere, the ground was covered with weeds, and the stone wall was in ruins. ³² I applied my heart to what I observed and learned a lesson from what I saw: ³³ A little sleep, a little slumber, a little folding of the hands to rest— ³⁴ and poverty will come on you like a thief and scarcity like an armed man.
- **Proverbs 27:17** ¹⁷ As iron sharpens iron, so one person sharpens another.

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R4 – Be Respectful Continued

- **Proverbs 28:3** A poor man who oppresses the poor is a beating rain that leaves no food.
- **Proverbs 29:9** If one turns away his ear from hearing the law, even his prayer is an abomination.
- **Proverbs 29:20-23** 20 Do you see a man who is hasty in his words? There is more hope for a fool than for him. 22 An angry man stirs up strife, And a hot-tempered man abounds in transgression. 23 A man's pride will bring him low, But a humble spirit will obtain honor.
- **Proverbs 30:5-6** ⁵ Every word of God proves true; he is a shield to those who take refuge in him. 6 Do not add to his words, lest he rebuke you and you be found a liar.
- **Romans 13:1-7** [Submission to the Authorities] Let every person be subject to the governing authorities. For there is no authority except from God, and those that exist have been instituted by God. Therefore whoever resists the authorities resists what God has appointed, and those who resist will incur judgment. For rulers are not a terror to good conduct, but to bad. Would you have no fear of the one who is in authority? Then do what is good, and you will receive his approval, ...
- **Romans 13:3** For rulers are not a terror to good conduct, but to bad. Would you have no fear of the one who is in authority? Then do what is good, and you will receive his approval,
- **1 Peter 2:13** [Submission to Authority] Be subject for the Lord's sake to every human institution, whether it be to the emperor as supreme,

R5 – Adjust & Adapt (Be willing to grow and change! Abe, Issac, Peter and Paul)

- Proverbs 20 1,3, & 4 Wine is a mocker and beer a brawler; whoever is led astray by them is not wise. 3 It is to one's honor to avoid strife, but every fool is quick to quarrel. 4 Sluggards do not plow in season; so at harvest time they look but find nothing.
- **Ephesians Chapter 4**
 - ²⁵ Therefore, having put away falsehood, let each one of you speak the truth with his neighbor, for we are members one of another.
 - ²⁶ Be angry and do not sin; do not let the sun go down on your anger, ²⁷ and give no opportunity to the devil.
 - ²⁸ Let the thief no longer steal, but rather **let him labor, doing honest work with his own hands, so that he may have something to share with anyone in need.**
 - ²⁹ Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.
 - ³⁰ And do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption.

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R5 – Adjust & Adapt Continued

- ³¹ Let all bitterness and wrath and anger and clamor and slander be put away from you, along with all malice.
- ³² Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.
- **Colossians 3 Put On the New Self** - If then you have been raised with Christ, seek the things that are above, where Christ is, seated at the right hand of God. ² Set your minds on things that are above, not on things that are on earth. ³ For you have died, and your life is hidden with Christ in God. ⁴ When Christ who is your^[a] life appears, then you also will appear with him in glory.
- ⁵ **Put to death** therefore what is earthly in you:
 - ^[b] sexual immorality,
 - impurity,
 - passion,
 - evil desire,
 - and covetousness, which is idolatry.
 - ⁶ On account of these the wrath of God is coming.^[c]
 - ⁷ In these you too once walked, when you were living in them. ⁸ But now you must put them all away:
 - anger,
 - wrath,
 - malice,
 - slander,
 - and obscene talk from your mouth.
 - ⁹ Do not lie to one another,
 - seeing that you have put off the old self^[d] with its practices ¹⁰ and have put on the new self, which is being renewed in knowledge after the image of its creator. ¹¹ Here there is not Greek and Jew, circumcised and uncircumcised, barbarian, Scythian, slave,^[e] free; but Christ is all, and in all.
- ¹² **Put on** then, as God's chosen ones, holy and beloved,
 - compassionate hearts,
 - kindness,
 - humility,
 - meekness,
 - and patience,
 - ¹³ bearing with one another
 - and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive.
 - ¹⁴ And above all these put on love, which binds everything together in perfect harmony.

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R5 – Adjust & Adapt Continued

- ¹⁵ And let the peace of Christ rule in your hearts, to which indeed you were called in one body.
- And be thankful.
- ¹⁶ Let the word of Christ dwell in you richly,
- teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God.
- ¹⁷ And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.
- **2 Corinthians 12:20** For I fear that perhaps when I come I may find you not as I wish, and that you may find me not as you wish—that perhaps there may be quarreling, jealousy, anger, hostility, slander, gossip, conceit, and disorder.
- **Ephesians 2:14** **For he himself is our peace, who has made us both one and has broken down (REMOVED) in his flesh the dividing wall of hostility (RACE)**
- **Ephesians 2:16** and might reconcile us both to God in one body through the cross, thereby killing the hostility.
- **Hebrews 12:3** [*Do Not Grow Weary*] Consider him who endured from sinners such hostility against himself, so that you may not grow weary or fainthearted.
- **Proverbs 14:7** Leave the presence of a fool, for there you do not meet words of knowledge.
- **Proverbs 18:15** An intelligent heart acquires knowledge, and the ear of the wise seeks knowledge.
- **Proverbs 21:24-27** ²⁴ Do not make friends with a hot-tempered person, do not associate with one easily angered, ²⁵ or you may learn their ways and get yourself ensnared. ²⁶ Do not be one who shakes hands in pledge or puts up security for debts; ²⁷ if you lack the means to pay, your very bed will be snatched from under you.
- **Micah 6:8** He has told you, O man, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?
- **Ephesians 2:10** For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.
- **Philippians 2:13** for it is God who works in you, both to will and to work for his good pleasure.
- **1 Corinthians 15:33** Do not be deceived: “**Bad company** ruins good morals.”
- **R6 – Make a Difference (Refer back to R3 if necessary.)**
 - **Ps 90:12-17.** ¹² So teach us to number our days that we may get a heart of wisdom. ¹³ Return, O Lord! How long? Have pity on your servants! ¹⁴ Satisfy us in the morning with your steadfast love, that we may rejoice and be glad all our days.

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- 15 Make us glad for as many days as you have afflicted us, and for as many years as we have seen evil. 16 Let your work be shown to your servants, and your glorious power to their children. 17 Let the favor[d] of the Lord our God be upon us, and establish the work of our hands upon us; yes, establish the work of our hands!
- Phil 2:3-7
 - ³Do nothing from selfish ambition or conceit, but **in humility count others more significant than yourselves.**
 - ⁴**Let each of you look not only to his own interests, but also to the interests of others.**
 - ⁵Have this mind among yourselves, which is yours in Christ Jesus,^[a]
⁶who, though he was in the form of God, did not count equality with God a thing to be grasped,^[b] ⁷but emptied himself, by taking the form of a servant,^[c] being born in the likeness of men.
 - **Isaiah 32:8** - But he who is noble **plans** noble things, and on noble things he stands.
 - **Proverbs 15:15-17**; Slothfulness casts into a deep sleep, and an idle person will suffer hunger. ¹⁶Whoever keeps the commandment keeps his life; he who despises his ways will die. ¹⁷Whoever is generous to the poor lends to the LORD, and he will repay him for his deed.
 - **Abraham – We are created by God to be a blessing to others. (Dick and Anne Taylor. Burr Robinson. Brad)**
 - **Hebrews 13:7** - Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life, and imitate their faith.
 - **Proverbs 14: 21 & 31** - 21 Whoever despises his neighbor is a sinner, blessed is he who is generous to the poor. 31 Whoever oppresses a poor man insults his Maker, but he who is generous to the needy honors him.
 - **Proverbs 15: 1-4 & 23** - 1A soft answer turns away wrath, but a harsh word stirs up anger. ²The tongue of the wise commends knowledge, but the mouths of fools pour out folly. ⁴A gentle^[a] tongue is a tree of life, but perverseness in it breaks the spirit. ⁵A fool despises his father's instruction, but whoever heeds reproof is prudent. 23 To make an apt answer is a joy to a man, and a word in season, how good it is!
 - Proverbs 19: 22; What is desired in a man is unfailing love,
 - Proverbs 21:8-11 ⁸Whoever sows injustice reaps calamity, and the rod they wield in fury will be broken. ⁹The generous will themselves be blessed, for they share their food with the poor. ¹⁰Drive out the mocker, and out goes strife; quarrels and insults are ended. ¹¹One who loves a pure heart and who speaks with grace will have the king for a friend.
 - **Proverbs 22:** ⁴Do not wear yourself out to get rich; do not trust your own cleverness. ⁵Cast but a glance at riches, and they are gone, for they will surely sprout wings and fly off to the sky like an eagle.
 - **Proverbs 24:10-12** ¹⁰If you falter in a time of trouble, how small is your strength! ¹¹Rescue those being led away to death; hold back those staggering

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R6 – Make a Difference Continued

- toward slaughter. ¹² If you say, "But we knew nothing about this," does not he who weighs the heart perceive it?
Does not he who guards your life know it? Will he not repay everyone according to what they have done?
- **Proverbs 25:21-22** ²¹ If your enemy is hungry, give him food to eat; if he is thirsty, give him water to drink. ²² In doing this, you will heap burning coals on his head, and the LORD will reward you.
 - **Proverbs 27:17** ¹⁷ As iron sharpens iron, so one person sharpens another.
 - **Proverbs 27:23-24** ²³ Be sure you know the condition of your flocks, give careful attention to your herds; ²⁴ for riches do not endure forever, and a crown is not secure for all generations.
 - **Proverbs 28:27** Whoever gives to the poor will not want, but he who hides his eyes will get many a curse.
 - **Proverbs 29:7-8** ⁷ The righteous care about justice for the poor; but the wicked have no such concern. Mockers stir up a city, but the wise turn away anger.
 - **Proverbs 29:18** Where there is no ^[1]vision, the people are unrestrained,
 - **Proverbs 31:8-9** ⁸ Open your mouth for the mute, for the rights of all who are destitute. ⁹ Open your mouth, judge righteously, defend the rights of the poor and needy.

R7 – Build Skill

- [Exodus 28:3](#)
- You shall speak to all the skillful, whom I have filled with a spirit of skill, that they make Aaron's garments to consecrate him for my priesthood.
- [Exodus 35:31](#)
- and he has filled him with the Spirit of God, with skill, with intelligence, with knowledge, and with all craftsmanship.
- [2 Chronicles 30:22](#)
- And Hezekiah spoke encouragingly to all the Levites who showed good skill in the service of the Lord. So they ate the food of the festival for seven days, sacrificing peace offerings and giving thanks to the Lord, the God of their fathers.
- [Ezra 7:6](#) this Ezra went up from Babylonia. He was a scribe skilled in the Law of Moses that the Lord, the God of Israel, had given, and the king granted him all that he asked, for the hand of the Lord his God was on him.
- [Proverbs 22:29](#)
- Do you see a man skillful in his work? He will stand before kings; he will not stand before obscure men.
- **Proverbs 19:27** Cease to hear instruction, my son, and you will stray from the words of knowledge.

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Component #5 - Have a System; Do the Work (Be RAW – Respect, Attitude, Work) Scriptures:

- 1 Timothy 4:7 (ESV) Have nothing to do with irreverent, silly myths. **Rather TRAIN yourself for godliness;**
- Colossians 3:23 English Standard Version (ESV) ²³ **Whatever you do, work heartily, as for the Lord and not for men,**
- **2 Timothy 2:15** Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth.
- **2 Timothy 4:5** As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry.
- **Hebrews 6:10** For God is not unjust so as to overlook your work and the love that you have shown for his name in serving the saints, as you still do.
- **Psalms 20:4** - May he grant you your heart's desire and fulfill all your **plans!**
- **Psalms 33:10** - The LORD brings the counsel of the nations to nothing; he frustrates the **plans** of the peoples.
- **Proverbs 15:22** - Without counsel **plans** fail, but with many advisers they succeed.
- **Proverbs 19:21** - Many are the **plans** in the mind of a man, but it is the purpose of the LORD that will stand.
- **Proverbs 20:18** - **Plans** are established by counsel; by wise guidance wage war.
- **Proverbs 21:5** - The **plans** of the diligent lead surely to abundance, but everyone who is hasty comes only to poverty.
- **Proverbs 12:** ¹¹ Whoever works his land will have plenty of bread, but he who follows worthless pursuits lacks sense. ¹⁴ From the fruit of his mouth a man is satisfied with good, and the work of a man's hand comes back to him. ²⁴ The hand of the diligent will rule, while the slothful will be put to forced labor.
- **Proverbs 13:** ⁴ The soul of the sluggard craves and gets nothing, while the soul of the diligent is richly supplied. ¹¹ Wealth gained hastily^[a] will dwindle, but whoever gathers little by little will increase it.
- **Proverbs 14:** ²³ In all toil there is profit; but mere talk tends only to poverty.
- **Proverbs 16: 1-4 & 9;** The plans of the heart belong to man, but the answer of the tongue is from the LORD. ² All the ways of a man are pure in his own eyes, but the LORD weighs the spirit. ³ Commit your work to the LORD, and your plans will be established. ⁴ The LORD has made everything for its purpose, even the wicked for the day of trouble. ⁹ The heart of man plans his way, but the Lord establishes his steps.
- **Proverbs 16:26** - A worker's appetite works for him; his mouth urges him on.
- **Proverbs 18: 9** Whoever is slack in his work is a brother to him who destroys.
- **Proverbs 23:19-21-** ¹⁹ Listen, my son, and be wise, and set your heart on the right path: ²⁰ Do not join those who drink too much wine or gorge themselves on meat, ²¹ for drunkards and gluttons become poor, and drowsiness clothes them in rags.

Philippians 1:27 (NIV) - To Live a Life Worthy of the Gospel - *Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.* Then, whether I come and see you or only hear about you in my absence, I will know that you *stand firm in the one Spirit,^[a] striving together as one for the faith of the gospel*
FOCAS's Culture Objective

Have a System; Do the Work Continued

- **Proverbs 23: 29-35** - ²⁹ Who has woe? Who has sorrow? Who has strife? Who has complaints? Who has needless bruises? Who has bloodshot eyes? ³⁰ Those who linger over wine, who go to sample bowls of mixed wine. ³¹ Do not gaze at wine when it is red, when it sparkles in the cup, when it goes down smoothly! ³² In the end it bites like a snake and poisons like a viper. ³³ Your eyes will see strange sights, and your mind will imagine confusing things. ³⁴ You will be like one sleeping on the high seas, lying on top of the rigging. ³⁵ "They hit me," you will say, "but I'm not hurt! They beat me, but I don't feel it! When will I wake up so I can find another drink?"
- **Proverbs 24:27** ²⁷ Put your outdoor work in order and get your fields ready; after that, build your house.
- **Proverbs 28:19-20** ¹⁹ He who tills his land will have plenty of food, But he who follows empty pursuits will have poverty in plenty. ²⁰ A faithful man will abound with blessings, But he who makes haste to be rich will not go unpunished.
- **1 Corinthians 10:31** So, whether you eat or drink, or whatever you do, do all to the glory of God.
- **Colossians 3:17** And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.

Component #6 - We don't Blame, Complain, or Defend – NO BCD

- **John 6:43** - Jesus answered them, "Do not grumble among yourselves.
- **James 5:9** - Do not grumble against one another, brothers, so that you may not be judged; behold, the Judge is standing at the door
- Phil 2:14-16 Do all things without grumbling or disputing, ¹⁵ that you may be blameless and innocent, children of God without blemish in the midst of a crooked and twisted generation, among whom you shine as lights in the world, ¹⁶ holding fast to the word of life,
- **Peter 4:9** Show hospitality to one another without grumbling.
- **Proverbs 16: 27-28**; ²⁷ A worthless man plots evil, and his speech is like a scorching fire. ²⁸ A dishonest man spreads strife, and a whisperer separates close friends.
- **Proverbs 17: 4-5 & 9**; ⁴ An evildoer listens to wicked lips, and a liar gives ear to a mischievous tongue. ⁵ Whoever mocks the poor insults his Maker; he who is glad at calamity will not go unpunished. ⁹ Whoever covers an offense seeks love, but he who repeats a matter separates close friends.
- **Proverbs 17: 27-28**; Whoever restrains his words has knowledge, and he who has a cool spirit is a man of understanding. ²⁸ Even a fool who keeps silent is considered wise; when he closes his lips, he is deemed intelligent.

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FOCAS's Culture Objective

NO BCD Continued

- **Proverbs 18:8** The words of a gossip are like delicious morsels; they go down into the inner parts of the body.
- **Proverbs 20: 19** A gossip betrays a confidence; so avoid anyone who talks too much.
- **Proverbs 26:20-22** Without wood a fire goes out; without a gossip a quarrel dies down. 21 As charcoal to embers and as wood to fire, so is a quarrelsome person for kindling strife. 22 The words of a gossip are like choice morsels; they go down to the inmost parts.
- **Matthew 18:15-17** “If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. 16 But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. 17 If he refuses to listen to them, tell it to the church.

Now go do the work!

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What does FOCAS' Culture look like?

- How do we know when we see it in others?
- What is the result when linked to our strategy?

What We Believe	How We Behave	Outcomes We Desire
Christo-Centric, Evangelical & God's Holiness	Empowered by Holy Spirit; Pray relentlessly. To mirror & reflect Christ to a dying world.	To Live a life worthy of the Gospel
God Redeems & Changes All Lives.	With Courage to Encourage	Be Transformed a little more each day.
God Engages Us Where We Are.	Compassion with Humility & Grace & the full Armor of God	Be a Blessing to Others
God is Faithful.	Faithfulness & Steadfastness	Fruit of the Spirit To be fully funded & Vision Driven