

Building A High Trust Culture

We live in a world of
broken trust.

How do we build **trust**?

Trust is the currency of ministry.

Trust is **low**.

The church hurt me.

Progressive worldview removes
personal responsibility and places
it on **institutions** and **systems**.

The Church is a **organism** not a
merely an **organization**.

The restoration and ministry of
trust has to start with **me**.

Moses: The Great Leader

Betrayal from his family.

Numbers 12

“Miriam and Aaron began to talk against Moses because of his Cushite wife, for he had married a Cushite. 2 “Has the Lord spoken only through Moses?” they asked. “Hasn’t he also spoken through us?” And the Lord heard this. 3 (Now Moses was a very humble man, more humble than anyone else on the face of the earth.)”

Betrayal from his leaders.

Numbers 16 (Kora, Dathan, Abiram)

“...became insolent and rose up against Moses. With them were 250 Israelite men, well-known community leaders who had been appointed members of the council. 3 They came as a group to oppose Moses and Aaron and said to them, “You have gone too far! The whole community is holy, every one of them, and the Lord is with them. Why then do you set yourselves above the Lord’s assembly?”

Betrayal from people.

Numbers 20:2-5

“Now there was no water for the community, and the people gathered in opposition to Moses and Aaron. 3 They quarreled with Moses and said, ‘If only we had died when our brothers fell dead before the Lord! 4 Why did you bring the Lord’s community into this wilderness, that we and our livestock should die here? 5 Why did you bring us up out of Egypt to this terrible place? It has no grain or figs, grapevines or pomegranates. And there is no water to drink!’”

Betrayal from his brother.

Exodus 32

When the people saw that Moses was so long in coming down from the mountain, they gathered around Aaron and said, “Come, make us gods who will go before us. As for this fellow Moses who brought us up out of Egypt, we don’t know what has happened to him.”

God vindicates Moses...
most of time.

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Lots of people **died** for their betrayal.

Moses had to **redefine** His **relationship** with the people.

Exodus 32:11-14

“But Moses sought the favor of the Lord his God. “Lord,” he said, “why should your anger burn against your people, whom you brought out of Egypt with great power and a mighty hand? 12 Why should the Egyptians say,

Moses had to **redefine** His **relationship** with the people.

‘It was with evil intent that he brought them out, to kill them in the mountains and to wipe them off the face of the earth’? Turn from your fierce anger; relent and do not bring disaster on your people. 13 Remember your servants Abraham, Isaac and Israel, to whom you swore by your own self:

Moses had to **redefine** His **relationship** with the people.

‘I will make your descendants as numerous as the stars in the sky and I will give your descendants all this land I promised them, and it will be their inheritance forever.’”

14 Then the Lord relented and did not bring on his people the disaster he had threatened.”

Before I am a **shepherd**,
I am a **sheep**.

Questions we have to ask ourselves:

Who hurt you? And name them.

Who do you need to forgive?

Who have you betrayed and need to seek reconciliation?

Why would we ever want to **lead**?



The Michael Scott Effect

5 ways to make a mess of trust:

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- Inconsistent **Communication**

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- Inconsistent **Communication**
- Inconsistent **Time With Team**

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- Inconsistent **Time With Team**
- Inconsistent **Emotional Regulation**
- Inconsistent **Reliability- temptation of autonomy**
- Inconsistent **Decision-making**

How do we build **TRUST**?

Before you are a **shepherd**
you are **sheep**.

What does a **high** trust culture feel like?

What does a **low** trust culture feel like?

Trust: *firm belief in the reliability, truth ability, or strength of someone or something.*

Trust is **doing** what you say!

Steps to Build Trust

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- **Confront** Reality

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- **Extend** Trust

***“Change moves at
the speed of trust.”***

Stephen Covey

Define the culture *you want.*

Questions:

1. Who has hurt you? Name them and do the hard work of forgiveness and restoration.
2. How do you want the culture that you are creating to feel?
3. What is one area you need to grow in consistency?
4. Who do you need to extend trust to? And how do you need to redefine the nature of the relationship?