

# African Methodist Episcopal Church Church Culture #ThisIsHowWeDolt

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# TOPICS

**WHO ARE WE?**

**WHAT IS OUR KEY  
CHALLENGE?**

**HOW DO WE RESPOND?**

**A CALLING, NOT A CAREER**

**SERVING WITH GLADNESS**

**NIKE 7**

**Q & A**

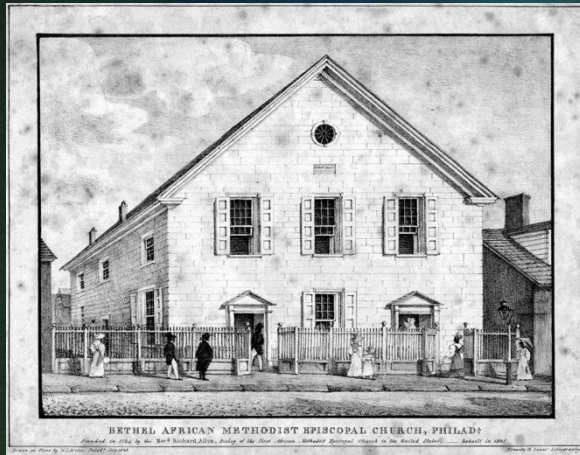


***“Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost.”  
(Matthew 28:19)***



# WHO ARE WE?

## FROM THE FREE AFRICAN SOCIETY IN A BLACKSMITH SHOP TO...



# WHO ARE WE?

- **AFRICAN** – church organized by people of African descent and heritage
- **METHODIST** – roots are in the family of Methodist churches (an orderly system)
- **EPISCOPAL** – form of Government





# WHO ARE WE?

- **OUR MISSION** – minister to the social, spiritual, and physical development of ALL people.
- **OUR VISION** – to seek out and save the lost, and to serve the needy...
- **OUR PURPOSES**
  1. To make available God's biblical principles
  2. Spread Christ's liberating gospel, and
  3. Provide continuing programs which will enhance the entire social development of ALL people.



# WHO ARE WE?

## A CONNECTIONAL CHURCH

- FIVE CONTINENTS
- > THREE DOZEN COUNTRIES
- 7,000 CONGREGATIONS
- ESTIMATED 2,500,000+ MEMBERS
- 21 ACTIVE Bishops
- 20 EPISCOPAL DISTRICTS – 13 UNITED STATES, 7 ABROAD
  - 1 ECUMENICAL OFFICER
  - 1 LOCATED
  - 11 LIVING RETIRED



**WHO ARE WE?**

**CHURCH STRUCTURE**

**GENERAL CONFERENCE**

**COUNCIL OF BISHOPS**

**BOARD OF INCORPORATORS**

**GENERAL BOARD**

**JUDICIAL COUNCIL**



# WHO ARE WE?

## FIVE (5) CONFERENCES

1. CHURCH CONFERENCE
2. QUARTERLY CONFERENCE
3. DISTRICT CONFERENCE
4. ANNUAL CONFERENCE
5. GENERAL CONFERENCE





# CULTURE

**THE SHARED WAY OF LIFE OF A  
GROUP OF PEOPLE,  
ENCOMPASSING THEIR BELIEFS,  
VALUES, BEHAVIORS,  
SOCIAL NORMS, AND TRADITIONS**



# **TYPES OF CHURCH CULTURES**

- 1. INSPIRING CHURCH CULTURE**
- 2. ACCEPTING CHURCH CULTURE**
- 3. STAGNANT CHURCH CULTURE**
- 4. DISCOURAGING CHURCH CULTURE**
- 5. TOXIC CHURCH CULTURE**



# INSPIRING CHURCH CULTURE

- Inspiring cultures create an atmosphere where staff and volunteers bring their “A” game every day.
- Inspiring cultures are built on trust and respect.
- Authority is decentralized and the direction is clear.
- Inspiring cultures place a high value on creating a healthy culture and developing people on the team.
- They have high but realistic expectations.
- Creativity is rewarded and failure is viewed as a stepping stone for growth.
- Turf wars are eliminated and synergy is evident.
- Stories of success are frequently celebrated.





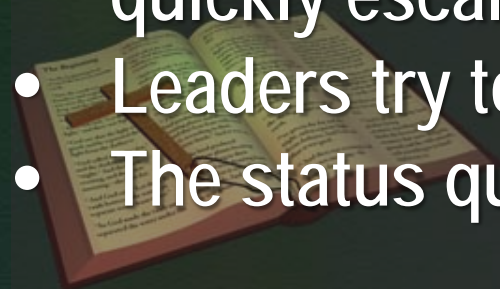
# ACCEPTING CHURCH CULTURE

- Accepting cultures are generally positive but some difficult decisions are avoided which creates tension on the team.
- They typically have clear goals and strong relationships.
- Generally, most people are supportive of the other folks on the team.
- They tend to allow incompetent leaders to remain in their role too long.
- Accepting cultures do invest in developing people and building the culture but not to the extent that inspiring cultures do so.



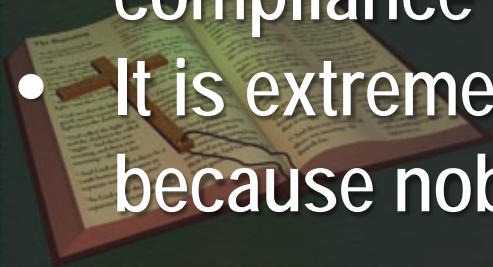
# STAGNANT CHURCH CULTURE

- Stagnant cultures often start strong but over time they lose energy and begin to stagnate.
- Team members are only valued when they produce. Very little praise is based on the character of the team.
- Team members tolerate their leaders, but don't trust or respect them.
- People tend to protect their turf, fight for power, and limit communication.
- Complaining becomes the norm and small problems quickly escalate.
- Leaders try to control their team by micromanaging them.
- The status quo is accepted and responsibility is avoided.



# DISCOURAGING CHURCH CULTURE

- Discouraging cultures suck the life out of their people.
- They live with unresolved problems and unhealed wounds.
- Self preservation and self protection is prevalent.
- The organization becomes all about the power and prestige of the top leaders.
- People spend more time trying to survive power struggles than they spend doing the work of ministry.
- Supervisors use threats and their authority to demand compliance and loyalty.
- It is extremely difficult to implement a new vision because nobody cares.





# TOXIC CHURCH CULTURE

- Toxic cultures create a “closed system” where no new ideas or advice are allowed in.
- They breed bad ideas, bad behaviors, and bad values.
- People are expected to do as they are told...nothing less and nothing else.
- They have high expectation of team members but offer no autonomy to make decisions.
- Fear dominates the organization.
- Open turf wars are accepted which results in suspicion and resentment throughout the team.
- Leaders delegate responsibility without authority.
- Creativity and risk are seen as threats.



# WHAT IS OUR KEY CHALLENGE?

## CREATE AN INSPIRING CHURCH CULTURE THAT PROMOTES...

- **SPIRITUAL GROWTH & DEVELOPMENT FOR ALL AGES**  
(MAGNETIC & INCLUSIVE)
- **COMMUNITY ENGAGEMENT & EVANGELISM**  
(MEETS THE NEEDS, VALUES & EXPECTATIONS OF THE PEOPLE)
- **EDUCATION & TRAINING**  
(MEET PEOPLE WHERE THEY ARE AND MOVE THEM TOWARDS THEIR PURPOSE)
- **ON-GOING MONITORING, EVALUATION AND TIMELY MODIFICATION(S)** (CONTINUOUS IMPROVEMENT)
- **IDENTIFY ALTERNATIVE FUNDING SOURCES & METHODS**  
(RESOURCES TO BE RESOURCEFUL)



# A CALLING NOT A CAREER

- A CAREER IS WHAT YOU ARE **PAID** TO DO
- A CALLING IS WHAT YOU ARE **MADE** TO DO





# THE HOW

## GET BACK TO BASICS

**RE-FOCUS:** KEEP THE MAIN THING THE MAIN THING

**RE-EVALUATE:** OUR LEADERSHIP APPROACH

**RE-DEVELOP:** OUR SERVANT LEADERSHIP MODEL

**RE-NEW:** OUR PASSION FOR CREATIVITY AND  
INNOVATION

**RE-ESTABLISH:** AGAPE LOVE



# THE HOW

ENSURE WE HAVE THE RIGHT PEOPLE / LEADERS IN PLACE

- LOVE GOD
- LOVE PEOPLE
- KNOW AND LOVE THE A.M.E. CHURCH

## TRUST AND RESPECT IS IN THE “AIR”

1. EXPECTATIONS ARE CLEAR
2. TEAMWORK IS ENCOURAGED
3. PRAISE OVER POSITION
4. PEOPLE RATHER THAN POLITICS
5. GOD’S WILL RATHER THAN YOUR WILL
6. SUCCESS IS CELEBRATED
7. GOD GETS THE GLORY



SERVING OTHERS  
IS  
SERVING HIM

MATTHEW 20:17-27



EVANGELICAL  
ALLIANCE

"If Serving is  
Below You,  
Leadership is  
Beyond You."

ANONYMOUS





# SERVANT LEADERS

*MUST BE...*

- *GOD LOVING*
- *PEOPLE LOVING*
- *SCRIPTURE SOAKED*
- *SERVANT MINDED*
- *DIFFERENCE MAKERS*



# **SERVANT LEADERSHIP**

***“IF YOU MINISTER IN YOUR PURPOSE YOU  
WILL ALWAYS RECEIVE THE PROMISE”***

**IF YOU  
LOVE THE PEOPLE  
LISTEN TO THE PEOPLE  
LEAD BY GODLY EXAMPLE**

**GOD PROMISED TO BLESS YOU WITH  
MEMBERS  
MINISTRIES  
MONEY**



# SERVANT LEADERSHIP

REMEMBER, YOU ARE  
**NOT ENTITLED**  
TO BE A SERVANT LEADER

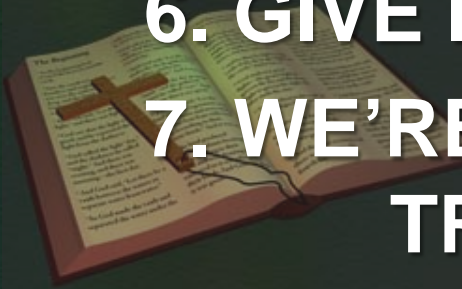
YOU ARE  
**PRIVILEGED**  
*TO BE CHOSEN*  
AS A SERVANT LEADER







1. ADOPT A **GOD FIRST** OUTLOOK...  
TIME, TALENT, TESTIMONY,  
TEMPLE, TREASURE
2. BRING YOUR **"A" GAME** EVERY DAY
3. LEAD BY PRECEPT AND EXAMPLE
4. STOP & START
5. SHAKE IT OFF
6. GIVE IT YOUR BEST
7. WE'RE NOT NEW DO IT – LET'S BE  
TRUE TO IT...



# YOUR SPIRITUAL TOOLBOX

- THE HOLY BIBLE
- THE DOCTRINE AND DISCIPLINE OF THE AMEC – 2021
- THE AMEC HYMNAL AND OTHERS
- COMPUTER, TABLET, PHONE
- GROWING LIBRARY
  - Out of the Maze – Author, Spencer Johnson, M.D.
  - The D.R.E.A.M. Church – Author, Brian Moss
  - Fishing Differently – Author, Rev. Dr. Sidney S. Williams, Jr.
  - Etc...



# CONCLUSION

## Think About It!

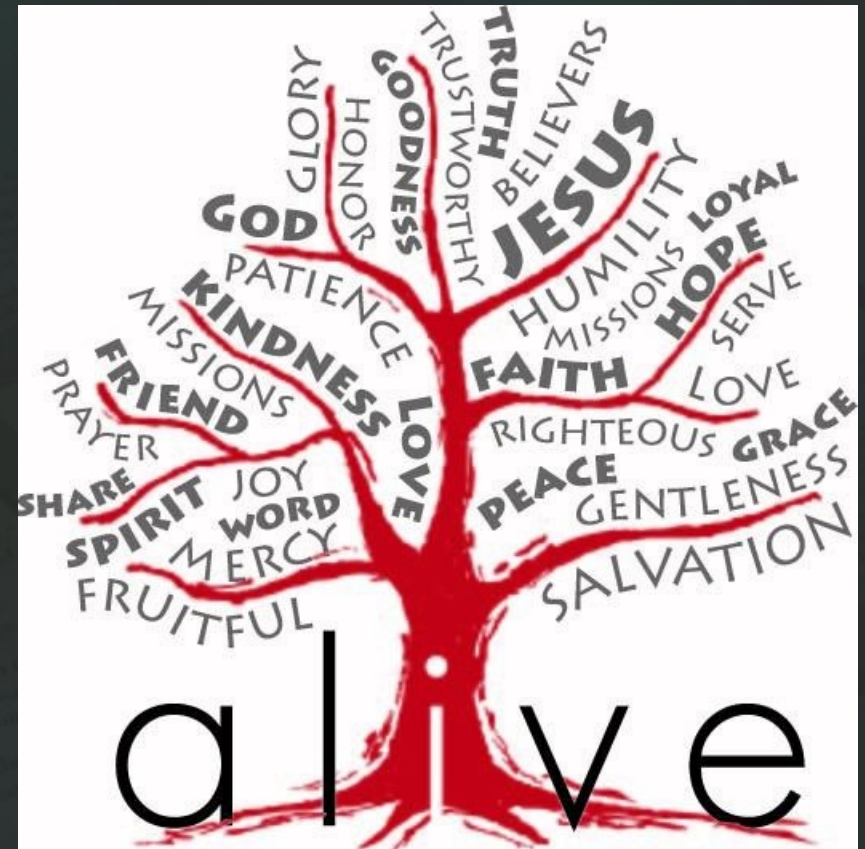
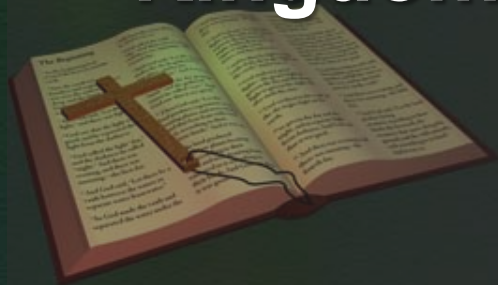
- This is God's Church (I must DIE)
- Love – the Ultimate Executive Order
- Honor the Process
- Lead by Example
- Righteous is the Way





# Let's Be **ALIVE** in The POWER OF GOD

- **A**dore God
- **L**ove Everybody,  
All People
- **I**nvest in God's work
- **V**alue God's word
- **E**xpand God's  
Kingdom



# Questions & Answers

