

# TEAM NIGHT

APRIL 2026

## Defending Against Discouragement

- Discouragement cannot be eliminated, but it can be defended against.
- You will never fully remove:
  - Hard Moments
  - Criticism
  - Fatigue
  - Spiritual Resistance
- You can decide that what gets on you doesn't have to get in you.
  - The primary way we protect what gets in is through culture.

### How Culture Is Established

- Culture is not accidental; it's formed.
  - What we celebrate gets repeated
  - What we tolerate gets normalized
  - What we correct gets defined
- You build culture with intention and consistent behavior.

### Culture Clashes

- We've all experienced this:
  - In marriage → different rhythms, different expectations
  - In parenting → redefining priorities
  - At work → different standards, different pressures
- Culture is always present. The question is whether it's intentional.

### 1. Honor

Outdo one another in showing honor.

**Romans 12:10 (ESV)**

Honor everyone

**1 Peter 2:17 (ESV)**

- *Original Word:* Timē (honor) = value, weight, worth
  - To honor someone is to assign weight and significance to their life.



- Honor anchors culture against waves of discouragement.

## 2. Encouragement

Therefore encourage one another and build one another up

**1 Thessalonians 5:11 (ESV)**

But exhort one another every day... that none of you may be hardened

**Hebrews 3:13 (ESV)**

- Original Word: Parakaleō = to come alongside, strengthen, call forward
  - Same root as the Holy Spirit (Paraclete)
- Encouragement is partnering with the ministry of the Holy Spirit in someone's life.
- Encouragement is wind in the sails.

## 3. Testimony

They have conquered him... by the word of their testimony

**Revelation 12:11 (ESV)**

Let the redeemed of the Lord say so

**Psalms 107:2 (ESV)**

- Original Word: Martyria = witness, evidence, public declaration
- Testimony is not private reflection; it is a public declaration of God's activity.
- Silence kills faith; stories build it
- Testimony keeps the ship on course.

## THIS STARTS WITH US

### 1. Make It Internal First

- What kind of culture do I personally carry?
- When people are around you...
  - Do they feel seen or overlooked?
  - Do they feel built up or evaluated?
  - Do they leave stronger or just informed?
- Culture isn't just what we create organizationally; it's what we carry personally.

### 2. Where Does This Show Up?

- Think about your actual leadership environment:



- Your team
- Your conversations
- Your Sunday interactions

→ Ask:

- “Where does honor need to increase?”
- “Where does encouragement need to become intentional?”
- “Where should I be sharing what God is doing more clearly?”

→ This doesn’t grow through good intentions; it grows through intentional actions

### **3. Evaluate Honestly (Without Defensiveness)**

→ Ask:

- “Are we as strong in these areas as we think we are?”
- Are we quick to honor?
- Are we consistent in encouragement?
- Are we actively sharing testimonies?

Or

- Are we assuming it’s happening?
- Are we thinking it more than saying it?
- Are we noticing it but not voicing it?

→ What goes unspoken often goes unfelt.

### **4. Make A Leadership Decision**

→ Decide:

- One person you’re going to honor this week
- One area you’re going to be intentional in encouraging
- One story you’re going to tell about what God is doing

→ Small shifts that are consistently applied build a strong culture.

### **5. Own Your Role In The Culture**

→ You are a culture carrier at Home Church, which means:

- You set the tone
- You set the language
- You set the expectation

→ When you step into a room, you’re not just there to serve; you’re there to shape the environment

