

Leading With Vision

Last time: **“Don’t be afraid to Fail” Fail Forward**

“Being the You leader”

Vision Must be:

Memorable, Portable, and Invitational

There is in a sense 3 Levels of contact with our vision

First they come because they see how it can benefit them

This a starting place, to meet them where they are...

Secondly they feel they can contribute to the vision

This is where they can “contribute comfortably” (where most are)

Third, They are willing to sacrifice for it

Maturity brings us to understanding “Jesus bid me come and die”

Vision Alignment

Does the Calendar Events Reflect our (your) Vision?

How does the Vision Translate into Activity to bring about a Reality?

Time to Discern “Good ideas from God Ideas”

The church does not have to do everything to reach everyone

Is there a need for planned abandonment?

What are the few things that we can do best, to have the greatest impact where we are?

Know "WHY" you are doing something.

I. E. VBS? Does it achieve something majorly different than what we do every Sunday am? With all the time and energy what is it's payoff? Don't we do VBS every week?

Our 5 Rocks

- 1. Corporate worship experiences (Celebrations)**
- 2. Prayer**
- 3. Small groups**
- 4. Youth / kids**
- 5. Missions**

Busyness vs. Business

What about your personal 5 Rocks?

Mine:

1. Daily Devos
2. Message
3. Family/ Rella / Parent(s)

4. Mentoring , Leading, Vision
5. Me (fun/ exercise)

What are you Passionate about? What Has God Given YOU to Use?

Key: Setting Up and Setting Free ministries

Hospital, single moms, military, etc – all best to be in fact a “small group”

Unmistakable Camaraderie:

THE 4 “C’s” 1. Call 2. Character 3. Competency 4. Chemistry

1. The CALL of Leadership ***Turn:***

2 Timothy 1:8 Therefore do not be ashamed of the testimony of our Lord or of me His prisoner, but join with me in suffering for the gospel according to the power of God, 9 who has saved us and called us with a holy calling, not according to our works, but according to His own purpose and grace which was granted us in Christ Jesus from all eternity,

12 For this reason I also suffer these things, but I am not ashamed; for I know whom I have believed and I am convinced that He is able to guard what I have entrusted to Him until that day.

Galatians 2:20 “I have been crucified with Christ; and it is no longer I who live, but Christ lives in me; and the life which I now live in the flesh I live by faith in the Son of God, who loved me and gave Himself up for me.

What I see in these Verses is:

The Cross - deny self...eyes fixed on Jesus

Ownership - 1. the Word, 2. This Generation

Sacrifice (servanthood) All need to give 100% ... “Get R Done!”

Excellence Bring your best - Col 3:23

Whatever you do, do your work heartily, as for the Lord rather than for men,

There is Delegating and Dumping... Know the Difference

Pray for each other

2. The CHARACTER of Leadership –

Ministry will Test, Reveal your Character

“Search me oh God...”

Arena - Public Life

Private Life - Purity, Insecurity, Joy

Blind Spots - Who Speaks into Your Life?

Personal Intimacy with God – Prayer is Power

What is your “Shadow Mission” – 10% of What your True Mission/Calling I.E.

Ambition

Approval

3. COMPETANCY – Raised Level of Leadership

Start with your Own

Activity vs. Progress

Incompetent

Competent but Dislike

Gifted

I	CD
G	UA

Unique Ability

4. CHEMISTRY of Leaders/Team

Guard Your Personal Chemistry

VRP Very Resourceful person

VIP Very Influential person

VTP Very Trainable person

VDP Very Draining person

*******Keep these in Balance***

High Pain Tolerance vs. Arrogant

Check and Balance - *who can speak into your life* (you can receive a punch)

We need to do the Right thing... and Things Right

To stay "in line with" our/your Vision

"LEADING ON EMPTY" ? - WHAT TO DO

Servant/Leader Questionnaire

Please answer the following questions and provide comments as you see fit.

1. How would you measure whether a Church's ministry is effective or not? Please rank: 1-5

- _____ adding new members each year
- _____ meeting the budget regularly
- _____ individual lives are being transformed
- _____ broad range of CE classes and ministries
- _____ good reputation in the community

Comments:

2. Please rank the following spiritual "gifts" of a leader in order of importance to you
(1 = most, 6 = least).

- _____ Administration
- _____ Preaching/teaching
- _____ Leadership
- _____ Pastoring
- _____ Exhortation/encouragement
- _____ Evangelism

Comments:

3. Do you consider yourself more of a Servant or Leader or Servant /Leader?

Comment:

4. What do you see as the difference(s) between the three?

Comment:

5. In your opinion, whose job is it to “set the vision” for the ministry you are in? Comment:

6. If you had to choose between the two, which would you consider most important; reaching out to the community around you or investing yourself in the lives of those attending One Love?

Explain:

7. Many churches evaluate ministry needs and opportunities in light of their ability (people and resources) to address those needs and opportunities. Others change structure and policy frequently to meet changing needs. Which do you find most useful?

Comment:

8. How do you do Evangelism in your ministry?

Comment:

9. Some research indicates that a majority of people who made a decision for Christ were no longer connected to a Christian church some 8 – 12 weeks later. Why do you think this might be the case?

Comment:

10. What is a biblical worldview? Is it important? Why?

Comment:

11. What methods would you employ to achieve spiritual growth of your group/team?

Comment:

SIX QUESTIONS EVERY LEADER SHOULD ASK

When it comes to being a great leader, the questions you ask are as important as the answers you give. Your questions reveal what you value and reinforce what you want valued. When it comes to asking the right questions, there are six that every leader should ask.

1. Which gauges should we be watching?

At a glance, the right set of gauges will tell you a lot about the health of your organization. Knowing the right three or four to watch is critical. Your mission and vision should help narrow your focus to the numbers that matter. For us, attendance is an obvious one. But if we focus only on attendance, we won't get a complete picture. If your church's strategy requires small group involvement, then the ratio of small group participation to Sunday attendance is a gauge. If your business is sales-centric, then customer conversion numbers should be tracked. A regular glance at the right gauges will keep you on track for the long haul.

2. Where are we manufacturing energy?

Is there an area where you have to pretend a little bit—an area that once generated results and excitement but now requires you to manufacture energy? This question quickly exposes those areas that need to be retooled or replaced altogether. Often this will free up much-needed time and money for truly effective ministry or projects.

3. Who needs to be sitting at the table?

Good decisions require good input. Ask yourself, "Whose input do I need to make the best decision possible?" Then cut through the red tape and ignore the org chart to make sure those people have seats at the table. We all have different skills and talents. There are people you'll want to brainstorm with, but who would be horrible in the "get it done" meeting, while others will shine while implementing. Understand who on your team fits where and make sure they are at the right table at the right time.

4. Who is not keeping up?

No one likes to ask this question. It's painful. But it's inevitable that as your organization hits 60 mph, there will be some still moving at 45 mph. As painful as this question is, the truth is that other people already know the answer. They are wondering if you know. Accommodating people who are falling behind hurts the organization, dishonors those people, and will ultimately keep them from finding their areas of success.

5. Where do I make the greatest contribution to the organization?

As leaders, we are often tempted to try to do everything. Generally, this leads to widespread failure. We must ask ourselves where we add the most value. The leadership lesson: It's not about you. It's the things that are beyond you. In other words, "What do you do that only you can do?" There may be more than one thing that you do well. Once you've answered this question, your goal should be to spend the majority of your time doing the things that make the greatest contribution. Young leaders, this takes time. Usually years. Sometimes decades. But when the time comes and you are in a position to control your time, will you know where to invest it?

6. What should I stop doing?

Once you've answered question five, this answer should be clear. You have to make the tough decision to stop doing some things, even things you enjoy doing, if they don't add value,

The Five Dysfunctions of a Team are:

1. **Absence of Trust.** Teams who lack trust conceal weaknesses and mistakes, hesitate to ask for help, jump to conclusions about the intentions of others, hold grudges and dread meetings.
2. **Fear of Conflict.** A lack of trust leads to the fear of conflict. In these companies, employees worry more about politics and personal risk management than solving problems. Meetings are often boring because controversial topics are avoided.
3. **Lack of Commitment.** When teams become conflict-avoidant, a fear of failure develops. These teams have difficulty making decisions and second guess themselves.
4. **Avoidance of Accountability.** Second-guessing and a lack of common objectives then leads to an inability to develop standards for performance. Team members miss deadlines and deliver mediocre work.
5. **Inattention to results.** When teams lack focus and clear objectives, team members stagnate, become distracted, and focus on themselves.

4c's – Called Character Competent Chemistry

1. The CALL of Leadership

2. The CHARACTER of Leadership – Hebrews 13:7-8, 17

Arena – Public Life

Façade – Wear Mask (munger home)

Purity, insecurity, joy

Blind Spots – who speaks into life?

Unknown area – New territory

Ambition

Approval

Don't be living too wide

3. COMPETANCY – Raise level of Leadership

Start with your own

Activity vs. Progress

Incompetent

Competent but Dislike

Gifted

Unique Ability

4 Ways: I do/You watch... you do I watch

CD	G
I	UA

4. CHEMISTRY of leaders/team

Guard your personal Chemistry

VRP

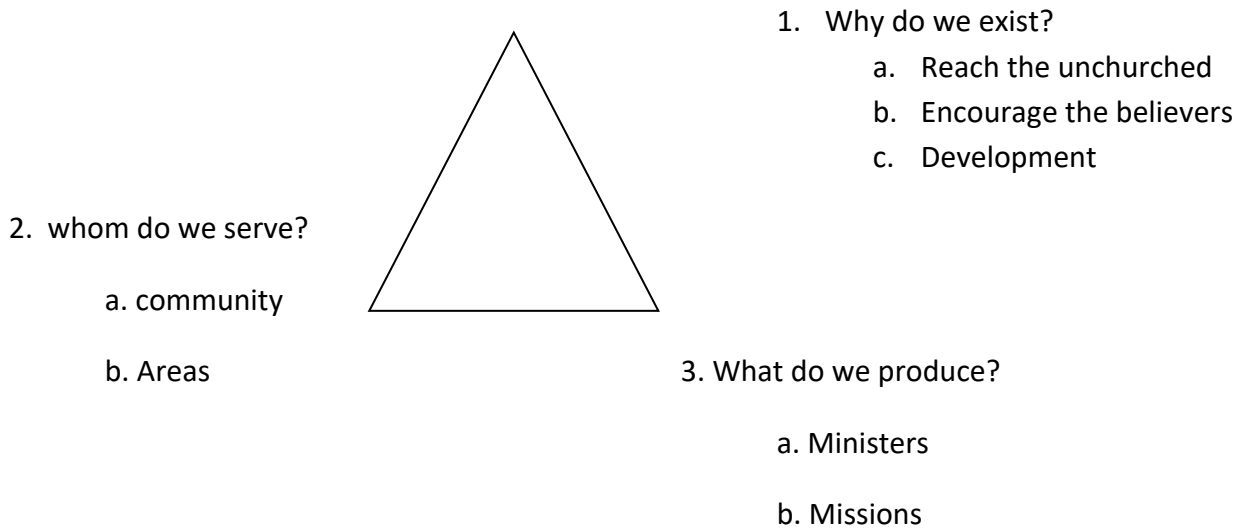
VTP

VIP

VDP

DEVELOPING THE DREAM

MISSION DEVELOPMENT TRIANGLE



“The mission is the key ministry objective of the church. It is a comprehensive directive about who the church wants to reach and what the church desires to accomplish.” Dan Reiland

2. Communicate _____

The Test Of A Good Value

- Is it Biblical?
- Does it challenge people?
- Will it increase lay involvement?
- Is it consistent with your belief system?
- Can it be communicated effectively?
- Does it match your values?
- Can it be implemented?

Stepping Up ... To Maturity The Seven Core Values

Core Value #7 A call to servanthood and ministry is the natural progression of a maturing believer.

(Mature & Serving)

Core Value #6 who you are is more important than what you know or what you do.

(Identity in Christ; Know Your Identity)

Core Value #5 Life change happens best in small groups because belonging encourages authenticity.

(Belong, Believe, Be Changed; Grow In Authentic Community; Community, Authenticity, Life Groups)

Core Value #4 the church should be culturally relevant while remaining doctrinally and personally pure.

(Culturally Relevant, Doctrinally Pure; Culturally Relevant, Biblically Pure; Relevant & Faithful; Holy & Relevant)

Core Value #3 The Good news is that He accepts us as we are but the great news is that He doesn't leave us that way.

(Accepted and Sanctified; Welcomed and Working; Accepted & Growing)

Core Value #2 Worship and Scripture study comprise a lifestyle expressed with private consistency and corporate victory.

(Worship, Scripture, Life; Worship and Scripture Lifestyle)

Core Value #1 Lost people matter to God, thus they ought to matter to the church.

(Lost People Matter, People Matter; Love the Lost, Loving the Lost)

3. Develop a strategic vision _____

What Is A Strategic Vision?

“A strategic vision is a realistic, credible, attractive future for an organization. It is an articulation of a destination toward which your organization should aim, a future that in important ways is better, more successful or more desirable than the present.”

-Visionary Leadership

1. It sets a high standard of _____ and reflects _____

2. It clarifies _____ and _____

3. It inspires _____ and encourages _____

4. It is easy to _____

Vision Is the Gateway To The Dream

“The vision is the dream of the church given by God, usually birthed in the pastor, but ultimately owned by the congregation.”

-John Maxwell

1. Vision starts with _____

2. Vision _____ on the _____

3. Vision _____ to the _____ people.

4. Vision _____ problems

5. Vision _____ people

6. Vision _____ people

As the people talk, the vision becomes clearer

Vision Questions

1. _____

2. _____

3. _____

4. _____

Goals should be...

Specific

Measurable

Attainable

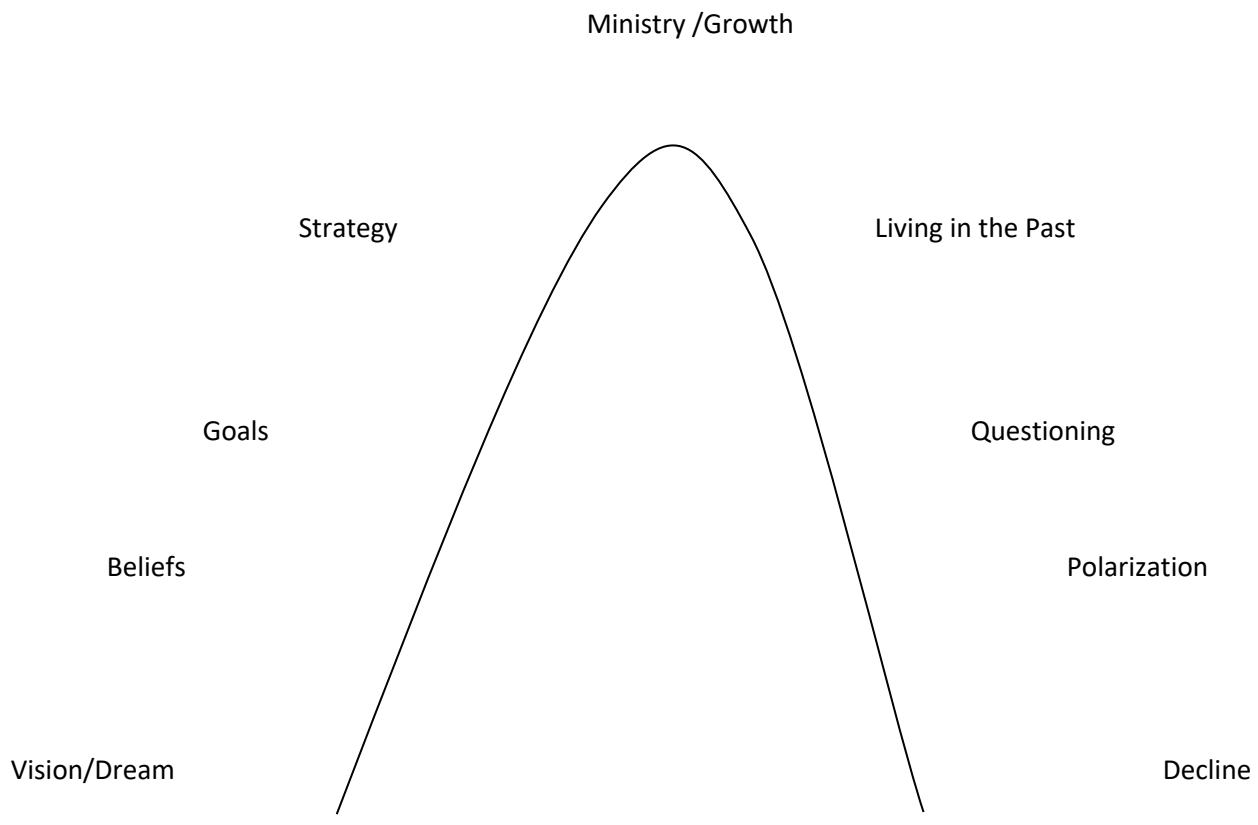
Realistic

Time-Bound

“If God be our father, make your plans large.”

-D.L. Moody

Where Does Your Ministry Stand?



Idea Source: To Dream Again

-Robert Dale

How Do I Cast A Vision For Lay Ministry

1. _____ the laity

A Model Church Reflection

Believers are called to minister	1 Peter 2:5,9
Every believer is gifted by God in unique and specific ways.	Rom 12:6-8
One of the most significant roles of the pastor is in equipping the laity for ministry	Eph 4:11-13
The church should be a place for ministry to “the church gathered” as well as a base for ministry outside the church, “the church scattered.”	Acts 2:42-47
Ministry is serving; it is love in action!	Eph. 4:12

2. _____ with ministry opportunities

3. _____ with frequent recognitions.

Making Your People A Ministry Team

Prov. 3:27 (NIV)

“Do not withhold good from those who deserve it, when it is in your power to act.”

Characteristics of Ministry Action Teams (M.A.T.)

_____	that are understood and shared.
_____	is each team member’s entitlement.
_____	every team needs a leader.
_____	the willingness to change.
_____	agreeing to move forward together.
_____	experiencing the blessing of the Holy Spirit.
_____	enduring till the end!

*“Without Vision and a specific purpose (calling)
life happens to you not for you.”*

1. **NEEDS**: What needs do we feel deeply burdened by and uniquely qualified to meet? What needs make us weep or pound the table?
2. **PURPOSE**: Why do we exist? (directional statement)
3. **OBJECTIVES**: In what 3-7 areas will we continue being actively involved in the future? (broad categories, non-measurable, continuous)
4. **MILESTONES**: What major milestones have we already accomplished?
5. **IDEAS**: What ideas have we had that we should consider turning into goals in the future? (current key thoughts, possibilities)

VISION MISSION VALUE

Vision: *Can you see it clearly?* (Mist/Fog)

- *Without ... people perish*- so does momentum, etc

-Annual / 6 month meetings

With leaders: plan, share, =see -must be constant

Divine Focus (good thing, God thing)

Do a few well, (U-A)

Know where it is not

Unmistakable camaraderie (plan it)

Plays + prays =stays

Willingness: -seek innovative minds

-willing to fail

Hearts Focused outward Kingdom Mindedness

*Burden for the lost

*Irresistible influence

*Will our community fight for us? Representatives?

What is your Job Description?

-Write yours and U-A others (FUN)

VISION

Who are we? {what is our niche?} Win, Build, Send is the call of His

church as a whole... In what way are we unique?

Who comes on Sundays?

How do you define our current vision?

What is our primary gifting?

What is my primary gifting?

What is our 1-3 year vision?

MISSION

How will we get there?

Organization:

Raising of people:

What would be the primary ministry of our church?

VALUE

Who are we going to become as a church?

What gifts do we lack to fulfill that?

What gifts do I lack?

What do we don't want to become as a church?