

## The Development of a Vision

THE FELLOWSHIP | EASTON, MA

## Who Develops the Vision

It depends on your ministry situation.

- Three options:
  - The senior or sole pastor
  - The implementation teams
  - A combination of the two with the pastor taking the lead.\*

## The Senior/Sole Pastor

- The pastor takes primary responsibility for the vision ("The buck stops. . .").
- The "keeper of the Vision!"
  - Chief vision caster
  - Regularly casts the vision
  - Tweaks the vision

## The Leadership Team

"Although a leader must ultimately steer the group into fulfilling its vision, defining that vision should be determined together by key players in the organization."

Hans Finzel, *Change is Like a Slinky*, 89

## Who Develops the Vision?

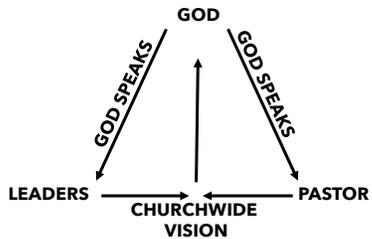
The answer is situational and lies some-where along the following continuum, depending on the church:

Senior Pastor>-----<Key Leaders

## The Pastor and I-Teams

For our purposes it will be the Elders, Future Pastor, Lead Team, and the Implementation Teams (I-Teams) in particular (in concert with the pastor).

## A Helpful Visual



## Vision Development

- Question: How Do You Develop the Vision?
- Answer: A six step envisioning process.

### Step 1: Pray and ask God for His vision for the church.

- When you dream about the future of the ministry, what picture comes to mind?
- When you pray and think about the vision - what do you feel passionate about? What stirs your soul?

### How Do You Know if It's God's Vision?

- Aligns with Scripture (biblical)
- It's too big for you to pull off!
- You're passionate about it.

### Step 2: Think BIG!

- Is your vision big enough? Be an optimist!
- God extends an invitation to pray and ask big!

### Step 2: Think BIG!

"Now unto Him who is able to do exceedingly abundantly beyond all that we ask or imagine, according to His power that is at work within us. . . ."

Eph. 3:20

### Step 3: Connect with people emotionally

- Does your vision language connect with your people at an emotional level?
- Does it engage the heart and touch the emotions?
- Is the language "image-laden": similes, metaphors that create mental pictures? (E.g. "a land flowing with milk and honey")

### "I Have a Dream"

- I have a dream that one day on the red hills of Georgia the sons of former slaves and the sons of former slave owners will be able to sit down together at the table of brotherhood.
- I have a dream that one day even the state of Mississippi, a desert state sweltering with the heat of injustice and oppression, will be transformed into an oasis of freedom and justice.

### "I HAVE A DREAM" SPEECH *Martin Luther King, Jr.*

### Step 4: Develop a vision for each objective of the strategy

- Who: Lead Team and I-Teams (not all the teams) and the Pastor.
- When: After the teams are formed and begin their work.
- What: Develop a one paragraph vision statement for each vision objective (next slide) and any other objectives.

### Vision Objectives

- Community Outreach
- Disciple Making
- Congregational Mobilization
- Staff
- Setting (Location and Facilities)
- Finance
- Communication
- Creativity
- Prayer
- Leadership Development

### Step 5: Determine if you want to include any other information in the Vision

- Who: SLT and the Pastor.
- What: Mission statement, core values, size, creativity/innovation, prayer, technology, multi-cultural, social issues, treatment of outsiders, church planting, multi-site ministry, missions, various ministries, areas of passion, etc.

## An Example

### Introduction

We are committed to be a missional church whose mission is to connect with God, pursue Christ, and advance his kingdom. All that we do for our Savior will be empowered and directed by our biblical core values: worship, fellowship, biblical instruction, evangelism, and service.

## Step 6: Blend each Vision paragraph into one complete vision statement

- Who: LT, Communications Team and Pastor.
- When: Entire strategy is complete.
- How long: One to two pages.

## Test for a Good Vision

- Is it clear?
- Is it common (shared)?
- Can people see it (picture)?
- Is it future-focused?
- Do you believe it can be?
- Do you believe it must be?

## The Vision Question

- Will you be a church with a vision statement or will you be a truly visionary church?
- People are excited about the vision.
- People want to be a part of the vision.
- People are talking about the vision.
- Vision affects church decisions (your decision-making context).
- Some people have left the church.

## Sample Vision Statement

- Following is a sample vision statement. Think through it and see if it's instructive.
- (Note: there are other samples in the appendix.)

## Example Vision Statement

It is the dream of a place where the hurting, the depressed, the frustrated, and the confused can find love, acceptance, help, hope, forgiveness, guidance, and encouragement.

It is the dream of sharing the Good News of Jesus Christ with the hundreds of thousands of residents in South Orange County.

It is the dream of welcoming 20,000 members into the fellowship of our church family-loving, learning, laughing, and living in harmony together.

It is the dream of equipping every believer for a significant ministry by helping them discover the gifts and talents God gave them. It is the dream of developing people to spiritual maturity through Bible studies, small groups, seminars, retreats, and a Bible school for our members.

It is the dream of sending out hundreds of career missionaries and church workers all around the world, and empowering every member for a personal life mission in the world. It's the dream of sending our members by the thousands on short-term mission projects to every continent. It is the dream of starting at least one new daughter church every year.

It is the dream of at least fifty acres of land, on which will be built a regional church for south Orange County with beautiful, yet simple, facilities including a worship center seating thousands, a counseling and prayer center, classrooms for Bible studies and training lay ministers, and a recreation area. All of this will be designed to minister to the total person—spiritually, emotionally, and socially—and set in a peaceful inspiring garden landscape.

I stand before you today and state in confident assurance that these dreams will become reality. Why? Because they are inspired by God!

### Whose vision was this?

• Answer: \_\_\_\_\_

### The Communication of the Vision

### Communicating the Vision

- Constantly communicate your vision to the congregation.
- It's usually the first thing to go! Takes less than a month to forget it!
- Question is, "How will you communicate your vision each week?"
- Answer: Develop a plan

### Communication Plan

- What should be communicated? (the vision)
- Who should communicate it? (Pastor, staff, team, congregation, etc.)
- Who needs to know (church, staff, etc.)
- When? (Immediately, one month, two months, etc.)

## Communication Plan

- How? (Sermon, recitation, bulletin, web site, newsletter, etc.)
- Where? (Worship, Sunday school, New Members Class, small groups, etc.)
- How often? (Regularly, monthly, quarterly, annually, etc.)
- Why? (Congregational buy-in)

## Formal Communication

- Sermons
- Stories
- Ministries
- Language and metaphor
- New member's class
- Banners
- Brochure
- Videos
- Drama

## Formal Communication

- Bible classes
- Small groups
- Bulletin
- Website
- Interview
- Testimony
- Recitation
- Vision Night

## Formal Communication

- Vision Statement
- Elder/Board meetings
- Staff meetings
- Times of decision
- Annual evaluations

## Formal Communication

- Word of mouth
- Lifestyle
- One-on-one
- Tweets
- Facebook Posts
- Images/Instagram

## Formal Communication

- The whole vision - the vision in its entirety (cast once/twice per year -State of the Church message, Vision Night, etc.)
- The vision parts - the various portions of the vision that come together to form the whole. Your vision for community outreach, etc. (cast monthly).

## Vision Proclamation

**Vision requires more than communication, it requires proclamation!**

## Vision Proclamation

Vision proclamation is articulation of contextual Gospel application

- Gospel - Announcing the Good News of Jesus Christ.
- Applying the Gospel - How you will communicate and demonstrate Christ.

## Vision Proclamation

Vision proclamation is articulation of contextual Gospel application

- Context - Your time and place assigned by God in his sovereignty.
- Articulation - expressing what is envisioned and written.

## Vision Proclamation

- Vision proclamation is articulation of contextual Gospel application
- Your Vision will be how the strategic ministries of The Fellowship will tell about and demonstrate in your exact time and place, Jesus Christ.

1. Break up into teams and work on your vision in light of what you've learned tonight.
2. Write it on a 3 X 4 easel pad for the SLT.
3. Go back to your teams and work on it further.
4. Meet with the pastor and get his input.

1. Most pastors have a vision?
2. The vision is the same thing as the mission?
3. A good vision focuses on the church's past as well as its present?
4. Moses vision for Israel is found in what book?

5. Who should be involved in developing the vision?
6. How might you know if your vision is God's vision?
7. What does Eph. 3:20 say about the vision?

8. How would you know if you're a visionary church and not just a church with a vision statement?
9. Name one way to communicate your vision.
10. How often should you cast the vision?

**Questions?**

**Appendices**

**THIS CHANGES EVERYTHING**  
IMPACTING NEIGHBORS & NATIONS

**\$2,836,000 Pledged!**  
Received to Date/  
Additional Principal Paid  
**\$2,138,000**

**Original Campaign Goal**  
**\$2,000,000**

**THIS CHANGES EVERYTHING** is a global impact campaign to change our world. As a church committed to our neighbors and nations, we want to do everything we can for people to know Jesus Christ and grow to maturity. At the end of 2014, we had approximately \$1.9 million left on our mortgage. This represents approximately \$970,000 per year in mortgage payments. We are looking to save \$2 million over and above our general fund budget by the end of 2016. Added to scheduled mortgage payments within our budget, this amount would retire our debt.

**WHAT THEN?**  
Finishing up \$700,000 within our budget, we would celebrate our financial freedom by "giving away" \$1 million to local and global initiatives in 2017! Added to our present mission giving, this would represent 22% of our general fund budget!

**WHICH PROJECTS WOULD WE SUPPORT?**  
We will spend the next months researching and identifying projects, some with partners we already have. A SAMPLE portfolio is presented here:

**WHAT WOULD WE DO BEYOND 2017?**  
We would commit \$500,000 for local and global missions, bringing our missions giving to 12-15% of our total budget. The other \$500,000 would be directed to other ministry projects.

**WHAT IS MY PART?**  
You may not have helped PNC acquire this debt, but you can help your church be done with it. Through your sacrificial, generous giving, many will come to know Jesus soon!

**GLOBAL PROJECTS**  
These projects will be funded through PNC's global commitments under "neighbor and nation" in 2017, or the total provided.

1. PNC GLOBAL PARTNERS (understand and support the unique needs of international missionaries and evangelists)	\$240,000	\$240,000
2. MISSIONS TRAINING AMONG THE NATIONS (helping the church in Africa and Asia have more heart for the world's needs)	\$1,000,000	\$1,000,000
3. MISSIO EDUCATION (helping the church in Africa and Asia have more heart for the world's needs)	\$1,000,000	\$1,000,000
4. EDUCATIONAL DEVELOPMENT (helping and equipping our generation of church leaders)	\$200,000	\$200,000
5. MULTIPLYING HEALTHY CHURCHES (helping and equipping our generation of church leaders)	\$1,000,000	\$1,000,000
6. GLOBAL PARTNERS (helping and equipping our generation of church leaders)	\$1,000,000	\$1,000,000
<b>TOTAL</b>	<b>\$4,240,000</b>	<b>\$4,240,000</b>

**2017 MISSIONS COMMITMENT** \$4,240,000

## Sample Vision Statement

### Introduction

We are committed to be a missional church whose mission is to connect with God, pursue Christ, and advance his kingdom in Dallas. All that we do for our Savior will be empowered and directed by our biblical core values: worship, fellowship, biblical instruction, evangelism, and service.

## Community Outreach

We envision a facility where missionaries are trained to passionately share their faith.

The pastor and any staff will be missionary trainers. We, the congregation, will be missionaries, not members! As you drive out of the parking lot, you'll see a sign: "You're now entering the mission field," because...

## Missions Outreach

...it begins at our doorstep. We envision sending out hundreds of our people on short-term missions many of whom will become career missionaries. Finally we envision planting no less than two churches annually-one within our Jerusalem and the other abroad.

## Making Disciples

We see a clear, simple pathway for making disciples that most understand and are somewhere along that path. This pathway will consist of our preaching-worship time, a Bible study, and a small group all of which encourage and contribute supernaturally to our mission and ultimately our spiritual maturity.

## Congregational Mobilization

We envision a church where lay persons are equipped to do the ministry, not the staff. We will be trained to do the ministry by people with leadership gifts, teaching gifts, shepherding gifts, evangelistic gifts, and helping gifts so that we may become a Christ honoring, mature church as found in Eph. 4:11-13.

## Staff Development

We visualize a church that has made a conscious decision to limit the number of staff because so many of our people are involved in and doing the ministry. What few staff we have will spend much of their time equipping congregants for ministry and leadership in the staff's areas of expertise.

### Maximized Setting

We dream of being a church with simple, functional facilities that serve as a beach-head for equipping our people as missionaries whose heart-beat is to reach out in redemptive ways to our lost and dying community and ultimately the world.

### Generosity/Finances

We envision a church that's known in the community for its benevolent, loving generosity. We will help those who are truly poor and needy. We also will provide well for the ministry needs of our people and the livelihood of our staff.

### Forest Meadow Baptist Church

The vision of Forest Meadow Baptist Church is to provide for the needs of Lake Highlands' children and their families by providing lots of opportunities to experience creative, high quality worship, discipleship, activities and hands-on global missions involvement.

Our church is a Christian community that welcomes the mosaic of cultures living in our neighborhoods. Where needed, we establish culturally specific churches and ministries.

We are a multi-congregational church, meaning we offer services and discipleship in a variety of different languages and at numerous locations around the world. At our main campus on Church Road, we have services in English, Spanish, several Sudanese dialects, Bemba (Zambian) and Swahili.

Our global missions vision is to share the love of Jesus Christ with all the peoples of the world, beginning here in Dallas and extending to the ends of the earth. We are working intensely with the Great Commission Initiative, and in a church planting ministry in Southern Sudan.

### Vision Statement Children's Program

We envision children waking up parents on Sunday morning excited to go to church.

We see lots of smiles, glad to be in a place of belonging, welcomed again by a familiar face. We see the fright of first time melted by an extra caring touch and loneliness replaced by laughter. We see motivated volunteers, passionate about being with kids, gifted to teach, serve, and shepherd.

We see a facility which is "kid focused," that will facilitate learning and having fun for hundreds of kids. We see a clean and attractive environment where excellence and creativity are immediately noticed.

We see concerned moms relieved as they drop off their children and dads without distraction, engaged in the service. We envision a security process which builds confidence with parents.

We see physical care babies being cuddled and crawlers being chased. We sense a foundation being laid where Sunday morning is an experience of God's love for the youngest baby to the oldest child; a time when seeds of faith can be planted and nurtured.

We see whole families growing closer to God and each other through programs to motivate and equip parents.

We hear cheers of older kids, and feel fun in the air as hundreds of kids celebrate and sing of the good-ness of God; we hear the quietness of prayer. We envision the stories of the Bible told in creative ways. We see the look of conviction as the gospel penetrates a child's heart. We see caring adults leading discussion and listening during small group time.

We dream of kids carrying Bibles and bringing friends.

In the next five years, we envision hundreds of kids choosing to be baptized and building a faith foundation that will lead to a lifetime of full devotion to Christ and multiplication of kingdom impact.

Clear Lake Community Church, Houston, TX

### Irving Bible Church: Our Dreams

About 10 years ago we developed a series of statements of what we dreamed IBC would become. The statements that follow have withstood the test of time and still reflect the heart of what is going on with IBC.

We dream of a church...

... where the Gospel is the underlying theme; where grace is accepted and extended; where the salvation of souls is the norm, not the exception; where love for people springs from love for God; where joy permeates the air; where people are one in spirit; where service is considered a privilege not a burden.

- ... where people find real help, experience real change and discover real answers; where marriages are healed and parents' hearts are turned toward their children; where destructive lifestyles, habits, addictions and compulsions are forever jettisoned; where wasted lives are retrieved and new beginnings launched.
- ... where God's Word is exalted in authority, studied with expectation, taught with relevance, heard with anticipation, and obeyed with passion; where the preaching is encouraging, positive and practical.
- ... where prayer is the under-girding and engulfing medium for all we do and for every initiative we take.

- ... where people are free to attempt great things for God; where taking risks for his kingdom is an exalted virtue; where people have nothing to prove and therefore nothing to lose; where creativity and innovation are honored, not feared; where all kinds of people serve God in diverse ways with mutual love, encouragement, respect, and unity.
- ... where people's hearts beat for God's work around the world; where impact is made on lives across the street and around the world; where short-term workers regularly go out to minister internationally and return with a world perspective.

- ... where God is worshiped joyfully and reverently; where the music is Christ-honoring and relevant; where worship is a significant event which encourages believers and transforms them into the triumphant army of God; where worship communicates to the visitor the greatness of our God, the joyfulness of the Christian life, and the emptiness of life without Jesus.
- ... where the issues of our culture are seriously addressed; where the community expects to find a viewpoint both practical and Godly, a viewpoint which must be taken seriously; where God's people take stands in the community that are courageous and compassionate.

## Blue Ridge Bible Church

The head of Blue Ridge Bible Church is the Lord Jesus Christ, and we exist as a body for Him and for His glory. Just as God has had a plan and a purpose for the Christian Church throughout the ages, so we believe He has a unique plan for Blue Ridge Bible Church today in the twenty-first century, and here in western Loudoun County, Virginia.

Our region is one with unique opportunities. Loudoun is one of the fastest-growing counties in the United States, and one of the wealthiest. Our proximity to Washington, D.C., puts our congregation in contact with people who have great influence in shaping our nation, and even the world.

And yet the county's rural character has also made it a place where people come to raise their families. The wealth, the influence, and the family-oriented nature of this community represent tremendous opportunities to fund the work of God worldwide, to impart godly wisdom to those in positions of authority, and to raise up ongoing generations of faithful Christians. Truly, this is an exciting time and place in which to follow Christ.

However, our region also presents unique needs. In this post-Christian age, many have attempted to fulfill their needs with material possessions, acclaim, or a vague positive spirituality. Sadly, none of these things can truly satisfy or answer the deepest desires of the human heart.

Our vision is to offer the bread of life and the living water to all who need it. We see the lives of our people standing in such stark and inviting contrast to the surrounding culture that people will be drawn to ask us the reason for the hope that we have. In this place where people are rich and yet spiritually poor, prominent yet spiritually hungry, and successful yet spiritually defeated, Blue Ridge will echo the call from the prophet Isaiah: "Come, all you who are thirsty, come to the waters; and you who have no money, come, buy and eat! Why spend money on what is not bread, and your labor on what does not satisfy? Listen, listen to me, and eat what is good, and your soul will delight in the richest of fare."