**LEADERSHIP DEVELOPMENT GROUP**

**Topic: How to Receive, Own & Impart Vision & Culture**

**Speakers: Allan Steel and Tim Lochens**

Adapted by Allen Steel from work by...

- Reverend Ronnie Floyd - Southern Baptists.

- Will Mancini- Society for Church Consulting

- Mark Dance - Director of Life Way Pastor

**Discuss:**

Joel Southerland "I like to say that your church really doesn’t need a vision statement, it needs a visionary state of mind."

Effective Vision must be ...

1. **Clear**

Clarity around a vision is imperative.

As the communicator, you have to be clear about your understanding of it.

This is why writing the vision is also imperative.

This written documentation is what you will return to again and again.

Through a meticulous process, you learn how to communicate the vision clearly.

When the vision is clear to you, you are more able to clearly communicate it to others.

Whether you are communicating the vision of the church or the vision for a new initiative, ensure you do so with absolute clarity. It is not about how much you share, but you must share enough for people to have complete clarity. Therefore, when you cast vision to God’s people, be sure it is clear.

1. **Concrete**

I think having a concrete vision means that you have a vision that is real and tangible. It is not about using language that no one understands or trying to impress others with great and extensive content. It is a vision that people can touch, feel, and become engaged in personally.

Pastors seem to spiritualise issues. We cannot always spiritualise an initiative and have it received by the people. We have to know God wants us to do it, even have it confirmed from His Word; however, we have to communicate the vision in a believable and tangible manner. Therefore, when casting a vision, be clear and concrete.

1. **Concise**

In today’s world it is really true: less is more.

This is especially true when we cast a vision.

It needs to be concise.

It needs to be brief, free of too many details.

Yes, you have to go deep and comprehend the details so you know you understand the vision; however, when you cast it before others, they just need to know the work is already done. You need to be on top of it, but remember you are breaking it down, not only so others can grasp it, but also for them to be able to communicate it to others. I will state it again: It is not about how much you share, but share enough for the people to have complete clarity.

Therefore, when casting vision, be clear, concrete, and concise.

1. **Convicting**

Your vision will only burn as bright as you do.

When this passion comes from deep within you, people will sense it and follow it.

A vision is something you not only see in your mind, but also burns in your heart.

“An opinion is something you’ll argue about; a conviction is something you’ll die for.”—Will Mancini

People will not be more dedicated than you are to the vision.

The outcome is a willingness to sacrifice.

This sacrifice can be seen in time, energy, and financial resources.

If this is not something you are willing to personally risk your reputation and resources on, it’s not worth pursuing. It’s merely an idea, not a vision.

"Does your vision inspire you to the point of personal commitment?"

1. **Compelling**

A compelling vision moves the people to action.

As a servant-leader, you are God’s instrument to rally the people to a better future.

You are there to lead them into a future where they would not go on their own.

The vision has to be:-

* clear enough for them to understand,
* concrete enough for them to believe it is real,
* concise enough for them to communicate,
* convicting enough for them to sacrifice for,
* and compelling enough for them to own personally and enthusiastically.

Do your very best to be :-

* strong,
* believable,
* capable
* and enthusiastic.

If the vision is going to capture their imagination and heart, moving them into the vision personally and enthusiastically, then the vision must be compelling

As a leader you have the privilege to take people where you believe God wants to go.

Therefore, be :-

* clear
* concrete
* concise
* convicting
* compelling
1. **Courageous**

“An idea is something you can do, a vision is something you believe that you should do.”—Will Mancini

*“Be strong and courageous, and do the work. Don’t be afraid or discouraged, for the Lord God, my God, is with you. He won’t leave you or forsake you until all the work for the service of the Lord’s house is finished” (1 Chronicles 28:20).*

1. **Celebrated**

To build on your momentum:-

* share your results,
* encourage others to do the same.
* celebrate every success—no matter how small that might be—celebrate.