

Vision and Values

Student Manual

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Contents

Lesson 1-3 – The Definition and Importance of Vision.....	3-9
Lesson 4 – The Diseases Associated with Vision.....	10-15
Lesson 5-6 – The Source of Vision.....	16-21
Lesson 7 – Receiving a Vision.....	22-24
Lesson 8 – Characteristics of a Vision from God.....	25-27
Lesson 9-11 – The Qualities of a Vision Achiever.....	28-35
Lesson 12 – Writing the Vision.....	36-38
Lesson 13-14 – Key Elements of Vision Fulfillment.....	39-46
Lesson 15-16 – Communicating or Casting Vision.....	47-51
Lesson 17 – Creating a Team Vision.....	52-56
Lesson 18 – The Importance of Values.....	57-60
Lesson 19-20 – Identifying and Stating Core Values.....	61-73
Lesson 21 – Communicating and Implementing Values.....	74-76
Lesson 22-23 – Introducing New Values.....	77-82
Lesson 24 – The Vision and Values of City Life Church.....	83-87

Lesson 1-3 The Definition and Importance of Vision

I. What are some of the things that have been said about vision?

A. In general

“A dream is your creative vision for your life in the future. You must break out of your current comfort zone and become comfortable with the unfamiliar and the unknown.” –Denis Waitley

“A sailor without direction knows no favorable wind.” Proverb, Unknown

“A blind man’s world is bounded by the limits of his touch; an ignorant man’s world by the limits of his knowledge; a great man’s world by the limits of his vision.” –E. Paul Hovey, 1908

“A vision without a task is a dream; a task without a vision is drudgery; a vision and a task is the hope of the world.” –Unknown

“Poor eyes limit your sight; poor vision limits your deeds.” –Franklin Field

“Vision encompasses vast vistas outside the realm of the predictable, the safe, the expected.” –Charles Swindoll

“But it is with man’s soul as it is with nature; the beginning of creation is—light. Till the eye have vision, the whole members are in bonds.”
–Thomas Carlyle, 1836

“Progress will be carried forward by a series of dazzling visions.”
–Victor Hugo, 1864

“Vision without action is a dream. Action without vision is simply passing the time. Action with Vision is making a positive difference.” –Joel Barker

Vision is the art of seeing what is invisible to others.” –Jonathan Swift

“The most pathetic person in the world is someone who has sight, but has no vision.” –Helen Keller

“A vision is not just a picture of what could be; it is an appeal to our better selves, a call to become something more.” –Rosabeth Moss Kanter

“Do not follow where the path may lead. Go instead where there is no path and leave a trail.” – George Bernard Shaw

“The future belongs to those who see possibilities before they become obvious.”
–John Sculley

B. In the business world

“...there is no more powerful engine driving an organization toward excellence and long range success than an attractive, worthwhile, and achievable vision of the future, widely shared.” –Nanus, 1992

“Good business leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion.” –Jack Welch

“People are more inclined to be drawn in if their leader has a compelling vision. Great leaders help people get in touch with their own aspirations and then will help them forge those aspirations into a personal vision.” –John Kotter

“Capital isn’t scarce; vision is.” –Sam Walton

“Obstacles are those frightful things you see when you take your eyes off your goal.” –Henry Ford

C. In all realms of leadership

“The whole world steps aside for the man who knows where he is going.”
–Unknown Author

“Throughout the centuries there were men who took first steps, down new roads, armed with nothing but their own vision.” –Ayn Rand

“Vision is not a fantasy of the impractical or improbable such as winning the lottery. Rather, vision is a vivid image in the mind’s eye of transforming the impossible into the possible.” –Dan Wilson

II. What does the Bible say about vision?

A. Proverbs 29:18a

Where there is no vision, the people perish... –KJV

Where there is no revelation, the people cast off restraint... –NKJV

When people do not accept divine guidance, they run wild. –NLT

B. I Samuel 3:1

Now the boy Samuel ministered to the LORD before Eli. And the word of the LORD was rare in those days; there was no widespread revelation. 2 And it came to pass at that time, while Eli was lying down in his place, and when his eyes had begun to grow so dim that he could not see, 3 and before the lamp of God went out in the tabernacle of the LORD where the ark of God was, and while Samuel was lying down, 4 that the LORD called Samuel. And he answered, “Here I am!”

I Samuel 3:1-4

C. Jeremiah 23:16

Thus says the LORD of hosts: “Do not listen to the words of the prophets who prophesy to you. They make you worthless; they speak a vision of their own heart, not from the mouth of the LORD.

This is what the LORD Almighty says: “Do not listen to what the prophets are prophesying to you; they fill you with false hopes. They speak visions from their own minds, not from the mouth of the LORD. –NIV

D. Habakkuk 2:2-3

Then the LORD answered me and said: “Write the vision and make it plain on tablets, that he may run who reads it. For the vision is yet for an appointed time; but at the end it will speak, and it will not lie. Though it tarries, wait for it; because it will surely come, it will not tarry.

And the Lord answered me and said, Write the vision and engrave it so plainly upon tablets that everyone who passes may [be able to] read [it easily and quickly] as he hastens by. —Amp

E. Acts 26:19

Wherefore, O King Agrippa, I was not disobedient unto the heavenly vision...

III. How can “vision” be defined?

The English word “vision” comes from the Latin *videre* which means “_____.”

A. The word “vision” means several things in modern language.

1. The faculty of sight in the human body
2. The act or power of seeing
3. The manner in which one sees or conceives of something
4. A mental image produced by the imagination
5. A manifestation to the senses of something immaterial

B. The word “vision” means something unique when it comes to leadership.

1. Unusual competence in discernment or perception
2. Intelligent foresight

C. The word “vision” has a prophetic aspect to it.

1. A supernatural revelation to the mind of man
2. Something seen in a dream, trance, or ecstasy

3. Something immaterial that has been seen in the mind that can become a reality

“For leaders, a vision is not a dream; it is a reality that has yet to come into existence.” –Neil H. Snyder, Michelle Graves

- D. The word “vision” refers to your strategic intent or ultimate goal.

A vision is a clear, concrete _____ of the results or condition you want to achieve.

“Vision refers to the force within a leader that spreads like wildfire when properly communicated to others. Vision refers to an image of the future that can be discussed and perfected by those who have invested in it. Vision is also the glue that binds individuals into a group with a common goal.”

–Neil H. Snyder, Michelle Graves

IV. How important is vision in the natural realm?

- A. Eyesight is essential in life to perform many of the normal functions of life.

There are many spheres of life that are off limits to those without sight.

- Driving a car.
- Becoming a surgeon.
- Playing golf.
- Serving in the military as an infantryman.
- Flying an airplane.
- Interior design.
- Playing sport.

- B. Eyesight serves us in many ways.

1. It helps us to see our _____ well before our arrival.
2. It helps us to make _____ so as to avoid stumbling.
3. It helps alert us to _____ in our pathway.
4. It helps us to maintain _____.
5. It helps us to see how our present actions _____ our immediate future.
6. It helps us to accomplish everything more _____.
7. It gives us perspective by helping us to see how the part relates to _____ and the whole to the part.
8. It adds color and _____ to our experiences.

9. It helps us to _____.

V. How important is vision in a person's achievement of life purpose?

You will never _____ the thing for which you were apprehended without a sense of vision (Phil. 3:13-14).

Brothers, I do not consider myself yet to have taken hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.

The local church will never _____ against the gates of hell without a clear sense of vision (Mt. 16:18).

Churches are often led by “_____” rather than _____.

- A. Perhaps the leader is an apostolic or catalytic church planter who loves the challenge of _____ a church.
- B. Perhaps the leader is the product of an old _____.
- C. Perhaps the leader has suffered the _____ of loss.
- D. Perhaps the leader is getting older and _____ of the fight.
- E. Perhaps the leader is more concerned about his or her personal _____ than about the mission of the church.
- F. Perhaps the leader has not _____ the times and has not adjusted his or her vision to keep pace and stay relevant.
- G. Perhaps the leader has _____ that does not promote the idea of vision.
- H. Perhaps the leader has not had a _____ with God that instills in one a sense of purpose and mission.

“Over a period of years, the church can allow itself to lapse into a maintenance mentality — it just seems to be getting by — that over time leads to ministry mediocrity. Every Sunday it is business as usual. The people come to church but often seem to be going through the motions. When they leave, not much has happened to them and not a lot takes place spiritually in their lives during the week.”

—Aubrey Malphurs, *Developing a Vision for Ministry in the 21st Century*

VI. What are the primary reasons for defining a vision?

A. A defined vision _____.

B. A defined vision _____.

C. A defined vision _____ leadership.

“I define a leader as a godly servant (character) who knows and sees where he or she is going (mission and vision) and has followers (influence).”

—Aubrey Malphurs

D. A defined vision gives _____ the parts.

E. A defined vision filters _____.

F. A defined vision _____ and arouses emotion.

G. A defined vision inspires _____.

H. A defined vision fosters _____.

VII. What are the key characteristics of an effective vision?

An effective vision must have certain characteristics.

A. The vision must be _____.

B. The vision must be _____.

“The single most important thing a leader can do for his or her followers is to provide the vision. How well the leader articulates the vision and how well the followers understand the vision are key to the success of any endeavor.”

–George Pejakovich

C. The vision must be _____.

D. The vision must be _____.

E. The vision must _____.

F. The vision must be realistic and _____.

G. The vision must be regularly _____.

H. The vision must be _____.

Lesson 4

Diseases Associated with Vision

The eye is the lamp of the body. If your eyes are good, your whole body will be full of light. But if your eyes are bad, your whole body will be full of darkness. If then the light within you is darkness, how great is that darkness! Matthew 6:22-23, NIV

I. What are some conditions of the eye that can affect our vision?

There are some common conditions that afflict the natural eye that are indicative of things that can distort our vision as leaders.

Note: All medical descriptions taken from Mamashealth.com.

A. Farsightedness

1. What is farsightedness (hyperopia)?

Farsightedness is a condition where a person can see _____ very well, but has difficulty seeing objects that are close. Objects that are near will appear _____ to people who have farsighted vision.

2. What are the symptoms of farsightedness?

There are many symptoms. The most common symptoms are:

- inability to see objects that are close to you
- headaches
- eyestrain
- squinting
- feelings of fatigue when performing work at close range

3. What does this condition tell us about our leadership vision?

A farsighted leader is one who has great vision for all of the wonderful things that they hope to do in their lifetime, but they do not know how to focus on the _____ that will help to get them to their destination.

B. Nearsightedness

1. What is nearsightedness (myopia)?

Nearsightedness is a condition where a person can see _____ very well, but has difficulty seeing objects that are far away. Objects that are far away will appear _____ to people who have nearsighted vision.

2. What are the symptoms of nearsightedness?

There are many symptoms. The most common symptoms are:

- inability to see objects that are close to you
- headaches
- eyestrain
- squinting
- feelings of fatigue when driving or playing sports

3. What does this condition tell us about our leadership vision?

A nearsighted leader is a leader who gets _____. This person has no ability to separate the good from the better, and the better from the best. This person has difficulty prioritizing his actions because every task has the same value.

C. Astigmatism

1. What is astigmatism?

Astigmatism is an irregular curvature of the lens or the cornea of the eye. It is the _____ vision problem. It may accompany nearsightedness or farsightedness. Astigmatism is a lifelong condition.

Usually astigmatism is _____. If one or both of your parents have it, you will probably develop it.

2. What are the symptoms of astigmatism?

Some of the most common symptoms are:

- blurred vision
- _____ vision
- headaches
- eye strain
- squinting

Both kinds of astigmatism can usually be corrected with eyeglasses, contact lenses or refractive surgery.

3. What does this condition tell us about our leadership vision?

Leaders with astigmatism are leaders who have been raised in a certain _____ under the influence of a particular “spiritual DNA.” Unfortunately, their DNA profile is not balanced or has not been shaped by biblical truth. As a result they have a _____.

D. Glaucoma

1. What is glaucoma?

Glaucoma is the name for a group of diseases that can destroy the optic nerve. It literally means “hard eyeball.” Any one of the conditions classified as glaucoma can lead to irreversible blindness by damaging the optic nerve.

2. What are the symptoms of glaucoma?

Unfortunately, in the early stages of glaucoma, the only symptom is a gradual loss of vision. Vision loss usually begins with the _____ vision.

3. What does this condition tell us about our leadership vision?

Glaucoma occurs primarily in _____. Sometimes when you have been in leadership a long time or if you have done things a certain way for a long time it is easy to get tunnel vision, to become set in one’s ways and to get rigid in one’s perspective. After a while this person can only see what he or she is doing and can lose openness to other viewpoints.

E. Cataracts

1. What are cataracts?

Cataracts are the _____ of the eye’s natural lens. Cataracts are the leading cause of visual loss among adults 55 and older. As a person gets older, some of the protein clumps together and starts to cloud a small area of the lens. This is cataracts. Over time, the cloud may grow larger and cloud more of the lens.

2. What are the symptoms of cataracts?

Some of the most common symptoms of cataracts are:

- hazy or blurred vision
- dimmed colors
- light appearing too bright or glaring

3. What does this condition tell us about our leadership vision?

Leaders can develop spiritual cataracts over time by allowing some of the _____ of the past to cloud their vision. These past experiences could include unresolved conflict, broken relationships, unfulfilled promises or emotional hurts or wounding.

F. Dry Eye Syndrome

1. What is dry eye syndrome?

Dry eye syndrome is a chronic lack of sufficient _____ and moisture in the eye. It is one of the most common problems treated by eye physicians.

In dry eye syndrome, the eye doesn't produce enough tears, or the tears have a chemical composition that causes them to evaporate too quickly.

The main purpose of tears is to bathe the eye, wash out dust and debris and keep the eye moist. Tears also contain enzymes that neutralize the microorganisms that colonize the eye. Tears are essential for good eye health.

2. What are the symptoms of dry eye syndrome?

There are many symptoms of dry eye syndrome. Some of the most common symptoms are:

- Persistent Itching, burning and irritation of the eye
- Red eye
- Blurred vision that improves with blinking
- Excessive tearing
- Feeling like something is in your eye
- Increased discomfort after periods of reading, watching TV, or working on a computer

3. What does this condition tell us about our leadership vision?

Leaders with “dry eye syndrome” are leaders who have not keep themselves bathed in the water of the word and the anointing oil of the Holy Spirit. They are leaders who have become _____.

G. Macular Degeneration

1. What is macular degeneration?

Macular degeneration is a degenerative condition of the macula. The macula is the part of the retina responsible for the sharp, central vision needed to read or drive. The exact causes of age-related macular degeneration are still unknown. In some cases macular generation may be a result of side effects of prescribed drugs.

2. What are the symptoms of macular degeneration?

Some common symptoms of macular degeneration are:

- blurred vision
- straight lines appear wavy
- central vision loss

3. What does this condition tell us about our leadership vision?

Leaders who exhibit macular degeneration are leaders who have a difficult time staying _____. These are leaders who cannot maintain a sharp, central focus.

H. Color Blindness

1. What is color blindness?

Color blindness is a genetic condition characterized by the inability to see certain colors. People with color blindness are unable to see red, green, blue, or mixtures of these colors. Color blindness may lead to additional vision loss or total blindness. Color blindness may be inherited from your parents.

2. What are the symptoms of color blindness?

The primary symptom is an inability to see certain colors or to distinguish between certain colors.

Unfortunately, color blindness cannot be treated. However, some tinted eyeglasses may help colorblind people to see better.

3. What does this condition tell us about our leadership vision?

Leaders can be spiritually color blind. That is there are things that they see clearly, things they see vaguely and things that they do not see at all. Leaders often are color blind in relation to their vision because they do not rely on team ministry and _____ into their vision development.

I. Crossed Eyes

1. What is it to have crossed eyes?

Crossed-eyes is a vision condition in which a person cannot align both eyes simultaneously under normal conditions. One or both of the eyes may turn in, out, up or down. An eye turn may be constant or intermittent. A constant eye is when the eye turns all of the time. An intermittent eye is when the eye turns only some of the time. Intermittent eyes usually turn under _____ situations or when ill.

One of the causes of crossed eyes is unequal pulling of muscles on one side of the eye. Another cause of crossed eyes is a paralysis of the ocular muscles.

2. What are the symptoms of having crossed eyes?

Some common symptoms of crossed-eyes are:

- Eyes that appear crossed
- Eyes that do not align in the same direction
- Uncoordinated eye movements

- _____ vision
- Reduced vision in one of the eyes

3. What does this condition tell us about our leadership vision?

Leaders with crossed-eyes are leaders who are double minded and who are continually pulled in more than one direction. These leaders seem to have conflicting interests at times and it is easy for them to be _____.

J. Blindness

Blindness is obviously the worst case when it comes to vision problems. Jesus accused the Pharisees of being “blind guides” (Mt. 23:16). We can become “blind guides” when our goal ends up being self-fulfillment, self-gratification or the _____.

The blind cannot lead the blind (Mt. 15:13-14; Luke 6:39; John 9:1-8).

II. What is the answer to these eye conditions?

Jesus has the power to heal our blindness (Luke 4:18).

The key is recognizing that we have a need and seeking our healing from Him (Mt. 20:29-34; John 9:1-8).

Lesson 5-6 The Source of Vision

“A man with the vision of God is not devoted simply to a cause or a particular issue but to God himself.” –Oswald Chambers

I. What are the most common sources of vision?

A. Our vision can come from the heart of our _____ (Ps. 127:4; Eph. 6:1, Mt. 15:4; 19:19, 29; Mark 10:29; Luke 14:26; 2:48-52).

B. Our vision can come from _____ expectations.

C. Our vision can come from our _____ and leaders.

D. Our vision can come from what _____ in others.

E. Our vision can come from our _____ (Jer. 14:14; 23:16, 25-27; 27:9-10).

Three things that can come out of our own heart:

1. Personal Ambition

Our vision may come from a desire to be seen as a _____ or to have influence over other.

2. Competitive Spirit

Our vision may come from a desire to do better than someone else and it usually arises out of a _____ of oneself with others.

3. Desire for Fame, Wealth, Etc.

Our vision may come from a desire to acquire _____ as it pertains to living a life of comfort and ease.

“Any ambition which centers around and terminates upon oneself is unworthy; while an ambition which has the mission of God as its center is not only legitimate but positively praiseworthy.” –Oswald Chambers

II. What is to be the source of our vision?

A. _____

Our vision needs to reflect Who God is to the world. This means that our vision must be consistent with the moral attributes of God.

1. God is absolutely _____ (Ps. 22:3; 99:5, 9; Is. 5:16; 6:3; Zeph. 3:5; John 17:11; I Pet. 1:15-16; Rev. 4:8-11).

God cannot sin and He cannot tolerate sin. He is sinless perfection in the strictest sense. Those who want to live with God must also be holy (Amos 3:3). Our vision must line up with the idea of holiness.

2. God is and has perfect _____ (Jer. 31:3; John 3:16; I John 4:8, 16; Rom. 5:8; 8:39).

God’s love is of such a nature that it is not self-serving but seeks the improvement of others. This kind of love is demonstrated through the life of Christ. Our vision must line up with God’s idea of love.

3. God is absolutely _____ (I Cor. 1:9; 10:13; I Th. 5:24; Deut. 7:7-9).

God is absolutely trustworthy. His faithfulness is manifest in several ways; the following are only two of them.

a. In _____ His promises (Heb. 10:23).

b. In _____ the work He has started (I Th. 5:23-24).

4. God is absolutely **righteous** and _____ (Deut. 32:4; Ezek. 18:19-30; Ezra 9:15; Ps. 116:5; 145:17; Dan. 9:14; John 17:25; Rev. 15:3).

Our vision must include the concept of justice in dealing with others.

5. God is full of _____ (Ex. 34:5-7; Ps. 86:5; 103:8; 130:7; 145:8-9; Deut. 4:31).

Our vision should include the idea of compassion or feeling what other people feel.

B. The _____ of God

The source of our vision should be the Word of God. God has given us His word to guide us (Ps. 119:105). The word of God is _____ for all of our vision as believers. If what we are striving for is not biblical, it is not a goal worthy of our effort.

C. The _____ of God

1. The purpose of God springs from God's Father's heart. A father's heart has six desires. A father desires:

a. A man in His image

A father's heart desires offspring. It was not good for a God of love to dwell alone. He had a desire to reproduce Himself. This is where the focus on character development fits in.

b. Multiplicity of seed

A father's heart is not satisfied with only one offspring, its desire is for many sons and daughters that would be numbered as the sands of the sea, the dust of the earth and the stars in the sky. This is where evangelism and reaching out to the lost fits in.

c. Maturity

A father's heart also desires for that offspring to come to a place of maturity in responsibility, wisdom and judgment. This is where discipleship and bringing people to full maturity fits in.

d. Relationship

A father's heart longs for the day when his children will not only be his offspring but his friends who can enter into a close relationship with him. This is where living a life of prayer, praise and worship fits in.

e. Partnership

A father's heart desires to enter into a working partnership with his offspring. God's job is to rule and reign the universe. He desires His kids to sit with Him in His throne. This is where entering into the full expressions of our ministry and spiritual warfare fit in.

f. Bride for His Son

A father's heart desires a bride for the only-begotten son. This must be a bride who measures up to the measure of the stature of the Son who is being married. This is where the deepening of relationship and intimacy with God fits in.

The purpose of God can be summarized with the following statement:

The Purpose of God is to have a many-membered man in the image of God who will qualify for rulership and dominion and for the honor of being eternally linked with the Son as one flesh.

2. It is in the church that this mystery of God's purpose will ultimately be fulfilled. It is in the church that this many-sided wisdom will be manifest.
 - a. The Church is the Body (Eph. 4), that new creation in the image of God.
 - b. The Church is the Temple (Eph. 2) that place of communion and relationship with the father.
 - c. The Church is the Family of God (Eph. 3) which is composed of many sons and daughters all bearing the family likeness.
 - d. The Church is the Army (Eph. 6) that walks in authority and dominion over the enemies of God's purpose.
 - e. The Church is the Bride of Christ (Eph. 5) that will one day be eternally united in marriage with the only begotten Son of God.

Our vision and purpose have meaning when they line up with what _____
_____.

D. Christ's Vision of _____ (Mt. 16:18-19)

Building God's House God's way is the only way to ensure His involvement in what we are doing and success in our endeavor (Ps. 127:1).

E. Christ's _____

Jesus' instructions to His disciples upon his departure can be summarized as follows:

1. Preaching the Gospel to every creature and every nation under heaven (Mark 13:10; 16:15; Luke 24:47).
2. Witnessing of Christ to the ends of the earth (Acts 1:8).
3. Bringing healing and deliverance to all those in such need (Mark 16:16-18).
4. Baptizing all those who respond to the Gospel (Mt. 28:19).
5. Making disciples out of all those who were converted (Mt. 28:19).

6. Teaching the converted a lifestyle of obedience to all of God's commands (Mt. 28:20).
7. Tending the converted as a shepherd (John 21:15-20).

All of these elements must be found in any organization that would like to call itself a church of Jesus Christ. _____ must be in our vision or our vision is not consistent with God's vision.

F. Your Individual _____ (Ps. 139:13-17)

When God made us, He made us with purpose in mind. He had that purpose in mind when He designed everything about us including our:

1. Emotions
2. Abilities and Aptitudes
3. Intellectual Abilities (IQ)
4. Stature and Appearance
5. Heritage and Genealogy

G. Your Individual _____ (Col. 1:1, 8-9; 4:12)

Note: For more teaching on discovering your life purpose, refer to the course **Life Management I** which goes into much detail on this theme.

Key verses that deal with our calling as believers:

1. John 15:16

You did not choose Me, but I chose you and appointed you that you should go and bear fruit, and that your fruit should remain, that whatever you ask the Father in My name He may give you.

This verse teaches that...

- God chose us with a purpose in mind that we would bear fruit.
- God has appointed us to accomplish a certain work.
- God's intention is that our work will live on after us.
- God is going to help us fulfill the work because it will be bigger than we are.

2. Acts 20:22-24

And see, now I go bound in the spirit to Jerusalem, not knowing the things that will happen to me there, except that the Holy Spirit testifies in every city, saying that chains and tribulations await me. But none of these things move me; nor do I count my life dear to myself, so that I may finish my race with joy, and the ministry which I received from the Lord Jesus, to testify to the gospel of the grace of God.

This verse teaches that...

- We have a personal race to run.
- There are obstacles and challenges to completing our race.
- We must maintain focus, avoid distractions and be willing to pay the price of success.
- God has a plan for our lives—the will of God (Col. 1:1, 9; 4:12).

3. Colossians 1:9-11

*For this reason we also, since the day we heard it, do not cease to pray for you, and to ask that you may be filled with the knowledge of **His will** in all wisdom and spiritual understanding; that you may walk worthy of the Lord, fully pleasing Him, being fruitful in every good work and increasing in the knowledge of God...*

III. What is to be the result of our vision?

If our vision is based on the right foundation and is centered directly in the will and purpose of God it will have the following outcomes:

- A. _____ will get rightly connected to God (Phil. 2:9-11).
- B. The Kingdom of God will be _____ in the earth in all spheres of influence.
- C. A strong, vibrant, flourishing, glorious and victorious _____ will emerge (Eph. 5:27).
- D. Individuals will find significance, purpose and _____ in their lives (II Th. 1:11-12).
- E. The Eternal Purpose of God will be _____.
- F. God will in all things be _____ (I Cor. 10:31; I Pet. 4:11).

Lesson 7 Receiving a Vision

I. Why is it so important to receive a vision?

A. There are things that characterize people with _____ (Pro. 29:18).

Where there is no vision, the people perish...

The Hebrew word translated “perish” in this verse means “to cause or show lack of restraint or to let loose restraints” (BDB).

1. They are _____ in their pursuits.
2. They are _____ in their lifestyle.
3. They tend to remain _____ in their faith level.
4. They end up with very _____ at the end of their life.

Amos 8:11-13

B. There are things that characterize people _____.

1. They have _____.
2. They are _____.
3. They have a sense of _____.
4. They _____ from faith to faith.
5. They sense that their life has value, worth and _____.
6. They experience a sense of _____.
7. They have an _____ life (Dan. 11:32b).

C. There are several conditions of a person that will affect vision fulfillment.

1. Some people have no relationship with Jesus Christ and, therefore, _____ receive a vision from God (Eph. 4:17-18; I Pet. 4:1-6).
 - a. This person is primarily concerned about physical and _____ things.
 - b. This person does not live with a sense of _____ to a higher being.
 - c. This person's _____ are temporal and earthly.
 - d. This person lives in the seen rather than the _____ world (II Cor. 4:18).

- e. This person does not believe that there are moral _____ or standards.
2. Some people are believers who live only for _____ and are not concerned about God's vision for their life (Jam. 4:3-4).

The Bible calls these people _____ Christians (Rom. 8:7; I Cor. 3:1-4).
3. Some people are believers who have received a vision, but they have not been _____ to that vision (Acts 26:19b).
4. Some people are believers who have received a vision, but do not _____ to fulfill it.
5. Some people are believers who have _____ a vision from God, they have _____ the vision of God and they are working to _____ the vision that they have received.

II. How does one receive a vision?

A. We must have general things in order in our lives.

1. This includes a _____ from the world system (II Cor. 6:11-18; I John 2:15-17).
2. This includes an attitude of _____ before the Lord (Ps. 18:27; 25:9; Pro. 11:2; Mt. 5:3; I Pet. 5:5-6).
3. This includes a life of _____.
 - a. Hannah (I Sam. 1:12)
 - b. Daniel (Dan. 9:20-21)
 - c. Peter (Acts 11:5)
 - d. Paul (Acts 9:11)
 - e. John (Rev. 1:10)
4. This includes _____ on the word of God (Ps. 119:105, 130; Jam. 1:21).
5. This includes _____ in the light that we have.
6. This includes _____ the Eternal Purpose of God and Christ's Commission.

B. We must _____ for vision.

1. This means that we must have an _____ (I Sam. 3:9).

2. This means that we must have a _____ (Is. 1:19).
3. This means we must have a _____ to do God's will (Ps. 40:8).
4. This means that we must be _____ before the Lord (Jer. 29:11-13).
5. This means we must _____ to reveal Himself and His plans to us (John 16:24; Eph. 1:15-19).
 - a. We _____ for vision (Lam 3:25).
 - b. We _____ what we perceive the Lord is saying (Hab. 2:2).
 - c. We seek _____ from our spiritual leaders (Pro. 15:22).

C. We will often be stirred to vision by other external factors.

1. This can happen through direct _____ words (Acts 22:11-16; 13:1-4).
2. This can happen as we listen to the _____ and teaching of God's word (Luke 24:32).
3. This can happen through _____ with spiritual leaders.
4. This can happen through reading the _____ of great leaders.
5. This can happen by association with _____ leaders.
6. This can happen by God breaking our hearts over a particular _____ or people.
7. This can happen when reading about _____ and their visions.

Lesson 8

Characteristics of a Vision from God

I. What does Habakkuk 2:2-3 teach us about vision?

Then the LORD answered me and said: "Write the vision and make it plain on tablets, that he may run who reads it. For the vision is yet for an appointed time; but at the end it will speak, and it will not lie. Though it tarries, wait for it; because it will surely come, it will not tarry."

Other translations of the verse:

Then the LORD told me: "I will give you my message in the form of a vision. Write it clearly enough to be read at a glance. At the time I have decided, my words will come true. You can trust what I say about the future. It may take a long time, but keep on waiting-- it will happen!" –CEV

Then the LORD said to me, "Write my answer in large, clear letters on a tablet, so that a runner can read it and tell everyone else. But these things I plan won't happen right away. Slowly, steadily, surely, the time approaches when the vision will be fulfilled. If it seems slow, wait patiently, for it will surely take place. It will not be delayed." –NLT

And then GOD answered: "Write this. Write what you see. Write it out in big block letters so that it can be read on the run. This vision-message is a witness pointing to what's coming. It aches for the coming--it can hardly wait! And it doesn't lie. If it seems slow in coming, wait. It's on its way. It will come right on time." –Msg

A. When God speaks to us it is important to _____ what He says.

And the Lord gave me an answer, and said, "Put the vision in writing and make it clear on stones, so that the reader may go quickly." –Bible in Basic English

B. When God speaks to us it is important to write down what He says in a _____ and somewhat permanent way (Ex. 31:18).

C. When God speaks to us it is important to write down what He says in a way that others can _____ and _____ read it.

Gill states in his *Exposition of the Entire Bible* that the vision is to be made plain so that people might "run through the whole without any difficulty, without making any stop, being written in such large capital letters; and those cut so well, and made so plain, that a man might run it over at once with ease, or even read it as he was running; nor need he stop his pace, or stand to read" (Gill).

D. When God speaks He has His own _____ for the fulfillment or the achievement of that vision.

1. It will not necessarily be _____ timeframe.
 2. It may seem to be _____ in coming to fruition.
 3. It will require patient _____ on our part to become a reality.
- E. When God speaks a vision, God will do _____ in making that vision come to pass (Is. 46:9-11; 55:8-11).

II. What are some of the common characteristics of a vision from God?

- A. A vision from God will be _____ in nature.
- B. A vision from God will require _____.
- C. A vision from God will require _____.
- D. A vision from God will require _____.
- E. A vision from God will always have a _____.
1. There is always a _____ for a vision (Luke 14:28-30).
 2. The cost for vision always involves some sort of _____.
 3. The sacrifice always involves a giving of _____ to the cause.
- F. A vision from God will require a significant investment of _____.
- G. A vision from God will utilize _____ talent and positive attribute that I possess.
- H. A vision from God will require planning and _____.
- I. A vision from God will be _____ than you think.

This vision can be a reality if,

1. We see God as our _____ (Eph. 3:20-21; Luke 1:37; 18:27).
2. We continue to _____ along the way.

3. We include _____ in our vision.
- J. A vision from God will necessitate the involvement of _____.
- K. A vision from God will require _____.
- L. A vision from God will always bring _____.
- M. A vision from God takes a _____ to complete (II Tim. 4:6-8).

Lesson 9-11

The Qualities of a Vision Achiever

“Any ambition which centers around and terminates upon oneself is unworthy, while an ambition which has the mission of God as its center is not only legitimate but positively praiseworthy.” –Oswald Sanders

I. What are some common characteristics of vision achievers?

- A. Vision achievers know what _____ is and what they are suppose to do (Pro. 27:8).

Knowing the Father’s business for you comes from several things (Rom. 12:1-8).

1. It comes from knowing the _____ that has been given to you by God.
2. It comes from understanding the _____ that is upon your life.
3. It comes from perceiving your level of _____.
4. It comes from an _____ of your gifting.

- B. Vision achievers know how to distinguish between _____ and reality (Heb. 13:9).

1. They are not those who are sucked into every new _____ (Eph. 4:14).
2. They are not those who are enticed by _____ (I Tim. 6:9-10).
3. They are those who live by principles and do not compromise their principles for the sake of _____.

- C. Vision achievers have the ability to _____ (Mt. 6:24; Pro. 24:21-22; I Cor. 15:58; Jam. 1:6-8).

“You cannot be anything if you want to be everything.” –Solomon Schechter

- D. Vision achievers have the ability to _____ themselves to stay on focus (Ps. 90:12).

“Maturity is revealed by what I do with my free time.” –Bill Gothard

Vision achievers organize all of the areas of their life in such a way that everything is moving in the _____ and contributing to the same purpose. This includes the disciplines of time, money, energy, diet, exercise, recreation and all other aspects of their life.

E. Vision achievers love the idea of _____ (Josh. 14:6-12).

F. Vision achievers are _____.

There are many different ways for vision achievers to learn and to keep on learning.

1. They learn from _____ (I Tim. 2:15; 4:13-16).

2. They learn from _____ (Heb. 13:7).

3. They learn from _____.

4. They learn from _____ (Heb. 12:5-11; II Tim. 3:16-17).

a. Vision achievers are those who are able to receive _____ without hard feelings (Pro. 27:5-6).

b. Vision achievers are those who can discuss a point of _____ without hostility (Pro. 27:17).

c. Vision achievers are those who have the humility to readily admit when they are _____.

G. Vision achievers are willing to sacrifice present comfort for _____ (I Cor. 9:24-25).

Vision achievers understand the principle of sowing and reaping. There may be a “sowing in _____,” but there will eventually be “reaping in _____.” They understand that what you reap is directly proportional to what you have sown (II Cor. 9:6).

H. Vision achievers are able to _____ and change.

1. Those who embrace change are those who understand that they cannot _____ everything from the beginning (Is. 46:9-10).

2. Those who embrace change are those who understand that vision involves a series of _____ revelations (Is. 28:13).

3. Those who embrace change are those who can distinguish the _____ from the _____.

4. Those who embrace change are those who are able to _____ themselves every few years.
- I. Vision achievers are able to _____ to the culture and the times.
- J. Vision achievers have trained their mouths to speak _____ (Mark 11:23; Pro. 6:2; Rom. 10:8-13).
- K. Vision achievers are able to make _____ (I Kgs. 18:21).

Vision achievers cannot be indecisive in their decision making process. There is a difference between a bold decision and a “_____” decision. A rash decision is made quickly and emotionally without all of the information needed to make the decision. A bold decision is an informed decision, a difficult decision, a decision with a certain amount of risk that others are hesitant or _____.

- L. Vision achievers are able to motivate others to _____ in the work.

Vision achievers are _____.

1. They are able to do this because they know that they _____ to fulfill their vision.
2. They are able to do this because they realize their _____ and that they cannot “do it all.”
3. They are able to do this because they have a _____ for and place a high value on people.
4. They are able to do this because they understand and celebrate _____ within people.

- M. Vision achievers are willing to _____.

Vision achievers realize that people are the _____ asset that they have in accomplishing their vision. They realize that a constant turnover of personnel is not conducive to vision fulfillment. They realize that when you invest in people and families you invoke the _____ on your endeavors (Pro. 11:24-25). They understand that many people can find their own vision fulfillment within the context of your vision when the conditions are right.

- N. Vision achievers draw strength _____ vision achievers (I Cor. 15:33; Eph. 5:11).

- O. Vision achievers turn obstacles into _____.

Vision achievers have the ability to see the opportunity in every crisis. They are _____ by nature.

Optimist	Pessimist
Sees the Silver Lining	Sees the Cloud
Sees the Donut	Sees the Holes
Glass is Half Full	Glass is Half Empty
Sees the Potential	Sees the Problems
Anticipates the Best	Believes the Worst
Expect Things to Succeed	Expect Things to Fail
Laughs to forget	Forgets to laugh
Says, "Good morning Lord!"	Says "Good Lord, its morning!"
Happy	Depressing
Healthy	Unhealthy

“Pessimists believe that things are generally bad and that they can become even worse. They feel that when bad things happen it’s permanent and that it will always persist and affect their life. The core of a pessimist’s attitude is helplessness and that nothing they do will make a difference, so why even try.

“Optimists believe that the world is a positive place, that setbacks are temporary, that problems are challenges to overcome, and that each individual plays an active part in what happens in his/her life. Optimistic people have fewer infectious diseases, stronger immune systems, overall better health habits, and live longer.”

–Amy Sherman

There are at least six reasons why vision achievers are able to be optimistic and see the opportunities around them.

1. They are able to do this because they believe God is _____ of their lives (Rom. 8:28).
2. They are able to do this because they do not seek to identify who or what to _____ for their troubles (others, circumstances, God, Satan, etc.).
3. They are able to do this because they focus on _____ rather than on problems.
4. They are able to do this because they are people of faith who believe nothing that has been birthed in God is _____.
5. They are able to do this because they have a “not-a-problem” and a “can-do” _____.
6. They are able to do this because they have the ability to adapt and change to _____ situations.

P. Vision achievers have the _____ to wait for the vision to be realized (Hab. 2:2-3; Ps. 40:1).

Q. Vision achievers have a sense of _____ to God and others (I Pet. 4:10).

II. What are some of the obstacles to vision that vision achievers overcome?

Note that there are at least eight opponents of faith or vision:

A. The Voice of _____ (Gen. 3:1; Mt. 4:3; John 8:44; Luke 4:8).

Satan will always seek to get us to doubt those things that the Lord has spoken to us. He will always put a question mark on the word of God.

B. Mental _____ or Worry (Mt. 14:24:32; Jam. 1:5-8)

Interesting facts about worry:

- 40% of the things you worry about will never happen.
- 30% of the things you worry about couldn't be changed by all the worrying in the world.
- 12% of your worries are needless worries about your health.
- 10% of your worries are about petty, miscellaneous things.
- 8% of your worries are about real and legitimate concerns. In other words,
- 92% of your worrying is a complete waste of time.

“The only limit to our realization of tomorrow will be our doubts of today.”
–Franklin Roosevelt

C. _____ (Deut. 31:6; Josh. 1:2-9; I Chr. 28:20; II Chr. 15:7)

Discouragement is the opposite of courage. Courage is the quality of mind that meets danger or opposition with calmness and firmness. It is the ability to be unshaken in the face of danger.

D. _____ Circumstances

E. Physical _____ or Inadequacies (Ex. 3:11; 4:10; Jer. 1:6)

F. Lack of Financial Provision and _____ (Hag. 2:8)

G. Past _____ and Unforgiveness (Ps. 37:23-25; Pro. 24:16; Mic. 7:8; Phil. 3:13)

H. The Opposition of _____

Small Thinkers	Big Thinkers
See the problems	See the opportunities
See the cost	See the reward
See the work	See the harvest
Ask "Why?"	Ask "Why not?"

III. How does Paul model the characteristics of a vision achiever?

A. Paul _____ his vision before he died (II Tim. 4:6-8).

B. Paul possessed the characteristics of a vision achiever.

1. Paul _____ and what he was supposed to do.

He knew his gifts, his grace, his calling and his area or sphere of rule (Rom. 12:3; II Cor. 10:12-16).

2. Paul was able to distinguish between _____ and reality (I Cor. 9:26).

3. Paul was able to keep a _____ (Phil. 3:13-14).

4. Paul was able to _____ himself to stay on focus (I Cor. 9:24-27).

5. Paul was able to accept a _____ (Acts 20:24).

6. Paul was a constant _____ (II Tim. 4:13)

7. Paul was able to turn _____ into opportunities.

a. Paul had many _____ to overcome (II Cor. 11:23-28, NLT).

b. Paul did not let his circumstances change _____ (Eph. 6:20).

For Paul, only one thing had changed and that was his imprisonment. He was still an apostle; He was still called by God; He was still a preacher and a teacher; He was still responsible for the churches he had birthed and he was still going to fulfill the original word over his life (Acts 9:15-16).

c. Paul took all that life gave him as coming from _____ (Eph. 4:1).

d. Paul did not dwell on what he could not do; he focused on what _____.

e. Paul turned obstacles into _____.

- In the Philippian jail he ministered in the prison.
- After his arrest in Jerusalem he preached to the mob.
- When he was under arrest in Caesarea he witnessed to governors.
- When he was on the slave ship he ministered to the crew.
- When he was shipwrecked on Malta he ministered to the islanders.
- When he was in Rome he continued his ministry from his hired house.

8. Paul was willing to sacrifice _____ for the long-term gain.
9. Paul was able to adapt and _____ (Acts 16:6-7; 15:36; 16:9-10).
10. Paul was able to stay _____ to culture and the times (I Cor. 9:19-23).
11. Paul was a man who spoke words of _____ (Phil 1:6, 19-21; 4:13, 19).
12. Paul was able to make _____ decisions (Acts 13:46-49; I Th. 2:2).
13. Paul was a _____ who motivated others to join him in the work.
 - a. Paul didn't see people as _____, he had a genuine love for others (Phil.1:3, 7-8; 2:26-27; I Th. 2:6-8).
 - b. Paul realized his _____ on others; he knew he was not self-sufficient (Phil 2:25; Col. 1:7; 4:7, 10-11; Philemon 2, 11, 17, 24).
 - i. Paul always had something good to say about people. He did not neglect to compliment them on their strengths (Eph. 1:2; 6:21; Col. 1:2, 4, 7; 2:5; 4:12-13; Philemon 5, 7).
 - ii. Paul never failed to exalt and acknowledge support ministries even though their role may have been minor (Phil 1:1; 2:25, 29-30; Col. 1:1).
 - iii. Paul never took others for granted, but was always thankful for their contribution to his ministry, and he was faithful to tell them (Phil. 4:14, 18).
 - c. Paul lived and poured out his life _____ (Phil 2:17).
 - i. Paul spent time in prayer for others (Phil 1:4, 9; Col. 1:3, 9; Philemon 4).
 - ii. Paul was willing to make financial sacrifices for others (Philemon 18-19).
 - iii. Paul made most decisions in his life on the basis of how it would affect others (Phil. 1:24-26; 4:17; Philemon 13-14).

- d. Paul was very much concerned about seeing others realize their _____
_____ in God (Phil. 4:3; Col. 4:17).
 - i. Paul had confidence in others. He trusted them with important missions (Eph. 6:22; Philemon 21).
 - ii. Paul was not afraid to get specific with people if it would help them (Phil. 4:2).

14. Paul was willing to _____ in people.

15. Paul drew strength from _____ vision achievers (Gal. 2:9).

16. Paul had _____ to wait for the vision to be realized.

17. Paul had lived with a sense of _____ to God (I Cor. 9:16).

Lesson 12 Writing the Vision

Habakkuk 2:2-3

Then the LORD answered me and said: "Write the vision and make it plain on tablets, that he may run who reads it. For the vision is yet for an appointed time; but at the end it will speak, and it will not lie. Though it tarries, wait for it; because it will surely come, it will not tarry.

Other translations of the verse:

Then the LORD told me: "I will give you my message in the form of a vision. Write it clearly enough to be read at a glance. At the time I have decided, my words will come true. You can trust what I say about the future. It may take a long time, but keep on waiting-- it will happen!" –CEV

Then the LORD said to me, "Write my answer in large, clear letters on a tablet, so that a runner can read it and tell everyone else. But these things I plan won't happen right away. Slowly, steadily, surely, the time approaches when the vision will be fulfilled. If it seems slow, wait patiently, for it will surely take place. It will not be delayed." –NLT

And then GOD answered: "Write this. Write what you see. Write it out in big block letters so that it can be read on the run. This vision-message is a witness pointing to what's coming. It aches for the coming--it can hardly wait! And it doesn't lie. If it seems slow in coming, wait. It's on its way. It will come right on time." –Msg

I. What is the power of the written word?

- A. God wrote things down that were _____ to Him (Ex. 31:18; 32:15-16; 34:1; Deut. 9:10; 10:2).
- B. God often encouraged or commanded His servants _____ things down.
 - 1. He commanded Moses to write down His _____ to the people of God (Ex. 17:14; 24:12; Deut. 28:58).
 - 2. He commanded the people of God to write His words on the _____ of their houses (Deut. 6:1-9; 11:18-21).
 - 3. He commanded that the future kings should write down the _____ so that they would remember God's statutes (Deut. 17:18-20).
 - 4. He gave David _____ for the temple by assisting him in writing it down (I Chr. 28:19).
 - 5. He commanded others to write down the words that were spoken to them.
 - a. Isaiah (Is. 30:8)
 - b. Jeremiah (Jer. 30:1-2; 36:2, 28)

c. Ezekiel (Ezek. 34:11)

God's ultimate purpose for people writing down the words of His covenants was so that they would eventually get _____ (Ps. Jer. 31:33).

C. Biblical leaders understood the _____ things down.

1. Moses commanded the people to write the law on _____ taken from the Jordan River (Deut. 27:1-3, 8; Josh. 8:32).
2. Joshua knew that writing down the words of commitment would serve as a _____ and a constant witness (Josh. 24:24-27).
3. Nehemiah knew that writing down the words of the covenant would render the covenant _____ (Neh. 9:38).

D. Jesus received authority from the _____ (Mt. 4:4-10).

II. How does writing the vision assist in achieving the vision?

“Something potent occurs when a thought graduates from a couple of synapses firing off in your head to a statement on paper: the idea gets a life of its own, it becomes a possibility that can stare back at you, and ask what you're going to do about it. Writing down your goals means you'll have a reminder, a record, and most importantly, the experience of promoting an idle thought that deserves to be more than that to a written statement. Lots of people may have goals in their heads, but a goal is only a whim until you articulate it.” –Gina Trapani

A. Writing things down helps you to _____ the vision.

B. Writing things down helps you work out _____ of the vision.

C. Writing things down helps you to make the vision _____.

D. Writing things down shows that you are taking your vision _____.

E. Writing things down helps people _____ the vision.

F. Writing things down _____.

G. Writing things down helps you to _____ your vision.

H. Writing things down helps you _____ into your vision quickly.

I. Writing things down facilitates _____.

J. Writing things down helps you _____ your activity.

K. Writing things down helps you to _____.

L. Writing things down helps you to stay _____.

M. Writing things down helps you to _____ the vision.

Lesson 13-14

Key Elements of Vision Fulfillment

I. What are the five main elements contributing to vision success or fulfillment?

There are five tools that will assist in bringing one's vision to fulfillment or completion.

- A. A Concise Mission Statement
- B. A Consistent Vision Statement
- C. Long Term and Short Term Goals
- D. Clearly Articulated Values
- E. Appropriate Strategies or Methodologies

II. What is a mission statement and what is its purpose?

A. What is a mission statement?

A mission statement is a brief, written statement reflecting the _____ for which the organization has been established. A mission statement answers the question, "_____do we exist?"

B. What is the purpose of a mission statement?

A good mission statement will accomplish several things.

1. A mission statement will explain your _____ to people both inside and outside of the organization.
2. A mission statement will help give a _____ to everyone in the organization.
3. A mission statement will help keep the organization _____.
4. A mission statement will help keep the organization _____ on the "main thing."
5. A mission statement will promote _____ throughout the organization.
6. A mission statement helps you to _____ for the present and near future.
7. A mission statement will serve as a guide to the _____ process.

8. A mission statement will _____ people to be personally involved and committed.

C. What are the qualities of an effective mission statement?

1. An effective mission statement is _____.
2. An effective mission statement is _____.
3. An effective mission statement is _____.
4. An effective mission statement _____.
5. An effective mission statement aligns with the _____ of the organization.

D. How is a mission statement formulated?

1. Set aside time with your leadership group for this purpose and this purpose _____.
2. Set the stage and allow members of the group to _____ by responding openly to some key questions.
 - Why do you believe that we exist?
 - What are you here for?
 - What do you believe we are to accomplish together?
 - What are your personal expectations regarding involvement in this organization?
 - What are the most important things that we should never lose sight of?
3. Set the group at ease by explaining that there are no _____ answers in this process.
4. Record and write down all comments or suggestions without any particular filter on what is being said until _____ thoughts are coming forth.
5. Identify the most commonly held and most _____ concepts.
6. Attempt to bring the group to a _____ regarding the core themes.
7. Utilize the results to compose a first attempt or _____ of the proposed statement taking into account the group consensus.
8. Work over the wording until it passes “the _____ test.”

In a local church, this process will most likely happen among the elders or leadership team of the church. It will be tempered by the fact that _____ has a vision for the church. In addition, the discussion will be guided by the vision of the _____ of the church.

The Mission Statement of City Life Church

Long form:

City Life Church exists for the purpose of reaching people with the Gospel of Jesus Christ, raising leaders for all areas of church and society and releasing ministry to extend the Kingdom of God in all spheres of influence.

Shorter form:

Reaching People, Raising Leaders, Releasing Ministry

Shortest form:

Reaching, Raising, Releasing

III. What is a vision statement and what is its purpose?

A. What is a vision statement?

A vision statement is brief paragraph reflecting the translation of the organization's mission into a specific description and details of the desired outcomes creating a _____ of the target. A vision statement paints a picture of the future look of the organization.

B. What is the difference between a mission statement and a vision statement?

1. A mission statement defines the _____ for which an organization exists.
2. A vision statement defines the intended or _____ of the organization in terms of its fundamental objectives and strategic direction in the fulfillment of that mission.

C. What is the purpose of a vision statement?

The purpose of the vision statement is very much like the eight-fold purpose given for the mission statement above.

1. It helps to _____ the overall mission of the church.
2. It will help dictate to the _____ and specific ministries of the church.
3. It will _____ to adapt to the ever changing world of the future.

D. What are some guidelines for the development of a vision statement?

1. The vision statement should begin with a _____ phrase that captures the essence of the vision.

2. The vision statement should reflect the nature of the vision when it is _____.
3. The vision statement should be composed of sentences that describe the _____ outcomes.
4. The vision statement should focus on outcomes that are a _____ distance away (five to ten years).
5. The vision statement should be _____.
6. The vision statement is not the same as _____.
7. The vision statement should be stated in the _____ (Heb. 11:1).
8. The vision statement will need to be periodically _____ and, if necessary, updated.

The Vision Statement of City Life Church

The vision of City Life Church is to be an apostolic or a resource church that reflects a strong commitment to prayer, the word of God, evangelism, discipleship, spirit-filled worship, authentic community, multicultural and multigenerational expression, team ministry and world outreach. It seeks exemplify a spirit of generosity by lifting, equipping and providing resources to the poor, to believers, to church leaders and to local churches assisting them in entering into their full destiny in God. This vision includes the establishing of a numerically strong pattern church, a ministry training center, online resources for all phases of church life and the establishment of like churches throughout the world.

IV. How do long term and short term goals contribute to vision fulfillment?

For more details on long and short term goals see the course *Life Management II*, Lesson 2-3.

A. What is the difference between purpose, goals and achievements?

1. Purpose or mission is that thing for which a person or company is born. It is their _____.
2. A goal is a long or short term target or proposal that you place in front of yourself as a _____ or challenge toward accomplishing your ultimate purpose.

3. Achievement is the _____ of a goal or purpose. It is to finish, to carry out, to bring to an end or to obtain the final result. The achievement of goals is motivation in itself to set new and higher goals.

B. Why is it important to have goals?

1. Having goals makes life meaningful, interesting and _____.
2. Goals are an effective way to _____ our effort.
3. Goals give us _____ toward which to aim our faith and our confession.
4. Goals help us to stay _____ and motivated.
5. Goal setting forces us to stretch and move from mediocrity to _____.
6. Goals can keep us _____ on the path toward ultimate success.
7. Goal setting and achievement keeps us _____.

C. What are some characteristics of a good goal?

For goals to be effective they should have the following characteristics:

1. Goals should be _____.
2. Goals should be realistic and _____.
3. Goals should be _____.
4. Goals should be _____.

D. What are some additional guidelines for setting goals?

When setting goals:

1. _____ the amount of time, energy and effort that is needed to accomplish the whole task (Luke 14:24-33).
2. _____ distractions, hindrances and obstacles that will most likely be in your path.
3. Determine if you are setting your goals too high or _____.
4. Determine the _____ that must be taken toward the realization of your goal.
5. _____ your goals and use them as prayer points before the Lord.

6. When specific goals are not reached, set new ones _____ based on what you learned in the process.

V. What are values and how do they help to promote vision fulfillment?

A. What are values?

1. Values are _____ that are accepted by a person or a group.
2. Values are _____ to which people have an emotional bond.
3. Values are underlying _____ that shape a person's views of right and wrong.
4. Values are _____ principles that determine what is desirable in life especially as it pertains to personal conduct.

B. What are the characteristics of values and value statements?

1. Values are _____ a measure of what is right or wrong.
2. Values affect _____.
3. Values are unique and _____.
4. Values do not define the work, but influence _____ we go about our work.

C. How do clearly articulated core values promote vision fulfillment?

The core values of an organization are shared values that serve as a basis for our work and conduct. They are those primary principles that we have defined as the “non-negotiables” in our life and ministry. They are the solid ground for which we are prepared to live and die regardless of the changes in society, government or technology.

1. They help us to determine _____ by which we will progress.
2. They help guide us in the _____ process.
3. They help us to _____ our options.
4. They help us articulate _____ and what we truly stand for.
5. They help us to _____ into our vision.
6. They help us to know what to _____ or reward in the process.
7. They help us to explain why we do things _____.

VI. How do you develop and evaluate strategies that will ensure vision fulfillment?

A. What is a strategy?

1. A strategy is a systematic _____.
2. A strategy is a concrete, long-term plan of action designed to achieve a _____.
3. A strategy is a means by which a vision is _____.
4. A strategy is a way of achieving the goal in a way that is consistent with the _____ of the organization.

Strategy answers the question, “What should we be doing now?”

“The goals you set for yourself and the strategies you choose become your blueprint or plan. Strategies are like recipes: choose the right ingredients, mix them in the correct proportions, and you will always produce the same predictable results: in this case financial success. The success strategies for managing money and building wealth are called Money Strategies. By learning to use money strategies as a part of your day-to-day life, financial frustration and failure will become a thing of the past.” –Charles J. Givens

B. What is the strategy of City Life Church to achieve vision?

City Life Church seeks to achieve vision through four main channels.

1. Life Track

The Life Track is designed to develop genuine converts and reproducing disciples.

2. Life Groups

The Life Groups are designed to foster deeper discipleship and authentic community among the believers.

3. Life Celebrations

Life Celebrations are designed to celebrate the Lord and the fruit of the other tracks in a corporate context.

4. Life Resources

Life Resources is designed to assist in fulfilling the commission of Christ by providing resources to the other track and to the world, by equipping leaders, by strengthening leaders and churches outside of the local church and by planting other churches.



Lesson 15-16

Communicating and Casting Vision

I. What is the importance of communicating the vision?

“Once a vision is created, it must be communicated and articulated effectively so that it becomes the *shared* vision of everyone in the organization. It is not always easy to spread a vision through the business so the key part of creating shared vision is in articulating it and communicating it in an enduring fashion. Once this shared vision is created, it will become a driving force that compels people to do something, change something, become something.”

–Lucas, J. R., Anatomy of a Vision Statement, *Management Review*, February 1998

Successful communication of one’s vision can accomplish several things.

- A. The successful communication of a vision contributes to the building of a _____ vision.

When everyone in the organization shares the vision and the values that serve as a foundation to that vision, every person will find purpose and meaning in what they do and they will effectively communicate or represent that vision to others.

- B. The successful communication of a vision ensures _____ within every level of the organization.
- C. The successful communication of a vision minimizes departmental _____ and competition for the same resources.
- D. The successful communication of a vision maximizes the expenditure of _____ toward a common goal.
- E. The successful communication of a vision ensures that _____ defining yourself to others.

II. What are the six elements of effective communication?

There are six main elements of effective communication that must be acknowledged if we are going to be successful in communicating our vision.

- A. The Context

The context is _____ in which your church or organization is found.

There are several things that contribute to the context of any organization that may have a bearing on how a vision is communicated.

1. The country
2. The state or province
3. The city

4. The area of the city or suburb
5. The social or cultural context
6. The time in history

B. The Sender

The sender is the _____ speaker or writer of the vision and the one who is seeking to express or communicate the vision, idea, thought or information. The sender is the one who writes or speaks the vision. The sender is sometimes called the “encoder” because the sender is the one who puts the message into the format in which it will be communicated.

C. The Message

The message in this case is the _____ of the vision and mission that the sender is attempting to convey.

D. The Medium

The medium refers to the actual technology, devices, channels or means by which the _____ from the sender to the receiver.

E. The Receiver

The receiver is the person for whom the message is _____. It is the person who is expected to accurately “decode” the message that has been “encoded” by the sender. The receiver is the _____ to whom the message was directed.

F. Feedback

The process of feedback is how the sender determines whether or not the message has been accurately _____. Feedback comes to us in many ways. It can be an oral or written message, an action or simply silence.

III. Who are the primary targets of communication?

There are two primary aspects of communication that help us to define our targets.

A. There is _____ communication.

1. There are the leaders or members of the board.
2. There are staff members or those who work for the organization.
3. There are volunteers who serve at various levels in the organization.
4. There are members of the congregation. In the realm of business these would be your client base.

All of these groups must be targeted with _____ of communication to be sure that they understand the overall vision.

B. There is _____ communication.

External communication is any communication that interfaces with the _____. This would include such things as flyers, mailings, email, websites, signage, advertisements and even the physical building itself.

IV. What are some of the main ways to communicate vision?

“Part of your job as a leader is to generate commitment to your organization’s vision. To do this, you have to communicate the vision in a way that matters to people.”

–Talula Cartwright, *Communicating Your Vision*

People have different _____ and therefore we must communicate our vision in ways that can touch all of those learning styles.

A. Written

B. Oral

C. Visual

D. Example

When it comes to an organization there are two aspects to example that help to demonstrate vision.

1. Modeling (Mt. 23:3-4)

Someone said it this way, “What is written on the walls should be practiced down the halls.”

2. Celebrating

V. What are the characteristics of effective communication?

Effective communication is...

A. Concise

This means that the message should be communicated in as _____ as possible avoiding all unnecessary repetition.

B. Concrete

This means that the message should be as _____ as possible including facts and figures to avoid overly general interpretation.

C. Clear

This means that the message should use words and language that is unambiguous and _____ to the targeted audience.

D. Complete

This means that the message should provide all of the necessary information so that those who receive it can respond appropriately or as _____.

E. Courteous

This means that the message should be sincere, _____ and thoughtful.

F. Correct

This means that the message should be grammatically correct and _____ in all that is said.

G. Considerate

This means that the message should be aimed at the needs of the person receiving it and how it serves them. This means that the message is perceived to be the organization serving _____ rather than the person serving the organization.

VI. What are some guidelines for writing and displaying our vision?

A. There are some aspects of Habakkuk's challenge that relate to the issue of how to write the vision.

1. Make it plain.
2. Put it in bold letters.
3. Display it so it can be read on the fly.

B. There are many practical expressions that should help to communicate or display the vision.

1. Logo
2. Signage
3. Business Cards
4. Stationary and Letterhead

5. Advertisements (Radio, TV, Newspaper)
6. Touch Cards
7. Flyers
8. Brochures
9. Bulletins
10. Newsletters
11. Banners
12. Posters
13. Billboards
14. Slogans
15. Notice Boards
16. Power Points
17. Website
18. Display Racks
19. Employee Handbook
20. Any Other Printed Matter

C. There is the most important way to communicate vision—_____.

The story of the organization or church should be told over and over again to the constituency so that nearly everyone can repeat it.

1. It should be told as a part of all membership programs.
2. It should be rehearsed regularly for the entire church.

The world will stand aside for those with a compelling Vision and a convincing plan for how to get there. –Doug Macnamara

Lesson 17

Creating a Team Vision

I. What is a team?

“A team is one or more beasts of burden yoked to the same load.” –Unknown

“A team is many voices with a single heart.” –John Maxwell

“A team is a small group of people with complementary skills committed to a common purpose and set of specific performance goals.” –Jon Katzenbach

“A real team is a group of very different individuals who share a commitment to working together to achieve common goals.” –Patricia Fripp

“A team comprises a group of people or animals linked in a common purpose.”
–Wikipedia

II. What is a “team vision”?

Another word for team vision is “_____.”

A. A vision is a picture of the future you want to _____.

As such it will tell us...

1. Where do you want to be?
2. What do you want to create?
3. To what are you committed?
4. In what do you believe?

B. A team vision is a _____ that describes collective aspirations.

As such it will tell us...

1. Where do we want to be?
2. What do we want to create?
3. To what are we committed?
4. In what do we believe?

C. A team vision is a goal toward which _____ of the team are willing to work.

III. Why is it important to create a team vision?

A. Having a clearly defined vision that is shared by the entire leadership team will have many benefits.

1. It will help to _____ the leadership team toward a common purpose.

2. It will help each member of the team to focus on _____ to the whole.
 3. It will help members of the team to _____ their activities continuously.
- B. Working together as a team to define the shared vision also has many benefits.
1. It will make it easier for members of the team to get the vision off of the wall and _____.
 2. It will make it easier for members of the team to _____ in the vision.
 3. It will make it easier for members of the team to take _____ of the vision.
 4. It will make it easier for members of the team to _____ the vision.
 5. It will make it easier for members of the team to _____ themselves to the vision.

IV. How can you tell when a vision is truly a team vision?

There are several ways that you can tell a vision is, in fact, a shared vision.

- A. You can tell that the vision is a team vision when members of the team _____ the vision.
- B. You can tell that the vision is a team vision by how members of the team _____ the vision.
- C. You can tell that the vision is a team vision when members of the team function _____ according to the vision.
- D. You can tell that the vision is a team vision when members of the team _____ the vision passionately.

V. What will the process of creating a team vision do for the team?

There are many benefits that can be felt in the actual process of working together with a team in the realm of defining vision.

- A. In the process the team leader can get a better sense of how individual members of the team _____ the overall vision.

- B. In the process members of the team can develop new understanding of the other members of the team in realms of ministry, _____.
- C. In the process members of the team _____ (perhaps even adjust) each other as they bring definition to the vision.
- D. In the process members of the team grow in their _____ and relationship with each other.
- E. In the process individual members of the team _____ the vision just because they have had a hand in the definition of the vision.
- F. In the process the individual members will become _____ to the vision, to each other and to the leader of the organization.

VI. What is the practical process involved in creating a team vision?

- A. The process begins with an understanding of how vision is imparted.
 - 1. The vision of the local church must begin with _____, because every local church is to be an instrument of God for the fulfilling of His eternal purpose.
 - 2. God’s vision for a local church is imparted to the mind and heart of the _____ .

“Leaders establish the vision for the future and set the strategy for getting there; they cause change. They motivate and inspire others to go in the right direction and they, along with everyone else, sacrifice to get there.”
–John Kotter
 - 3. God’s vision for a local church is “caught” by the _____ and leadership team who, by virtue of their submission to God and His ordained leadership, may confirm, clarify and enhance the vision that they have embraced.
 - 4. God’s vision for a local church is further communicated and refined as the leadership team presents a unified voice to the _____ of the local church.
 - 5. God’s vision is extended _____ of the church as individual members who have “caught” the vision interface with the members of the community, reach out in love and evangelism, witness in the marketplace and take the message of the kingdom to other cities and nations of the world.
- B. The process continues as the team seeks to define and articulate that vision.

“The process of developing a team mission statement can be difficult and time-consuming. Developing a team mission statement is not an exact science. You are

simply fleshing out the distinctive competencies and primary reason for existence of your team. Identifying your distinctive competence is important as it enables the team to focus its energies and resources to move in a particular direction and continuously build upon its strengths.” –Shelley Holmes

1. Adequate time must be set aside for this purpose.
 - a. This discussion should not be squeezed into the normal meeting schedule.
 - b. This discussion is best done in serious blocks of time.
 - c. This discussion should not be rushed for best result.
2. The leader should set the stage for discussion.
 - a. The leader should set everyone at ease.
 - b. The leader should frame in the discussion and define the purpose.
 - c. The leader should consider appointing a discussion leader other than him or herself.
 - d. The leader should assign a note taker to record pertinent comments.
3. The discussion leader should ask questions of people to provoke discussion.

In a sense this is nothing more than a brainstorming session where there are no right or wrong answers.

- a. What are some words that you feel are important in defining who we are?
- b. What would you tell someone who asked, “Why do we exist as a church?”
- c. When you talk about our church to others, what are the selling features?
- d. What makes us unique or different from any other church?

In this discussion the note taker should circle the recurring words in people’s comments which become the “power words.”

4. The leader should encourage members of the team to construct a statement of vision to be presented to the rest of the group (the next time you meet).

The statements should follow these guidelines:

- a. They should be relatively short.
- b. They should include some of the “power words” from the discussion.
- c. They should be clear.
- d. They should be vivid.
- e. They should be concise.
- f. They should be inspiring.
- g. They should be memorable.

You might want to give the team sample statements from other churches and ministries to inspire their thought processes.

5. The leader should allow members to read their statements in turn at the next meeting set aside for this purpose.
 - a. The person should read it to the group.
 - b. The person should entertain questions from the group.
 - c. The person should be prepared to clarify, explain his reasoning behind or defend the statement.
 - d. It is important that no judgment be made on any one statement at this point.
 - e. After everyone has shared their statements they should be collected and compiled for the entire group to study.
6. The leader should appoint a smaller group to present some proposed wording at the next meeting.

At this meeting all of the statements from the previous meeting can be passed out as well.

7. The leader should guide the group to a general consensus.
8. The final statement should be worked and reworked to achieve the best possible word choices for the purpose of all future communication.

Lesson 18

The Importance of Values

“The most important single element of any corporate, congregational, or denominational culture, however, is the value system.” –Lyle Schaller

Recommended Reading: Aubrey Malphurs, *Values-Driven Leadership*.

In the introduction of his book, Malphurs quotes a statement by Bill Hybels that “twenty-first-century leaders will not lead by the authority of their position but by an ability to articulate a vision and the core values of their organization or congregation.”

I. What are values and their primary characteristics?

A. What are values?

1. Values are _____ that are accepted by a person or a group.
 - a. Each individual has a set of values by which they function.
 - b. Corporate entities also function with a set of values.
2. Values are _____ to which people have an emotional bond.
3. Values are underlying principles and _____ that shape a person’s views of right and wrong.
4. Values are _____ that determine what is desirable in life especially as it pertains to personal conduct.

B. What are the characteristics of values and value statements?

1. Values are not a measure of what is _____.
2. Values affect _____.
3. Values are unique and _____.

“ A ministry based on clearly articulated core values drives a fixed stake in the ground that says to all, ‘This is what we stand for; this is what we are all about; this is who we are; this is what we can do for you.’” Malphurs, page 14

4. Values do not define the work, but influence _____ we go about our work.

What is valued in an organization or a church will affect how ministry is done.

- a. How is worship done?
- b. How is evangelism done?
- c. How is children’s ministry done?

- d. How is the service conducted?
- e. How are the finances spent?
- f. How are the poor served?
- g. How do we interface with the community?

II. Where do our values come from?

A. An individual's values have been shaped by many things.

- 1. Our values are shaped by our _____.
- 2. Our values are shaped by our _____.
- 3. Our values are shaped by our _____.
 - a. This includes educational experiences.
 - b. This includes religious experiences.
 - c. This includes role models.
 - d. This includes our peer groups.

B. An organization's values come from several sources.

- 1. Its values can be shaped by the _____ of the organization.
- 2. Its values can be shaped by the history and founding _____ of the organization (the sending church).
- 3. Its values can be shaped by _____ leadership with new passions.

C. Our values need to be shaped and reshaped by the _____ (Rom. 12:1-2).

III. Why are the values of an organization so important?

A. Values are important because they either _____ people or _____ people.

B. Values are important because people determine their level of participation based on their level of _____ with demonstrated values.

C. Values are important because they dictate how the use of _____ is going to be prioritized.

- 1. How is the money to be allocated? What department gets the biggest piece of the pie?

2. What will be the focus of our time and energy? What programs of the church will receive the most visibility?
 3. How will we prioritize the use of volunteers?
 4. What functions of the church absolutely must get done? What can be seen as optional?
- D. Values are important because they provide an _____ in stressful times.
1. They help us to deal with change by providing a _____ that does not change.
 2. They give us strength when tempted to _____ in hard times.
 3. They guide our decisions when the _____ must be made.
- E. Values are important because they justify your _____ as an organization.
- F. Values are important because they help to _____ the organization.

IV. How do clearly articulated core values promote vision fulfillment?

The core values of an organization are shared values that serve as a basis for our work and conduct.

- A. They help us to determine the _____ by which we will progress.
- B. They help guide us in the _____ process.
1. Decisions are deemed positive when they reinforce ministry vision, core values and doctrinal beliefs based on the Scriptures.
 2. Decisions are deemed negative when they lead us to compromise vision, core values and doctrinal beliefs based on the Scriptures.
- C. They help us to _____ our options.
1. Options in problem solving.
 2. Options in fund raising efforts.
 3. Options in conflict resolution.
 4. Options in staffing our programs.
 5. Options in capital purchases and building plans.
- D. They help us to determine the strategies and _____ to achieve vision.
- E. They help us articulate _____ and what we truly stand for.

- F. They help us to _____ into our vision.
- G. They help us to know what to _____ or reward in the process.
- H. They help us to explain _____ we do things the way we do.

Lesson 19-20

Identifying and Stating Core Values

I. How are values to be distinguished from other related concepts?

Before we can effectively identify and state our values, we must distinguish between values and other similar concepts.

A. Your values are not the same as your _____.

A mission statement is a brief, written statement reflecting the primary purpose for which the organization has been established. A mission statement answers the question, “Why do we exist?” A good mission statement should spell out the overall goal.

B. Your values are not the same as your _____.

A vision statement is brief paragraph reflecting the translation of the organization’s mission into a specific description and details of the desired outcomes creating a concrete image of the target or destination. A vision statement answers the question, “What are we going to do?” A vision statement paints a picture of the future look of the organization.

C. Your values are not the same as your _____.

A goal is a long or short term target or proposal that you place in front of yourself as a specific step or challenge toward accomplishing your vision and ultimate purpose.

D. Your values are not the same as your _____.

A strategy is a systematic and concrete plan of action designed to achieve a specific goal. A strategy is a means by which a vision is realized. It is a means for getting from here to there. Your strategies answer the question, “How are we going to achieve our vision?”

E. Your values are not the same as your _____.

Doctrinal statements are summaries of the main teachings of the Bible on specific themes (God, Man, Sin, Satan, Etc.; See Appendix).

F. Your values are the underlying ideas, convictions or core beliefs that support, shape and influence your ministry philosophy and stand behind _____.

Values answer the question, “Why are we doing what we are doing in the way that we are doing it?”

II. Why is it important to state values?

A. Stated values can help us to better _____ who we are as people and as organizations.

There are some well-known statements that reflect on this thought.

1. “Know thyself!” (Plato).
2. “To thy own self be true” (Shakespeare).

B. Stated values can be a way to attract and influence _____ with shared values.

C. Stated values can serve as a way to measure one’s _____ with an organization.

D. Stated values can serve as points of dialog to bring _____ to a ministry team or organization.

E. Stated values can assist the custodians of the vision in _____ that arise in a ministry team or organization.

F. Stated values can serve as reference points that can be used by team members in _____ or explaining to others why we do things the way we do them.

G. Stated values can help to ensure that all of the key participants in the vision are communicating in _____.

H. Stated values become points of _____ for those who are responsible for the outworking of the vision of the organization.

III. What are the different types of values that must be considered when developing value statements?

Malphurs in his book *Values-Driven Leadership* mentions six different kinds of values that exist in tension with each other (pages 48-57). In this course I want to discuss four of them.

A. There are _____ versus unconscious values.

Everyone begins with unconscious values. Some, however, seek to identify and articulate those values. Malphurs points out the value of articulating values by distinguishing between those who do and those who don’t.

1. Those who have taken the time to identify and articulate values tend to be _____ in their leadership style.

2. Those who have not specifically identified their values tend to be _____ in their leadership style.

B. There are _____ versus unshared values.

Having shared values is the key to people working together successfully in unity for a common cause. When a church or organization is made up of people who do not share common values, members of the organization tend to pull in different directions or entertain different solutions.

C. There are _____ versus organizational values.

Everyone has personal values. However, when an organization is formed there is also a set of values that can define the organization. The more our personal values line up with the organizational values the stronger our commitment will be to the overall purpose of the organization.

D. There are _____ versus incongruent values.

Congruent values are values that line up or are consistent with the expressed mission and vision of the organization. They are also values that line up with all of the other values. If our values are in conflict we will not be able to move ahead and fulfill the expressed vision of the organization.

IV. What are some of the things that we have learned about core values that will affect the stating of our values?

While many things are important as we seek to define and articulate our values, there are two things that need some reminder.

A. Values are personal; therefore, you cannot just adopt _____ and call it your own.

B. Values must actual; therefore, they cannot just be a _____.

V. What is the process of discovering your values?

A. The first step in the process is to _____ for the exercise.

B. Another step or activity in the process is to _____ at what the organization is presently doing.

One exercise that can be done is to look at everything that is being done in the major departments of the organization and answer the following questions:

1. Why do you think that we are doing this?

2. Can anyone give us the history of this function and how it got started?
3. Do we still have the same sense about this activity?
4. How would you express a core belief or value that led to the development of or is reflected by this function?

C. Another step or activity in the process is to ask each of the key players to list words about the organization that they think _____ the organization.

These words will reflect the _____ of the organization which are often keys to unconscious core values.

D. Another step or activity in the process is to seek to answer some basic question about yourself or your organization.

There are some questions that you can ask that will help you to identify core values. Here are some samples:

1. Can you identify some things about you, your ministry or your local church that make you distinct from other ministries or local churches in your area?
 - b. If you did not personally plant the church you are attending, what are some of the reasons why you chose to be a part of that church?
 - c. When you tell people about your church or organization, what do you see as the selling points?
 - d. Can you identify a value that in your mind you could never compromise to maintain your present ministry involvement? If so, what would that value be?
 - e. What is it about the organization and its work that makes you the most proud to be involved? Fulfilled? Motivated?
 - f. What is it about the organization and its work that makes you the most concerned? Least fulfilled? Least motivated?
 - g. What changes have you made in the last two years in your organization, local church or ministry? Why did you make those changes?
 - h. What changes would you make to the organization if it were in your power to do so? Why would you make those changes?
 - i. Can you identify a value that has shifted or changed in your life? Why do you think the change occurred?
 - j. What do you believe is the most important thing to this organization and its focus?

E. Another step or activity in the process is to look at the church's or organization's _____ and see where your present ministry focus is expressed.

There are some questions that you can ask that might serve as clues to identifying your core values.

1. Where are most of your resources invested? Why do you think this is the case?
 2. What seems to motivate people to give to the organization more than anything else? Why do you think this is the case?
- F. Another step or activity in the process is to have the group assign a value to various aspects of the organizational life that have been referenced in all previous discussions.

For example:

- People are Important
- Reaching the Lost/Evangelism
- Servanthood
- Integrity
- The Word of God
- Discipleship
- Worship
- Transforming Society
- Social Justice
- Ministry to Poor
- Missions
- Prayer
- Teaching
- The Importance of the Church
- Excellence
- Generosity
- Family
- Team Ministry
- Unity
- Cultural Relevance
- Fellowship
- Christian Community
- Life Change
- Authenticity
- Training
- Counseling
- Character
- Church Planting
- Others, Etc.

On this list there happens to be 28 items plus the “others” category. Once you finish your list you can encourage each member of the group to number these concepts one through twenty-eight based on what they perceive to be the order of importance in the organization. After everyone has completed the exercise the number can be tallied to determine the corporate value that the group places on

these entries. From this you should be able to prioritize key concepts that will later translate into value statements.

VI. How do you develop value statements from the gathered data?

From the previous exercises you should be able to proceed to the construction of values statements.

- A. Determine whether or not the concept is an individual or a _____ value.

It is critical in any organization that the “person at the top” of the organization embrace all of those things identified as core values. Whoever serves as the voice of the organization must be able to passionately preach the vision and the values to the members of the organization with a deep sense of conviction.

- B. Determine how many of the concepts discussed are _____ the core values.

If something is a core value it should be able to be overlaid over every department within the organization and everything that the organization does.

Malphurs in this book *Values-Driven Leadership* offers the following seven tests of a good core value (Pgs. 69-72).

1. A good core value is _____.
 - a. This means that we value what _____.
 - b. This means that what we value does not _____ with what God values.
2. A good core value engenders _____.
3. A good core value is _____.

If a core value is to truly characterize any organization it must be shared by a broad number of people in the organization. If after discussion you find that what you have perceived to be a core value is not shared equally by others in key roles, it may suggest one of two things.

- a. It may suggest that you have taken this core value for granted and have not imparted it to key team members.
 - b. It may suggest that you are not dealing with a core value at all. Perhaps what you perceive as a core value on an organizational level is really only a core value on a personal level.
4. A good core value is _____.

A good core value will stand the test of time. A core value is something that you would not give up even in the face of persecution.

- a. Job is a good example (Job 27:1-6, NIV).
- b. Peter and the apostles were good examples (Acts 4:18-20; 5:40-42).

5. A good core value can be _____ expressed.

If a core value is going to have any usefulness in an organization it must be understood and accepted by a growing consensus of those involved in the implementation of the vision. In order to be clearly understood it must be expressed or articulated clearly.

6. A good core value is congruent with _____.

All of the core values need to mesh perfectly. If there is a conflict it will produce the same result as double-mindedness. One member or department within the organization will be in constant strife with another.

7. A good core value is _____.

Malphurs puts it this way, “An individual or organization must be able to implement every value embraced. A value that is not workable is a liability, not an asset. To commit to that which you cannot accomplish is to commit to failure. That is why it is so important that key beliefs be congruent and clear. These kinds of values have great potential for realization. Values that are contradictory and unclear have no potential for realization.” (Pg. 71-72).

- C. Determine the _____ of the value statements.

Most core value statements can be broken down into three parts, the statement of the value, the explanation or amplification of the value and the biblical support for or validation of the value.

For each of these parts the wording should be as consistent and parallel as possible for the greatest collective impact.

1. The statement of the value

The statement of value which is sometimes referred to as the introduction of the value should be composed with one to four words.

Here are a few examples:

Example 1

- Committed to God’s Word
- Committed to Purpose
- Committed to People

- Committed to Relationships
- Committed to Excellence
- Committed to Growth

Example 2

We value...

- Preaching the Word
- Fellowship
- Prayer
- Worship
- Evangelism
- Discipleship
- Team Ministry

2. The amplification of the value

After the introduction of the value, it should be followed by one to three sentences explaining or amplifying the value in real terms.

3. The support for the value

Within the text of the explanation you can include one or two key Bible verses that most directly relate to the value that is being expressed.

Example:

The following example is taken from a core values statement from Lakeview Community Church in Cedar Hill, Texas.

A Commitment to Prayer

We believe that God desires His people to pray and that He hears and answers prayer (Mt. 7:7-11; Jam. 5:13-18). Therefore, the ministries and activities of this church will be characterized by a reliance on prayer in their conception, planning and execution.

In all of these stages the wording should be worked and reworked so that the best possible word choices can be made and the value can be communicated in the most efficient way.

For a full example of a Core Value Statement see **Appendix II** of this lesson.

- D. Give all of the developed core value statement the core values test (Covered under point “B.” of this section).

In addition to the previous tests, if the core values statements are well written, they should do three things as noted by Malphurs in *Values-Driven Leadership* (Pg. 94-95):

1. They should attract _____.
2. They should instill _____.
3. They should communicate _____.

Appendix, Lesson 18 – Doctrinal Statement

City Life Church Doctrinal Statements

1. **We believe** in the plenary-verbal inspiration of the accepted canon of the Scriptures as originally given and that they are infallibly and uniquely authoritative and free from error of any sort in all matters with which they deal, including scientific and historical as well as moral and theological areas (I Timothy 3:16; I Corinthians 2:13).
2. **We believe** in the Eternal Godhead who has revealed Himself as ONE God existing in three persons: Father, Son and Holy Spirit; distinguishable but indivisible (Matthew 28:19; II Corinthians 13:14).
3. **We believe** in the creation, test and fall of man as recorded in Genesis; man's total spiritual depravity and sinfulness and his inability to attain to divine righteousness (Romans 3:10-18; 5:12).
4. **We believe** in the Lord Jesus Christ, the Savior of men, conceived of the Holy Spirit, born of the virgin Mary, completely God and completely man (Luke 1:26-35; John 1:18; Isaiah 7:14; 9:6).
5. **We believe** Christ died for our sins, was buried and rose again the third day, and personally appeared to His disciples after His resurrection (I Corinthians 15:1-4; Acts 1:3; Romans 4:25).
6. **We believe** in the bodily ascension of Jesus to heaven, His exaltation and personal, literal and bodily coming again the second time for the Church (John 14:2-3; I Thessalonians 4:13-18).
7. **We believe** in the salvation of sinners by grace, through repentance and faith in the perfect and sufficient work of the cross of Christ by which we obtain remission of sins through His shed blood (Ephesians 2:8-9; Colossians 1:13, 14; Hebrews 9:12; Romans 5:11).
8. **We believe** in the necessity of water baptism by immersion in the name of the Father, Son and the Holy Spirit, the Lord Jesus Christ, in order to fulfill the command of Christ (Matthew 28:19; Acts 2:34-39; 19:1-6).
9. **We believe** in the baptism of the Holy Spirit, with the initial evidence of speaking in tongues, as an experience subsequent to salvation (Acts 2:1-4; 2:37-38; 8:14-17; 10:44-46; 19:6; Galatians 3:14-15).
10. **We believe** in the operation of the gifts of the Spirit as enumerated in I Corinthians 12-14 and Romans 12, and as manifested in the Early Church (I Corinthians 12-14; Romans 12:6-8).

- 11. We believe** in the Spirit-filled life, a life of separation from the world and a lifestyle of perfecting holiness in the fear of God as an expression of Christian faith (Ephesians 5:18; II Corinthians 6: 14; 7:1).
- 12. We believe** in divine healing, the healing of the body by divine power, as practiced in the Early Church (Acts 4:30; Romans 8: 11; I Corinthians 12:9; James 5:14).
- 13. We believe** in the Table of the Lord, commonly called Communion or the Lord's Supper and that it provides life, health and strength for all believers (I Corinthians 11:23-30).
- 14. We believe** that the Church of Jesus Christ is the last instrument that God is using to extend His Kingdom prior to the second coming of Christ and that every believer should be identified with the local expression of the church in order to fulfill his or her divine purpose (Matthew 16:18; Ephesians 1:20-23; 3:10; 4:16).
- 15. We believe** in a literal heaven and hell, in eternal life for believers (John 5:24; 3:16) and eternal punishment for unbelievers (Mark 9:43-48; II Thessalonians 1:9; Revelation 20:10-15).
- 16. We believe** in the reality of Satan and demonic powers and in the ultimate eternal judgment of the devil and his angels (Matthew 25:41; Revelation 20:10-15).

Appendix II, Lesson 18 – Sample Core Value Statement

The following statement was adopted by Woodbridge Christian Church.

CORE VALUES STATEMENT of Woodbridge Christian Church

Our core values are the key driving beliefs that guide our decision-making, determine our priorities, inspire us to action, and distinguish our ministry from others. Because Jesus said the two greatest commandments were to love God and love our neighbor (Matt. 22:34-40), we have grouped our core values under those two categories.

Our Relationship with God

We value loving God.

Our ultimate purpose as a church is to declare our adoration for God. We are centered around God the Father, founded on God the Son, and led by God the Spirit. *Jn. 14:26; 15:26; Gal. 4:4-6; Eph. 2:18*

We value the authority of Scripture.

Our final authority in matters of faith and practice is the Bible in which God has revealed his will for us. Because we love God, we obey his commands. The teaching of the Bible takes precedence over church traditions or human opinions. We obey no creed but Christ and no book but the Bible. Where Scripture speaks, we speak; where Scripture is silent, we are silent. *2 Tim. 3:16-17; 1 Jn. 5:2-3*

We value salvation by grace.

Our salvation is a gift of God's kindness that we have done nothing to deserve. We receive that gift by believing, confessing our faith, repenting, and being baptized. Our gratitude for God's acceptance causes us to adhere to our other core values. *Gal. 2:15-16; Eph. 2:4-10*

We value the ordinances of baptism and the Lord's Supper.

Our love for God and respect for his Word cause us to obey his commands concerning the practices of baptism and the Lord's Supper. As Christ commanded, we baptize by immersion only those who can make their own decision of faith and repentance. We offer the Lord's Supper during each worship service so that God's people can draw closer to Christ and to his followers. *Matt. 26:26-29; 28:18-20*

We value sacrificial service to God.

Our experience of grace causes us to respond with unrestricted devotion, unwavering commitment, and diligent service to God. We willingly and joyfully sacrifice our time, money, and talents to promote his purpose in the world. Because he has redeemed us, we are his servants. *Matt. 16:24-26; Rom. 12:1-2; Phil. 3:8-9*

We value prayer.

Prayer is the means by which we deepen our relationship with God. In prayer, we praise God, thank him for his blessings, confess our sins, seek his help, and intercede for others. *Matt. 7:7-11; Col. 4:2*

We value allegiance to Christ alone.

Because Christ is the head of the church, we manage our affairs without interference from other human authorities. Like the churches of the New Testament, we cooperate with other churches in various ministries, but no other church or organization controls our affairs. We refer to ourselves only as Christians not because we are the only Christians but because we are Christians only. *Eph. 1:22-23; Col. 1:18*

Our Relationship with People

We value loving our neighbor.

Our experience of God's loving grace causes us to share his love with others by encouraging them, healing their hurts, and meeting their needs. We place the needs of others before our own needs. *Matt. 22:39; Jn. 13:34-35; Rom. 13:8-10*

We value building healthy relationships.

Those who have been united with Christ are also united with each other. We seek to strengthen the relationships within the body of Christ so that God's people will support each other and minister to each other. We promote strong marriages, healthy families, and deep friendships. *Acts 2:44-47; 1 Cor. 12:12-27*

We value equipping every member for ministry.

Every Christian has received a gift of the Holy Spirit that enables him or her to serve others. We assist people in discovering their gifts, we guide them in selecting an area of service, and we equip them to serve effectively. *1 Cor. 12:7-11; Eph. 4:11-13; 1 Pet. 2:4-5; 4:10-11*

We value godly leadership.

God has gifted certain people with the ability to equip believers to carry out their ministry. We select people to serve as elders who are spiritually mature and who have the gifts to serve as leaders. These leaders exhort and encourage others to continue to grow in Christ. They set an example of Christ-like living. They guide the church by discerning God's will and by persuading the church to follow his will. *Eph. 4:11-13; 1 Thess. 5:12-13; 1 Tim. 3:1-13; 1 Pet. 5:1-4*

We value evangelism and missions.

God has given the church the mission of making disciples of all nations. We encourage our members to share their faith with others. We offer ministries that will meet the needs of the unsaved so that they will become open to the gospel. We support missionaries and other organizations that promote the spread of the gospel around the world. *Matt. 28:18-20; Acts 1:8; 2 Cor. 5:18-21*

We value the relevance of the gospel.

The gospel itself is a timeless message that never changes, but the forms and methods used to spread the gospel are adapted to the needs, interests, and understanding of the unchurched. While we cannot reduce the difficulty of accepting the gospel message itself, we do not increase its difficulty by expecting unchurched people to adapt themselves to our customs and language. As servants, we willingly adapt ourselves to the needs and understanding of those who do not yet know Christ. *Mk. 4:33-34; 1 Cor. 9:19-23*

We value unity on the essentials of faith.

Our efforts at evangelism depend on our unity. We believe Christians should be united on the central doctrines of the faith that are clearly expressed in Scripture. We also accept diversity of opinion on matters that are not essential to the faith or matters that are not directly addressed by Scripture. Our motto is "in essentials, unity; in nonessentials, liberty; in all things, love." *Jn. 17:20-23; Rom. 14:1-21; 1 Cor. 1:10-13; Eph. 4:3*

Lesson 21

Communicating and Implementing Values

“A leader could develop the perfect values statement for an organization. It could meet or even excel all the requirements in the last chapter. That leader could read through the credo and be struck, even emotionally overwhelmed, by its excellence. He or she might even stand back, shake the head, and say, ‘Wow, this is outstanding!’ However, if the ministry’s constituency does not know what those values are, if the leader has not taken the time to clearly communicate them, it would be difficult, if not impossible, for the organization to implement them.” --Aubrey Malphurs, *Values-Driven Leadership*, pg. 99

I. How are values to be communicated within the organization?

In Lesson 15 we discussed the following ways of communicating vision:

- Oral
- Written
- Visual
- Example
- Modeling
- Celebrating

A. There are _____ processes for the communication of values.

1. Within the leadership

- a. Including the leadership in the initial _____ of the value statements (See Lesson 18).
- b. Creating an environment where the following questions can be discussed among the leadership team.
 - How are you personally communicating the values in your sphere of influence?
 - What are some of the creative methods that you have employed to reinforce the values?
 - Do you sense that any of our values are being neglected, misunderstood or growing tired?
 - How can we enhance, clarify, freshen up or rekindle these values?

2. Within the staff

- a. Formal teachings where core values are _____ should be shared in staff development times.
- b. Using staff times to discuss the following questions highlighting one value at a time.
 - How passionate are you in relation to this value?

- Is there anything about this value that you feel you do not quite understand?
- How are you communicating this value in your department?
- What is the evidence that people understand the value in your department?
- What are some new and creative ways that you can communicate this value within your department?
- How can I make this value “fun” in my department.

3. Within the organization in general

- The values should be _____ by the senior leadership of the organization.
- The values should be highlighted in all _____ orientations.
- The values should be demonstrated in the _____ of all of the programs of the church or organization.
- The values should be _____ by the leadership and official staff of the church.

B. There are _____ processes for the communication of values.

In the book *Shaping Strategic Planning*, by Pfeiffer, Goodstein and Nolan they indentify three primary means of informal communication within an organization—story tellers, priests and whisperers (page 109).

1. Storytellers

Storytellers are people within the organization who usually have some history with the organization who love to _____ of the past. They pass down the culture of the group or tribe through lore.

Lore is defined as “all the facts and traditions about a particular subject that have been accumulated over time through education or experience” (Wikipedia).

2. Priests

Priests are both official and unofficial _____ of the core values. These people have taken full and personal ownership of the values. They believe that the values are vitally important to the ministry success of the individual, the family and the church or organization.

3. Whisperers

A whisperer is someone who communicates true or false information in a covert, secret or informal way. Whisperers are often referred to in a negative

context and are often linked to such things as slander or gossip; but whisperers can also serve as a very _____ in the dissemination of values within an organization (Pro. 16:28).

These informal means of communicating values can only become a reality when the formal means of communicating have properly taken place.

II. How can we ensure that core values are implemented?

A. Implementing core values begins with asking ourselves some _____.

1. Is this core value expressed openly in what we are presently doing?
2. Is this core value thoroughly expressed in relation to each department or program of the organization?
3. What can be done to integrate this core value into each department?
4. What can remain and what will have to be changed to be more consistent with our core values?

B. Implementing core values requires that we be willing _____ what is not core.

C. Implementing core values must find expression in _____.

The following are a few examples:

1. If our core value is authentic community, what are we doing to promote that value throughout the organization?
 - a. In church programs we have Life Groups.
 - b. In kids programs we have small groups or “cadres.”
 - c. In all departments we have team building and small groups (e.g. Worship Team, Etc.).
2. If our core value is making reproducing disciples, what are we doing to promote that value throughout the organization?
 - a. In church programs we have the Life Track.
 - b. We integrate Life Track material into the children and youth programs.
 - c. We celebrate life change in the corporate meeting.
 - d. We offer further discipleship in specific areas in the Life Groups.
 - e. We encourage the raising up of disciples within departments.
3. If our core value is being a resource church, what are we doing to promote that concept throughout the organization?

The leaders of each department know that whatever we do we are to do with the idea of doing it in a way that can be ultimately shared with others.

Lesson 22-23 Introducing New Values

I. What is change management?

“**Change management** is the process during which the changes of a system are implemented in a controlled manner by following a pre-defined framework/model with, to some extent, reasonable modifications.” Wikipedia

II. What are some important considerations in the process of managing change?

There are several things that leaders must take into account in the process of bringing about change.

- A. The leader of change must understand _____ needs to be changed and _____ it needs to be changed.

Before making changes it is good to ask yourself some questions.

- Why do we want to change?
- What do we want to achieve with this change?
- How will we know that true change has been achieved?
- Who will be affected by this change?
- How do we think people will react to this change?
- Am I personally willing to lead the way to change?
- How much of this change can I accomplish by myself?
- Who else do I need on board to affect this change?
- How much time should I allow to make this transition?
- Who needs to know first and when do they need to know?

Some of the reasons for making a change include the following:

1. Change may be needed when the stated vision or values are not the _____ vision and values of the church.
2. Change may be needed when the vision or values have become _____ or outdated.

Malphurs in his book *Values-Driven Leadership* highlights seven warning signals of tired values (page 83-84). He indicates that your values need a facelift when...

- a. There is frequent confusion and _____ among the organizations leaders, top decision makers and constituency as it pertains to programs, techniques, and styles of ministry.

- b. There is overt _____ and pessimism of many toward the organizations future.
 - c. The organization is functioning in maintenance or _____ mode.
 - d. The church or organization has plateaued or is in a state of _____.
 - e. The people who are in the ministry are merely going through the _____ will little motivation.
 - f. There is a strong _____ to any change or innovation especially those that call for risk.
 - g. There is a communication _____ between upper level leadership and those who serve in the organization which creates a _____ of those who are perceived to be “in command.”
3. Change may be needed when _____ has come that will change the way you function.
- a. Perhaps there is something that should be _____ because it is no longer a central belief or core value.
 - b. Perhaps there is something that should be _____ that was not previously being practiced.
4. Change may be needed when the programs of the church are no longer serving the vision or are no longer _____ to the times.
- B. The leader of change must understand the problems associated with the _____ of the new with the old.

The Bible gives a couple of illustrations of the problems that can arise with change.

1. Jesus spoke of sewing a _____ on an old garment (Mt. 9:16; Mark 2:21).

The word that is used for “new” or “unshrunk” here is a word that means several things.

- a. It is cloth that is not washed or preshrunk before it is sown on.
 - b. It is a cloth that is unprocessed before it is sown on.
2. Jesus spoke of pouring _____ into old wineskins (Mt. 9:17; Mark 2:22; Luke 5:37-38).

This illustration actually makes two points.

- a. You may have to change _____ you think if you are going to inject new ideas or programs into your organization.
 - b. You must take _____ if you are trying to introduce new ideas or programs into the existing structure.
- C. The leader of change must understand the nature of _____ and the nature of _____.
1. The nature of pastors or _____ presents its own kind of challenge.
 - a. Many pastors begin with a _____ for their ministry and the type of church that they want to produce.
 - b. Many pastors want to get to their destination as _____ as possible.
 - c. Many pastors fail to lay the proper _____ for making the necessary changes.
 - d. Many pastors try to make _____ changes in a short amount of time.
 - e. Many pastors, therefore, _____ over each change that they make.
 2. The nature of _____ or sheep presents its own kind of challenge.
 - a. People tend to love the idea of _____, the “good old days” and traditions, and are prone to resist any change.
 - b. People usually change based on three primary motivations for change.
 - They change out of _____—because they have to change.
 - They change out of _____—because they are emotionally inspired to change.
 - They change as a matter of personal _____—because they want to and, therefore, they choose to change (I Cor. 9:27).
 - c. People cannot change _____ their leaders are able to change.
 - The ability to change quickly is how God keeps leaders _____.
 - The fact that people do not have the ability to change as quickly serves as a built-in check to _____ leaders.

- d. Noble people must be thoroughly convinced from the Scriptures that change is necessary and _____ (Acts 17:11).
- The people of Berea were more fair-minded (other translations say that they were “of noble disposition”, “of finer spirits”, “a better breed”).
 - The people of Berea were people of the _____.
 - The people of Berea were not to be considered “_____” just because they did not accept everything that Paul said immediately.

D. The leader of change must understand and overcome the _____ to change.

The following twelve are some of the most common obstacles to change.

1. Love for _____

This mindset says, “We never did it that way before.”

2. Fear of the _____

This mindset says, “I would rather stick with what I know, I do not know how I would fit in the new system.”

3. Fear of _____

This mindset says, “I do not want to take the risk, we have failed before and we may fail again.”

4. No sense of personal _____ or urgency

This mindset says, “I am content with my life I do not see how this change will better my personal situation.”

5. Not understanding _____

This mindset says, “Why do we need to change?”

6. Lack of _____

This mindset says, “I like the change but I am not sure how to make it happen.”

7. Love for the _____

This mindset says, “I like things just the way they are. I know where everything is and how to do what I am presently doing.”

8. _____

This mindset says, “What’s in it for me?”

9. _____ interests

This mindset says, “I was there when this was created. Don’t you realize how much I have personally invested in this program?”

10. Love of _____ and personal comfort

This mindset says, “Leave me alone. Don’t rock my boat!”

11. Lack of respect or _____ in those leading

This mindset says, “Let’s just wait and see.”

12. Not being _____ or included in planning

This mindset says, “That is their idea, not my idea of how things ought to be done.”

The leader who seeks to initiate change will understand that all of these mindsets may be present among some in the church or organization and will seek to develop a strategy for change that will take them into account.

The following are some tips on facing barriers and challenges in the change process as offered by Washington State School Directors’ Association:

- Expect resistance.
- Explain the rationale for change.
- Choose your opening moves carefully.
- Provide a clear vision.
- Seek opportunities to involve people.
- Promise “problems”.
- Over-communicate.
- Beware of bureaucracy.
- Wear your commitment on your sleeve.
- Alter the reward system to support improvement.
- Get resistance out in the open.
- Make sure people have the know-how.
- Track behavior and measure results.
- Outrun the resisters.

III. What are some guidelines to keep in mind during the change process?

The pastor/people problems can be brought into a place of balance. Here are some guidelines (in addition to the above) that can guide us through change.

A. Make sure all changes are carefully thought out and clearly confirmed to be the _____.

B. Make sure you properly _____ to plant the seeds of change. This involves making a biblical case for the changes.

- C. Make sure that you clearly write, spell out and communicate the vision _____ you implement it (Hab. 2:2).
- D. Begin the change process with those at the _____ of leadership and work down the chain of command.
- E. Be _____ with people in the changing process (Gen 33:13).
1. Do not overdrive the sheep; you must gently lead them.
 2. You must discern how much they can handle.
 3. Be prepared to offer key individuals personal attention as needed.
- F. Only focus on one _____ at a time.
- G. Get a vision for the _____, not just the immediate.

Lesson 24

The Vision and Values of City Life Church

Mission Statement

*City Life Church exists for the purpose of **Reaching People** with the Gospel of Jesus Christ, **Raising Leaders** for all areas of the church and society and **Releasing Ministry** to extend the Kingdom of God in all spheres of influence.*

Vision Statement

The vision of City Life Church is to be an apostolic or resource church that reflects a strong commitment to prayer, the word of God, evangelism, discipleship, spirit-filled worship, authentic community, multicultural and multigenerational expression, team ministry and world outreach. It seeks to exemplify a spirit of generosity by lifting, equipping and providing resources to the poor, to believers, to church leaders and to local churches assisting them in entering into their divine destiny. This vision includes the establishing of a numerically strong pattern church, a ministry training center, online resources for all phases of church life and the establishment of like churches throughout the world.

A. Our vision includes becoming a pattern church for Africa.

Our vision is to establish a pattern church for Africa after the model of the Antioch Church that is described in the New Testament (Acts 9 and 11). These qualities include the following:

1. A Pure Church

We desire to be a local church that holds personal character over ability, holiness over charisma and spiritual strength over natural strength.

And the LORD spoke to Moses, saying, "Speak to all the congregation of the children of Israel, and say to them: 'You shall be holy, for I the LORD your God am holy.'" Leviticus 19:1-2

But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light... I Peter 2:9

2. A Servant Church

We desire to be a local church that fully embraces the teaching of Jesus requiring all of His followers, especially leaders, to posture themselves as servants and to lay their lives down for others so that the people of God can become successful in reaching their God-ordained destiny.

And whoever of you desires to be first shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many. Matthew 10:44-45

And He sat down, called the twelve, and said to them, "If anyone desires to be first, he shall be last of all and servant of all." Mark 9:35

3. A Word-Based Church

We desire to be a local church that accurately interprets the word of God, preaches and teaches the word of God without compromise and seeks at all times to align itself with the pattern of living reflected in the word of God.

For from you the word of the Lord has sounded forth, not only in Macedonia and Achaia, but also in every place. Your faith toward God has gone out, so that we do not need to say anything. I Thessalonians 1:8

All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work. II Timothy 3:16-17

4. An Evangelistic Church

We desire to be a local church that takes the commission of Christ seriously in preaching the gospel and reaching out to those who have not entered into the Kingdom of God through the new birth experience.

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." Matthew 28:18-20

5. An Authentic Community Church

We desire to be a local church that is composed of people who have entered into a place of authentic community, deep fellowship and caring relationships that translates into a caring and compassionate body of believers (Acts 2:44-47).

6. A Family Church

We desire to be a local church that recognizes and celebrates the sanctity of marriage, the value and importance of children and the indispensable contribution that the natural family has to the fulfillment of God's purpose in the church and in society.

7. A Multi-Ethnic Church

We desire to be a local church that has no "walls" separating people culturally, racially, economically, educationally or generationally believing that our expression of the Body of Christ on earth should reflect God's heart for every nation, kindred, tribe and tongue (Rev. 5:9; 14:6).

Then I saw another angel flying in midair, and he had the eternal gospel to proclaim to those who live on the earth--to every nation, tribe, language and people. Revelation 14:6, NIV

8. A Worshipping Church

We desire to be a local church that understands its priestly ministry to God in offering to Him the spiritual sacrifices of praise and worship according to the biblical prescription for worship reflected in Psalms.

But the hour is coming, and now is, when the true worshipers will worship the Father in spirit and truth; for the Father is seeking such to worship Him. God is Spirit, and those who worship Him must worship in spirit and truth. John 4:23-24

Therefore by Him let us continually offer the sacrifice of praise to God, that is, the fruit of our lips, giving thanks to His name. Hebrews 13:15

9. A Praying Church

We desire to be a local church that demonstrates its utter dependence on God, its passion to hear His voice and its recognition that God is the head of the local church by emphasizing an individual and corporate life that is saturated by prayer.

My house shall be called a house of prayer... Matthew 21:13b

And they continued steadfastly in the apostles' doctrine and fellowship, in the breaking of bread, and in prayers. Acts 2:42

10. A Prophetic Church

We desire to be a church that operates in the gifts of the Spirit as described in the New Testament with a strong desire to see prophetic ministry bringing edification, exhortation and comfort to the people of God.

And it shall come to pass in the last days, says God, that I will pour out of My Spirit on all flesh; your sons and your daughters shall prophesy, your young men shall see visions, your old men shall dream dreams. And on My menservants and on My maidservants I will pour out My Spirit in those days; and they shall prophesy. Acts 2:17-18

Pursue love, and desire spiritual gifts, but especially that you may prophesy.

I Corinthians 14:1

11. A Team Ministry Church

We desire to be a local church that practices team leadership ministry as reflected in the Godhead, the natural family and the local church consisting of a plurality of elders with a chief elder or senior pastor.

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up... Ephesians 4:11, NIV

Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you. Hebrews 13:17

So when they had appointed elders in every church, and prayed with fasting, they commended them to the Lord in whom they had believed. Acts 14:23

12. A Generous Church

We desire to be a local church that has the generous spirit of Jesus who said that "it is more blessed to give than to receive" (Acts 20:25) and "Freely you have received, freely give" (Mt. 10:8).

A generous man will prosper; he who refreshes others will himself be refreshed.
Proverbs 11:25, NIV

I have shown you in every way, by laboring like this, that you must support the weak. And remember the words of the Lord Jesus, that He said, "It is more blessed to give than to receive." Acts 20:35

13. A Church of Excellence

We desire to be a local church that reflects God's nature to the world which includes the qualities of industry, efficiency, goodness and excellence in every area of expression taking our responsibility seriously to be the leaders and shapers of society.

As for the saints who are on the earth, "They are the excellent ones, in whom is all my delight." Psalm 16:3

Sing to the LORD, for He has done excellent things; this is known in all the earth.
Isaiah 12:5

14. A Church of Financial Integrity

We desire to be a local church that is a wise and faithful steward over all of the resource provided from the Lord knowing that we will one day give an account of our stewardship to the Head of the Church—Jesus Christ.

You know we never used flattery, nor did we put on a mask to cover up greed-- God is our witness. I Thessalonians 2:5

15. A Global Church

We desire to be a local church that is not only concerned about reaching its city with the Gospel of Jesus Christ, but is also interested in reaching the nation, the continent and the world (Acts 1:8).

But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth.

16. A Powerful Church

We desire to be a local church that is truly baptized with the Holy Spirit and power, that walks in the power of the Kingdom of God and that experiences the miraculous display of God's awesome ability in our midst.

And He said to them, "Go into all the world and preach the gospel to every creature. He who believes and is baptized will be saved; but he who does not believe will be condemned. And these signs will follow those who believe: In My name they will cast out demons; they will speak with new tongues; they will take up serpents; and if they drink anything deadly, it will by no means hurt them; they will lay hands on the sick, and they will recover." Mark 16:15-18

Now the multitude of those who believed were of one heart and one soul; neither did anyone say that any of the things he possessed was his own, but they had all things in common. And with great power the apostles gave witness to the resurrection of the Lord Jesus. And great grace was upon them all. Acts 4:32-33

B. Our vision is to be a resource church to the world.

1. This means becoming a significant church in our own region.
2. This means providing resources for all of the functions of local church life.
3. This means making teaching and training resources available to the world.
4. This means providing fellowship and resources to other pastors and local church leaders.
5. This means training leaders for the world.
6. This means planting churches in Africa and other parts of the world.