

Keys to Crafting Vision

THE ESSENCE OF VISION

- Vision is crucial as it serves as a guiding force for leaders and organizations.
- We all possess two types of vision – one unique to us and one for everyone.
 - a. For instance, Church of the Highlands has a vision to establish a ministry college, which is unique to them, while the Great Commission to lead people to Jesus is a shared vision for all of us.

“Make sure when you hear vision, you know there’s the ‘all of us do it together’ vision and then there’s the ‘unique vision’ to yourself.” - *Chris Hodges*

CLEAR AND SHOVEL READY VISION

- Make your vision clear by incorporating measurable metrics. At Highlands, this is achieved through five focus areas or “Legacy Lanes”:
 1. Our Church: Building permanent buildings for each campus
 2. Next Generation: Highlands College - Scholarships, Capital Projects, and Endowment
 3. Local Outreach: Dream Centers and Prison Ministry
 4. National Outreach: Church Equipping and Planting
 5. Global Outreach: Bible Translation and Global Missions
- Shovel Ready Vision Exercise
 - a. Imagine someone offering a \$1 million donation to you right now – what parts of your vision are ready to go? What could you start tomorrow in each area?
 - b. Find time to pray, get alone with God, and then write down what God shows you in each of these five areas.

“Are you dreaming it or dreaming specific enough?” - *Chris Hodges*

COMMUNICATE COMPELLING VISION

- Five Key Questions for Visionary Communication:
 1. Where are we going?
 2. Why are we going there or why does it matter?
 - a. The “Why” is more important than the “What”.
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3. How will we get there?
 - a. People appreciate hearing the strategy; it builds trust.
 4. What role can they play in this?
 - a. Break the strategy into bite-sized pieces to involve everyone.
 5. What are the rewards if we accomplish it?
 - a. The ultimate reward, Jesus says to us “Well done good and faithful servant...”
 - b. There are also rewards and benefits while we are here on Earth.
- The vision’s “why” is the most powerful element; it resonates with people and drives action.
 - Leaders should communicate their strategy transparently, providing details that build trust and confidence in their expertise.

“The power of all communication is in the ‘Why’, not the ‘What.’” - *Chris Hodges*

CONSISTENT VISION

- Vision can leak over time; so making consistent communication is essential.
- At Church of the Highlands we do a couple of things to communicate consistently:
 1. Incorporate vision into sermons rather than just making announcements.
 2. Hold two “Vision Sundays”, dedicating the whole service to sharing Vision.
 3. Host two annual events for the Legacy Team: a Banquet and a Christmas Party.
 4. Conduct twelve Sunday lunches where Ps. Chris meets different individuals each time, to form relationships and share vision.
 5. Send an end-of-year letter via mail from Ps. Chris.
- At each of these be sure to include two things:
 - “What are we doing” – Celebrate current achievements.
 - “What we could do if...” – Discuss the next steps to realize future vision.

“If you look for the perfect or the ideal, you’ll never celebrate growth.” - *Matt Minor*

DISCUSSION QUESTIONS

See the last two pages for Discussion Questions that will help you and your team get the most out of this episode!



RESOURCES

- [GrowLeader Regionals](#)
- [Monthly Mentoring with Pastor Chris](#)
- [Develop Kingdom Builder / Legacy Teams](#)
- [Watch the GrowLeader Podcast](#)
- [Previous Episodes + Show Notes](#)
- [Free Church Resources](#)
- [The Wesleyan Investment Foundation](#)
- [Compassion International](#)



DISCUSSION QUESTIONS:

Keep growing to reach your full potential by asking yourself and your team these questions:

The Essence of Vision

- 1. Since there are two types of vision, what is the unique vision God is calling you all to?

Clear and Shovel Ready Vision

- 1. Having a clear vision is crucial and there are 5 Areas you can start with. Write down your Vision for each area below, and be specific.

Our Church: _____

Next Generation: _____

Local Outreach: _____

National Outreach: _____

Global Outreach: _____

- 2. Pastor Chris discussed the "Vision Exercise" – getting a \$1 million dollar donation. What could you start tomorrow in each area? List them but also make time to ask God for vision.

Communicate Compelling Vision

- 1. There are 5 Questions that are important to answer about each area, but it is crucial to emphasize the "Why" behind them. Write down your "Why" for each.

Our Church: _____

Next Generation: _____

Local Outreach: _____

National Outreach: _____

Global Outreach: _____



Consistent Vision

1. Why is consistent communication of vision essential? How can vision “leak” over time?

2. Church of the Highlands focuses on 5 methods when communicating. Which of these methods do you think works best for your organization?

3. How can you balance the celebration of current achievements with discussing future vision?
