

**The Vision must be followed by action. It is not enough to stare up the steps, we must step up the stairs.**

**-Vance Havner**

## **Why Vision Matters**

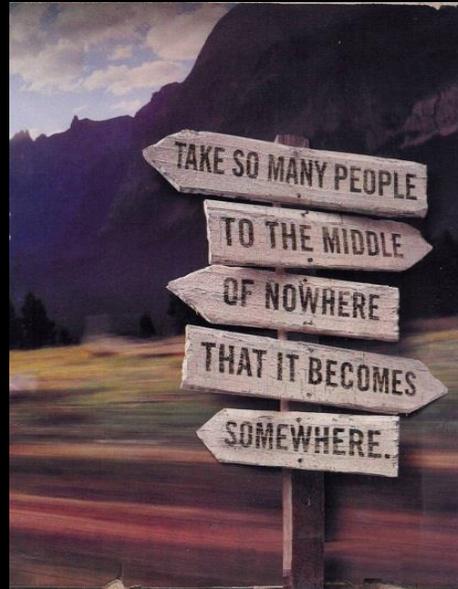
The growing “wisdom” of the day dismisses vision as unimportant and irrelevant. Understandable since we went through a period where writing inspiring vision statements were supposed to transform our churches. Mostly they didn't.

But if you want to take me to a place I've never been, I am much more likely to go there with you if you can show me what that place looks like. So vision still matters.

Vision that actually makes a difference must be rooted in what we believe, aligned with our values, and concrete enough so we know when it's been achieved.

Therefore NexStep's Envisioning process helps you articulate your core beliefs in brief statements using common, everyday language. Your NexStep coach will then help you articulate your core values which flow from your core beliefs. Finally the process leads you to create a goal-based annual plan for which action steps can be easily created.

The clarity, focus, and practical ministry plan the Envisioning process produces, results in greatly improved ministry effectiveness.



**NexStep**  
Executive Coaching  
Organizational Development

ph 909 860-0359  
fx 909 860-0359  
mo 626 893-5083  
bill@hoythome.net  
www.nexstepcoaching.org



## **Envisioning**

**Leadership is the capacity to translate vision into reality.**

**- Warren G. Bennis**

**NexStep Coaching and Consulting**

Dr. William Hoyt



## The Product

At the completion of the Envisioning process, you will have a **Ministry Map** and an **Annual Plan**.

The **Ministry Map** consists of:

- Your Core Beliefs and Core Values briefly stated in simple, contemporary words easily understood by both church people and the unchurched.
- A clarification of your church's God-given Mission which is to "make disciples." (Matthew 28:19-20)
- Your Vision briefly expressed in a matrix of Ministry Goals for the coming year

The **Annual Plan** takes each Ministry Goal and adds the specific action steps required to achieve the goals.

The **Ministry Map** serves as the foundation for ministry for at least a 5-7 year period. The **Annual Plan** is reviewed and revised on an annual basis.

## The Envisioning Process

You will be coached on how to select the Envisioning team and the characteristics of the people that make good team members. You will receive a manual with select Bible passages that contain the primary teaching in regard to eight fundamental beliefs: what you believe about God (The one, triune God), God the Father, God the Son, God the Holy Spirit, the Bible, the Church, Worship and Prayer.

With coaching from NexStep, the pastor leads the Envisioning team through a disciplined study of the Bible passages. Following the period of study, each team member writes a brief belief statement for each of the eight fundamental beliefs. Their statements are sent to the NexStep coach who uses them as a starting point in working with the team.

The NexStep coach typically works with the team four to six days on-site over a four to six week period of time. The coach helps the team combine and refine their Core Belief statements and then assists them in articulating their Core Values from the Beliefs – one Core Value from each Core Belief.

Your church's God-given Mission, to make disciples, is affirmed and then you will be coached in establishing your Annual Goal-based Vision.

The final step will be guidance in creating Action Steps for each of your goals.

Most churches complete the Envisioning process in about two months from the start of studying the selected Bible passages to the completion of the **Ministry Map** and **Annual Plan**.



## Outcomes

What can you reasonably expect as a result of the Envisioning process?

- You will experience greater unity through the shared ownership of your church's Mission and Vision.
- You will experience a greatly increased ministry focus and effectiveness.
- You will be able to clearly articulate your Core Beliefs to visitors, church people and the community.
- Your Core Values will be stated so clearly and concisely, that people can remember them and be held accountable to live by them.
- You will experience a higher level of accountability and effectiveness because of your ability to measure progress and outcomes.

"During the night Paul had a vision of a man of Macedonia standing and begging him, 'Come over to Macedonia and help us.' After Paul had seen the vision, we got ready at once to leave for Macedonia, concluding that God had called us to preach the gospel to them."

- Acts 16:9-10