



Leading with Vision

Understanding the Times and
Discerning God's Plan for Your Ministry

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What we will cover today:

- The importance of defining success for your organization
- How to conduct SCORE assessment
- The keys to creating unity around your strategic plan

The Most Important Question You Will Ask

- *Our ministry is successful when...*
- How you define success drives everything you do
- Alignment with how the board, leadership, and staff define success is vital to a strategic plan that seeks to bring unity around a common vision
- Checking the alignment of your success themes with your mission a critical first step in the strategic planning process
- Misalignment at this step will undermine the entire strategic planning process

Example Success Themes:

- 1. Christ-Centered Transformation:** (Ministry A) is successful when participants experience spiritual growth and are inspired to live like Jesus in their personal, professional, and community lives. This transformation influences their homes, workplaces, and places of worship.
- 2. Faith-Driven Leadership in the Marketplace:** (Ministry A) is successful when the program equips and inspires marketplace leaders to integrate their faith into all aspects of life and leadership, embodying Christ-like values in their professional roles. By living out their calling, they make a meaningful impact for the Kingdom, influencing workplaces and communities with purpose and integrity.
- 3. Community Impact and Service:** (Ministry A) is successful when graduates develop a sincere commitment to serving Christ in diverse communities, seeking the city's welfare and caring for others, including the marginalized.
- 4. Relational Network and Support:** (Ministry A) is successful when it fosters a lasting ecosystem and network of graduates who support, encourage, and learn from one another, creating a strong sense of community during and after the program.
- 5. Engaging Learning Community:** (Ministry A) is successful when participants are encouraged and empowered to grow in their faith and leadership in community. Classes provide depth and foster collaboration, encouraging participants to learn from others, engage with resources, and experience faith authentically.
- 6. Sustainable Growth:** (Ministry A) is successful when the program is financially supported, ensuring its sustainability and future impact.

The SCORE

- STRENGTHS, essential to carry out your mission
- CULTURE, descriptors of your current culture
- OBSTACLES, challenges that keep you from effectively fulfilling your mission
- RISKS, must be addressed to avoid derailing your mission
- ENVIRONMENT, external issues that most affect your future

Example of Strengths Assessment

- Intentionality in decision making
- Cohesive and scripturally grounded leadership
- Christ centered and gospel centered mission
- Family and caring community
- Board unity and submission to scripture
- Strong Christian, quality and commitment of faculty and staff
- Blessed financially and engaged donor base
- Professional harmony, development and support
- Diversity of gift development for student body
- Legacy minded
- Diverse church and non-profit support; church partnerships
- Love teachers have for students
- Superior financial and facility planning allowing great investment in students

The SCORE

- Always tied to Mission
- Takes a realistic, honest, and candid assessment of your current status
- Reveals sacred cows and unexamined presuppositions
- Is both internal and external
- Requires a careful assessment of the environment we live and work in, the trends that will affect us and the risks we must address



Achieving Unity

Who Owns Your Strategic Plan?

- Two Missteps that work against unity
 - Too Narrow - not my plan
 - Too broad - never completed
- The key to appropriate breadth
- The BIG question, only one true Owner

Defining the Process & Acknowledging the Risk

The Definition

Strategic Planning is a Spirit-led process of faith, where together we seek to hear God's will for the future of our ministry and articulate it in a way that enables us to pursue it with organizational passion (unity of vision) and excellence (demanding our very best).

Defining the Process & Acknowledging the Risk

The Risk

Now listen, you who say, “Today or tomorrow we will go to this or that city, spend a year there, carry on business and make money.” Why, you do not even know what will happen tomorrow. What is your life? You are a mist that appears for a little while and then vanishes. Instead, you ought to say, “If it is the Lord’s will, we will live and do this or that.” **16** As it is, you boast in your arrogant schemes. All such boasting is evil.

James 4:13-16

Why Plans Succeed

vs.

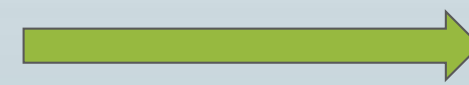
Why Plans Fail

Agility/Dynamic



Static/Irrelevant

Simplicity



Too complex to implement

Unity



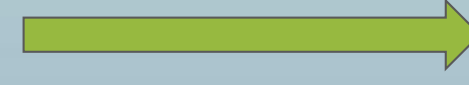
Too confusing to inspire

Stakeholder buy-in



Too top-down, no buy-in

Capacity for Execution



Unrealistic given capacity

Next Steps

- Define Success, Create Success Themes and gain alignment with Mission, Vision and Values
- Complete a SCORE Assessment and prioritize each list
- Start your planning process with a commitment to hear God speak, affirm his direction and follow it obediently



Open Discussion/Q & A



Thank you for attending
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