

Coaching Guide #2 - Vision and Values

The biblical story of Nehemiah is a great example of vision and how it is developed. Vision ultimately comes from God, as a leader's heart is open to hearing from God and hearing the vision and dream that God wants to accomplish in this world. Vision comes from God, but vision also comes out of our experiences, our personal story, and out of the needs in the community that God is calling us to reach. We see all of this in the Book of Nehemiah, as this leader develops a vision and ultimately a plan to do something great for God and in a community that God loves.

Vision is the what. Values are the how. Values describe how your church is going to act. Values determine what is important as you make critical decisions about your ministry, its style, how you do evangelism, how you staff and budget, etc. Clarifying your values is critical to a healthy and solid foundation as a new church and as a leader.

Biblical Foundations for developing vision and values

- Nehemiah 1-13
- Matthew 28:16-20
- Acts 2:42-47
- Acts 1:3-9

Checklist

- A clear picture in your mind of what God is calling you to do
- Demographics on your target area, and a clear written statement of your ministry focus group – who God is calling you to reach
- A clear vision statement that is written and is compelling
- Five to eight clear values statements that are clear and tested
- Coach has approved your vision, ministry focus group, and values

Reflective Questions

- How would you describe the culture you are trying to create?
- How well is the great commission articulated in your vision statement?
- Does your vision statement clarify your commitment to disciple making?
- How will your church actually live out its values?
- Can you describe specific behaviors for each value statement?
- Can your values be turned into reproducible systems in the church?

Conclusion:

Gary Rohrmayer, in [Your Journey Resources](#), states: "My personal opinion is the church and church plant don't break down over vision issues but issues around competing values. Every church on some level would say they exist to reach the lost and teach believers. Where the rub comes is in the values which guide and drive the implementing decisions of the vision. Articulating your vision is crucial for recruiting financial supporters and for potential team members. Developing a clear set of values will help you develop and maintain unity and harmony within the new church."

