

Creating and Sharing Your Vision

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Consider this detailed plan to forge and implement a vision for ministry. Give yourself ample time on the calendar to create and develop a vision for ministry to kids and families. Do well here and the future will move with real direction and focus.

Define & Refine Your Vision:

- Write it down in your own words.
- Refine it by removing the words/statements that are too complicated or that do not communicate well.
- Think the vision through from ending to beginning. Then, think it through all of its phases from the beginning to the end.
- Ask a friend to scrutinize it. Then, refine it again, if necessary.

Make the Vision Visible:

- Start by presenting it in thorough, but concise, written form to decision-making groups (small groups). Help them to understand the implications and requirements of every phase.
- If there are concerns, address them. This may require further refinement; if so, refine it and present it again to these groups.
- After approval has been obtained from decision-making groups, present it to the larger decision-making group in an informal meeting for discussion only.
- Concerns may need to be addressed and refinements made. When that is done, then present it to the larger group for formal discussion and adoption.
- Put the vision in its simplest form and post it in as many places as possible.

Keep the Vision Visible

The goal is for the vision to become a "household word." Plan when and how you are going to mention the vision. The following ideas are helpful:

- From time to time and in different places, share the vision often by focusing on a specific aspect of it.
- Share the entire vision every 8-12 weeks. (Only part of the people hears the stated vision each time; state it in different ways).
- Use an e-newsletter to talk about the vision. Use different approaches: share the biblical basis for the vision, address its requirements, imagine the results, address the barriers to overcome, etc.
- Develop a webpage which describes the vision.

In keeping the vision visible, it may be helpful to form a "vision team" comprised of key leaders who will help in sharing the dream. Some ministries form a team at the very beginning for the purpose of forging and defining a vision.

Evaluation:

- Calendar meetings for the specific purpose of evaluating the actions, expenditures, and strategies in relation to the vision. Do our actions indicate that we are moving toward our goals?
- Everyone must assume the responsibility of their role in carrying out the vision.

