

Lecture: Sat. Aug 28th

Elements of Core Values, Mission and Vision

A. Core Values

I. Introduction: What are core values? And Why Important

- a. Core values: why we do what we do- deepest motivations and beliefs, Acts 2:42-47 (Teaching, fellowship, breaking of bread, and prayer)
- b. Core values:
 - i. Highlight the differences among churches (Family, worship, social outreach)
 - ii. Evaluate personal values (are these the same as mine)
 - iii. Communicates what important
 - iv. Helps evaluation of a change
 - v. Influence thinking and actions
 - vi. Energize people
 - vii. Highlights congruent leadership
 - viii. Tells us where we are headed in terms of mission and vision

II. Elements of values- Definition of Value: “The constant passionate, biblical core beliefs that drive ministry.” Malphurs

- a. Values are shouldn't change that much
- b. They evoke passion
- c. For us our values are biblical
- d. They are core beliefs, we hold them as truths
- e. Values are what drives the church or organization

III. Values can exist in tension or be in conflict

- a. Conscious versus unconscious values
- b. Shared versus unshared values
- c. Personal versus organizational values
- d. Actual versus aspirational values
- e. Single versus multiple values
- f. Congruent versus incongruent values
- g. Good versus bad values

IV. A. Reflect on your personal (what are your values?) and the values of the organization you are a part of (church, para-church, business)

B. Look at appendix d and see how you match up

Are they in tension? (Your personal values and the org you are a part of or the organization stated or aspiring vs actual)

How are the communicated?

- You read on determining values and communication of values

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B. Mission (What do you think our primary mission should be as Christian leaders?) Matt 28:19

I. Why is the ministry mission important?

- a. Dictates the Ministry's direction, formulates the ministry's function, focuses the ministry's future, provides guidelines for decision making, inspires unity, shapes the strategy, facilitates evaluation

II. What is a mission? ME- "A statement of purpose which describes what you do, who you do it for, and how" Malphurs "A mission is a broad, brief, biblical statement of what the ministry is supposed to be doing"

- a. Broad – Its comprehensive
- b. Brief-
- c. Biblical- Go and make disciples (especially for churches)
- d. Comes in the form of a statement and describes what the ministry is suppose to be doing
- e. Do you remember your church's mission statement. Give examples

III. The Development of the mission

- a. The people (Who? Enfranchised- disenfranchised, leaders and committed folk)
- b. The process (4 steps- in the form of questions)
 - i. What is your church supposed to be doing? (who serve? How?)
 - ii. Can you articulate your mission in a written statement? (target group, understandable, format)
 - iii. Is your mission broad but clear?
 - iv. Is the mission statement brief and simple? (tshirt test, memorable)

C. Vision (What kind of church would we like to be? What kind of church will we be?) The vision is different from the mission it can change given the context, it can be renewed, updated and adjusted.

I. Why is the vision important?

- a. It promotes unity (our church), generates energy, expresses a purpose and creates meaning in the lives of the people, builds courage to take risks, sets a standard for excellence, encourages perseverance.

II. What the definition of a vision? "A clear, challenging picture of the future of the ministry as you believe that it can and must be." – It is a focused snapshot, of a stretch goal. It is a visual image of the future, that others see, and must exist. There is a sense of urgency which drives the leaders' vision.

- 1) The leader is convinced that God is in the vision
- 2) The leader believes that he/she is the person God wants to carry this vision through
- 3) The leader is convinced that it is the very best thing for people-lost and saved. - discuss

"It constructed on the bedrock of reality" –discuss

- a. What are the differences or distinctions between mission and vision? Go to Pg. 140

III. The vision process

- a. Who- Top down , then bottom up, casting the vision on winnable people
- b. Bathe the process in prayer, return to the mission (expand it) think big, be prepared to write down your thoughts, ask the clarity questions, (clear? challenging, visual?)

IV. Communicating the vision

- a. Live out the vision
- b. Preach it
- c. Formal and in-formal communication- stories, bulletin. Posters, brochures, training materials, audio and video presentations, drama, newcomers' class

Elements of Leadership (Northouse, 2007)

I. Introduction

- a. One of the most researched and written about topics: Books, Context, Definitions, History of study
 - b. Leadership conceptualized, understood, and theorized in many different ways: Something you're born with or a process, the ability to process information or exercise behaviors, and thought of in terms of theories related to interaction and behavior
 - c. Essence of leadership- leaders and followers
- What we are going to do is look and leadership from a broad view first and narrow our discussion to specific theories, but our discussion won't be exhaustive
- Stogdil (1974) Said there are as many definitions of Leadership as there are people who study it.

“ Leadership is a process whereby an individual influences a group individuals to achieve a common goal.” Northouse (2007)

II. Ways of Conceptualizing (At least 6)

- a. Leadership as the focus of group
- b. Personality perspective
- c. Leadership as an act or behavior
- d. Leadership as a power relationship
- e. Leadership as a transformational process
- f. Leadership as a collection of skills

III. Core characteristics of the Leadership phenomenon

- a. Leadership is a process
- b. Leadership involves influence
- c. Leadership occurs in a group context
- d. Leadership involves goal attainment

IV. Leadership Dichotomies

- a. Trait vs. Process Leadership (Illustrations)
- b. Assigned vs. Emergent Leadership
- c. Leadership vs. Management

Elements of Power

- Why should we study power: It is a way to get things done, To protect ourselves

I. Premises about power

- a. Power is a potential force
- b. Power is a social relation
- c. Power is situational
- d. Power is dynamic
- e. Power exists within a social system

II. Where does power come from?

- a. Positional sources
 - i. Hierarchical position > authority
 - ii. Control over critical resources
- b. Relational sources
 - i. Power that comes through our social network
- c. Personal sources
 - i. Charisma
 - ii. Language skills
 - iii. Appearance

III. Is all power the same? 5 different kinds of power (French & Raven, 1959)

- a. Referent power- Follower like and identify with the leader (school teacher adored by students)
- b. Expert power- Leader is perceived as competent and knowledgeable (tour guide)
- c. Legitimate power- Associated with formal job authority and status (judge's authority to sentence)
- d. Reward power- Leader has the capacity to reward others (Supervisor who gives rewards for hard work)
- e. Coercive power- Based on the leaders' capacity to punish or penalize others (a coach)

