

LEADER CONVERSATION GUIDE

Vision-Casting

Episode 93

4 Roles a Senior Pastor Can't Delegate (Part 1)

Senior pastors are often trying to do too much. Too hand-ons. They're often not empowering other leaders. And if they do? Sometimes that makes it even more difficult to know what their priority responsibilities should be. In this episode, Tony and Amy unpack the four roles senior pastors need to focus on, especially as they grow their churches beyond 1,000.

First: Where are we going?

- Vision clarity has to come before vision casting.
- Ask the question, "Where are we going?"
- Getting clarity on vision should happen in a team. The ideal size is 8-10 people - any more than that and it gets impossible to find agreement on direction.
- Vision should be bold enough that it rallies people to prayer and believing God to do what only He can do, but not so big that people can't see it.
- Paint a picture with specific objectives, but don't get too far into the nitty gritty details.
- Evaluate: Will this vision rally people? Does it help you fulfill God's mission for his church?

Then: Why and how?

- Answer two important "why" questions:
 - Why are we going there? (Church's perspective)
 - Why is it important to me? (Congregants' perspective?)
- Explain how the pain of not pursuing the vision would be far greater than the pain of pursuing the vision. Why does the mission win if the church embraces this? Why is it important for each person?
- Storytelling is imperative. Stories will help you move from information to inspiration. Good vision casting will move both the mind and the heart.
- Share how the vision will be accomplished. What's the strategy? Timing? Who is going to be involved? How will we know when the vision has been accomplished?
- Pursuing a new vision always requires some sort of change. Helping people feel like they're part of the process creates buy-in.

Vision-Casting Process

- Make the ask; invite people to join you on the journey to accomplish the vision.
- Rally people: prayer, time and financial support.
- Don't ask anyone to do anything you aren't doing personally.
- The bigger the ask, the more personal the ask needs to be. In other words, if you're inviting people to make significant investment of their prayer, their time, their financial resources— it needs to be more personalized. Many times, it will need to be a one-on-one conversation.
- Don't forget vision-casting to staff. Leaders on your staff team need to be modeling and helping your church to see the vision God's given your church become reality. They have their heads down *doing* the ministry. You need to cast a vision to them regularly.

“A vision without a voice is just a dream, and that's why vision casting is such a critical responsibility for senior pastors. If you're the primary voice people here on a regular basis, you can't delegate vision-casting to anyone else. You have to lend your voice to that vision.” - Tony Morgan

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