
Where is God Leading Your Church?

Developing Mission, Values and Vision

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We Worship a God of Vision

"For thus says the LORD:

'When seventy years are completed for Babylon,

I will visit you, and I will fulfill to you my promise and bring you back to this place.

For I know the plans I have for you, declares the LORD,

plans for welfare and not for evil, to give you a future and a hope.

Then you will call upon me and come and pray to me, and I will hear you.

You will seek me and find me, when you seek me with all your heart.

I will be found by you, declares the LORD, and I will restore your fortunes and gather you from all the nations and all the places where I have driven you, declares the LORD, and I will bring you back to the place from which I sent you into exile."

Jeremiah 29:10-14

"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth."

Acts 1:8

"And he brought him outside and said, 'Look toward heaven, and number the stars, if you are able to number them.' Then he said to him, 'So shall your offspring be.' And he believed the LORD, and he counted it to him as righteousness."

Genesis 15:5-6

Where is God Leading your Church?

You should have an idea of where you believe God is leading your church, **before** you call a pastor. You need a balance between general and specific direction. If you are *too specific* you will have trouble finding a pastor who fits. But if you are *too general* you may call a pastor who does not fit.

Knowing the following three elements will help you to determine your church's general direction, which will help you to choose a Lead Pastor who fits with where you believe God is leading your church.

- **Mission**
- **Core Values**
- **General Vision**

i. What is your Church's **Mission**?

*"Every church must have a mission. The Saviour has already given the church its mission back in the first century. The mission is to make disciples, according to Matthew 28:19, Mark 16:15, and Luke 24:45-49."*¹ Malphurs & Penfold

Note that in most evangelical churches, many people will agree with having a mission rooted in the Great Commission.

Sample Mission Statements:

"Our mission is to make disciples of Jesus, to the glory of God."

"A loving, growing church making disciples of Jesus in The Beach, Toronto, and Beyond."

Does your church know its mission?

ii. What are your Church's **Core Values**?²

Your church's Core Values express what is important to you. It is important that your core values be more than biblical truisms. Your values should express unique characteristics that resonate with your church's DNA. You should try to narrow your list of Core Values down to six, with a maximum of ten.

Examples of Core Values:

Biblical Preaching

Innovative Ministry

Pursuing Excellence

Relentless Evangelism

Children's Ministries

Community Connections

Biblical Counselling

Strategic Partnerships

What are your church's core values?

iii. What is your Church's **General Vision**?

To develop a specific vision, you need to have your next pastor in place. However, you should have a general idea of where your church is headed.

McIntosh and Rainer suggest that the vision should be the intersection of these three areas:

- The Pastor's gifts and passions
- The Congregation's gifts and passions
- The Community's needs

You will not yet know your pastor's gifts and passions, but you can list and/or discover your congregation's gifts and passions, and your community's needs. As you look for a new pastor, you will want to find one who fits with the general vision that you believe God has for your church.

What is your church's general vision?

¹ Malphurs and Penfold, *Re:Vision*, 210.

² Aubrey Malphurs' *Values Driven Leadership* is an excellent book about determining your church's core values.

Developing a General Vision

Malphurs and Penfold give a helpful list of items that could be in the vision statement:

There are a number of possibilities that would convey the vision you see.

Following are some:

- the church's desire to reach its community,*
- its vision for making disciples,*
- its dream for mobilizing the congregation,*
- its vision for staffing,*
- its vision for its future location and facilities,*
- its vision for stewardship.*

Other possibilities are your mission statement, core values, size, creativity/innovation, prayer, technology, multicultural goals, social issues, treatment of outsiders, church planting, multisite ministry, missions, various types of ministries, areas of passion and so forth.³

Q1: *Does your church have a mission statement, core values, or a vision statement? If yes, do you think they represent where God is leading your church?*

³ Ibid., 159.

Q2: *Based on your prayer and thinking so far, what items do you think will be part of your church's:*

...Mission?

...Core Values?

...Vision?