



Vision to Implementation Planning (VIP)

Just about every church leader has experienced a visioning process that leads to nowhere. The problem is that most visioning processes are long on vision and short on implementation.

The Vision to Implementation Planning process (VIP) is designed to take a church through a visioning process that leads to the implementation of the church's vision through the creation of a unified ministry plan. The four phases of the process are implemented through two leadership *Summits* designed to include up to sixty of the church's leadership community, a two-day core leadership team retreat and a one-day core leadership team follow-up ministry plan "scrub" meeting. Implementation is empowered through monthly coaching and quarterly on-site visits by your VIP facilitator/coach as well as customized team and leadership development opportunities. The four phases are:

ASSESS

Summit #1

If an organization is going to change it must first come to terms with its own current reality. Summit #1 focuses on the construction of a Church Journey Wall that reflects the church's unique journey, turning points, lessons and values. The Summit concludes with a time of reflection and prayer surrendering the church as well as this process to Jesus.

CLARIFY

Summit #2

The church leadership will gain clarity on its primary and supporting mission focus groups. Then using a visioning exercise the group will seek to clarify what the church's impact will look like (vision) as it reaches those God is calling them to reach. The shift from vision to strategy is made as the strategic values the church must embrace if it is going to accomplish God's vision are identified. The Summit concludes by identifying the people flow process and core ministries the church will employ as its disciple-making strategy.

ALIGN

Leadership Team Retreat – Align

The retreat is intended for the core leadership team within the church. This should include key staff, elders and board members. The total number should not exceed 16.

The purpose of the Leadership Retreat will be to further develop and prioritize the church's ministry plan. Key components will include:

- Refined Core Ministries and Disciple-Making Process from Summit #2.
- A Ministry Dashboard that will include measurable indicators of ministry success and the drivers that will move the church toward the accomplishment of those indicators
- A prioritized list of core issues the church will need to address as it seeks to accomplish its vision.
- A prioritized list of W.I.N.'s (What's Important Now) based on the core issues.
- Action Initiative Profiles that include a well-defined objectives, key deliverables, targeted delivery dates and team leaders.

Leadership Team Ministry Plan "Scrub" Meeting - Align

The purpose of this meeting is to literally give the church's ministry plan a final "scrubbing." The meeting will include:

- A presentation by each Action Initiative Team leader of their team's work on the situational analysis that their team did on their respective Action Initiative as well as the teams completed Action Initiative Plan. This includes action steps, status of each step, who is responsible, targeted delivery dates, and the cost. The leadership team will have an opportunity to speak into ("scrub") each Action Initiative Plan.
- The creation of a Dovetailed Timeline that will allow the leadership team to observe all the activity on all the Action Initiative Plans in a clear at-a-glance format. This will allow the leadership team to sort through and manage the progress and integration of all action initiatives.

IMPACT

Implementation Coaching

The ministry plan champion is the person tasked by leadership to be responsible to oversee the implementation of the mission plan. Monthly coaching and unlimited email interaction offers trouble-shooting and just-in-time learning as the Ministry Plan Champion seeks to manage the implementation of the Ministry Plan.

Quarterly On-Site Visits

During the quarterly on-site visits the consultant/coach will meet with the leadership team to evaluate and make necessary adjustments vital to the implementation of the ministry plan. This will include:

- Updating the Ministry Dashboard.
- Reviewing the progress of each action initiative and help coordinate the hand-off of each initiative when completed.
- Integrating additional W.I.N.'s into the implementation cycle as new Action Initiatives.
- Updating the Dovetailed Timeline.
- Dealing with issues such as organizational design, people placement and development, organizational culture, and organizational systems and processes.

OUTCOMES

At the conclusion of the three to five month VIP process the church will have a ministry plan that will include:

- A clearly articulated biblical purpose statement of why the church exists.
- A well-defined understanding of the church's primary and supporting ministry focus groups.
- A clear, common and compelling vision statement of the impact God desires the church to make in the world.
- Clearly defined strategic values that will drive the behaviors necessary for the church to accomplish its vision.
- Identified core ministries and people flow process that the church will employ as its disciple-making strategy.
- A ministry dashboard that will allow the church leadership to measure the progress of the ministry plan.
- A process for identifying W.I.N.'s (What's Important Now) and creating actionable steps in addressing the core issues that will lead to the accomplishment of the church's vision.
- Clearly defined and actionable Action Initiative Plans with empowered teams.
- A dovetailed time line that provides for the coordination of the Action Initiative Teams.
- A Ministry Plan Playbook that will include a "Plan-on-a-Page".