



Seven Steps to Fulfilling God's Vision – Session 4

Pastor Marc Estes

VI. Implement the Vision – Capabilities of the workers

STEP 5 - Once you have developed your strategy, IMPLEMENT IT! Vision without implementation is fantasy. Most ministries rise or fall on the pressure point of implementation.

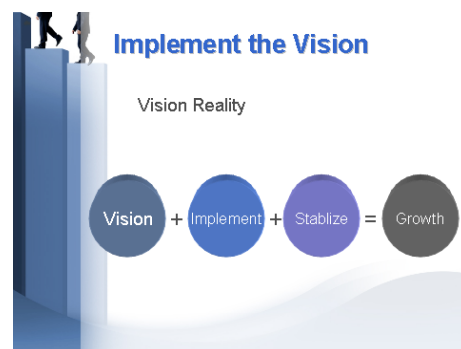
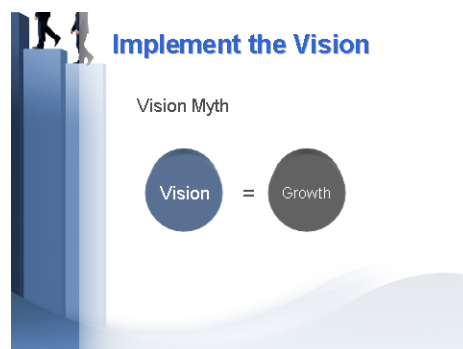
A. Implementation is simply the process of activating a strategy.

1. Hardest part of dieting is just starting. Hardest part of working out is going to the gym. We all may have the greatest intentions, but unless activated means nothing! Nike, "Just do it."

Coach Potato Marathon - U.S. News & World Report gave a snapshot into this relatively uneventful event: "On your mark, get set, loaf! This year's Coach Potato Marathon got off in true sedentary style with contestants relaxing on a well-worn couch and watching a videotape of the course they did not run. Participants in Sunday's non-marathon collected pledges for each of the twenty-six miles of open highway none would ever jog ... Couches were parked in front of the television set. On the screen was the course video, with a red arrow pointing to the center of the screen that said, 'You are not here.' Mary Hamilton, the program coordinator said the event was to raise finances for the city's homeless shelter. Their first thought was to run a marathon, but as Mrs. Hamilton put it, 'That's too much work for us.'"



2. There are some leaders that make it happen, some leaders watch it happen, some leader that say what's happening. Some even say what just happened?
3. Vision Myth - V = Growth: We are very good at planning great visions, casting great visions, praying for great visions, promoting great visions, marketing great visions and preaching great visions. All are needed, but none fulfill vision.



4. Vision reality depends on implementation - V + I + S = Growth
5. You have to do more than determine to do it, you have to do it.

VII. Pastor the Vision – Care for the Workers

STEP 6 - Here are some important vision caring principles that cannot be overlooked by the leader. This is one of the most critical components to fulfilling vision. Pastoring the leaders and people through it.

A. Vision must stretch the leader, before it stretches the people.

1. If you can't fully embrace it and give yourself totally to it, your leaders never will. It is not what you confess, but what you possess that moves a team into their God-given destiny

#Are you being stretched? If not, you have stopped growing.

2. God's vision will always exceed your vision, your gifts, talents and abilities. If you can logically get your mind around it with ease, it probably isn't God. **#Ask Abraham, Moses, Gideon!**

Isaiah 55:8, 9, "my ways are far beyond anything you could imagine... my ways are higher than your ways and my thoughts are higher than your thoughts..." (NLT)

Eph. 3:20, "By His mighty power at work within us, He is able to accomplish infinitely more than we would ever dare to ask or hope." (NLT)

#CBC Defining moment – PF/ELT looking at future, gridlocked parking lot, church being quite successful, given it a hard 50 years. Do we settle, or take another mountain? Joshua 17

B. Vision is built through people

People are the purpose for the vision and not a vehicle to the vision. The reason we exist is people. **#Pastor once told me, "I could build a great church if the people would get out of the way!"**

1. Every person matters to God therefore they matter to us.
2. The reason we exist is ... people. We are trying to reach... people. We are to disciple...people. We teach... people. We pastor... people. Vision is built through AND for people (need both).
3. Ministries, programs and events are not the 'end,' but a means to the end. People are the 'end.'

C. Vision requires investing your time in the right group of people.

One of the greatest challenges of a pastoral leader is the compassion we feel to those that are hurting. We tend to gravitate to those that need us most. I understand that Jesus left the 99 to go after the one, but when it came to accumulative time spent, he spent more time with twelve men than all humanity combined!

1. Pareto's 80/20 Principle- Focus of priorities =productivity

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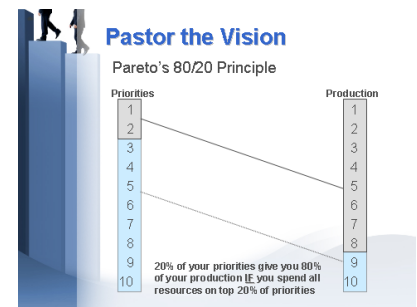


Pastor the Vision

- Vision must stretch the leader before it stretches the people.
- Vision is built through people.
- Vision requires you investing your time in the right group of people.

- 20% of our time produces 80% of the results.
- 20% of the people take 80% of our time.
- 20% of our sermon content produces 80% of the impact.
- 20% of the people give 80% of the money.
- 20% of the people at a picnic eat 80% of the food.

2. We must strategically devote the majority of our time on those that will build the vision. (Eph 4) If we do not equip the saints, we will not fulfill our vision!



#QUESTION – What challenges do you face in this area? What changes do you think should be made to correct them? How much work are you doing, vs. how much work are you getting them to do?

Q – A good leader does the work of ten men and a great leader gets ten men to do his work.

D. Vision moves only as fast as people are willing to embrace it.

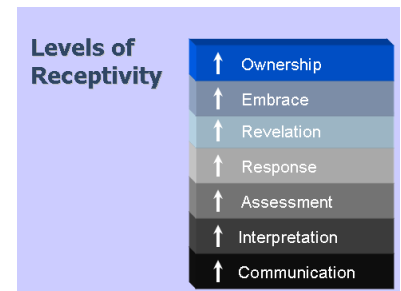
1. There are various stages of vision receptivity. A person's receptivity can be affected by a variety of factors; personality, maturity, gifting, communication, level of position, and how it affects them personally.

#CBC Multi-site, city reaching vision shared in 1995, launched in 2003. Also lost some people along the way.

#QUESTION – What vision elements are you or your people currently grappling with today? What is your strategy to bring them to embrace it?



2. Levels of receptivity:
 - Communication – Vision is communicated.
 - Interpretation – People interpret, their perception.
 - Assessment – They analyze vision and its affect.
 - Response - Can be negative, positive or neutral.
 - Revelation – They get it. They get on or off board.
 - Embrace – Those that stay get excited.
 - Ownership- Once it is owned, you are successful.



3. We must learn to identify where leaders are at in the process and be willing to take the time to coach them through the process until they own the vision. Remember people are your most precious commodity. If no one is following, you are not leading, just on a walk.

E. Vision will inevitably produce change

1. People love vision, but don't like the affects of it. Vision will always confront complacency and familiarity. **#Cloud in Wilderness**
2. Vision = change. That's why its vision. Changing from one thing to another.



3. Expect change, encourage change, welcome change.
4. Change is healthy, necessary. Get used to it; it is God's way of keeping us focused on Him and His purposes. His purposes are moving, expanding and increasing.

F. Vision requires faith

1. Every vision from God is beyond our natural ability to reach it. We must create a culture of faith and expectation. The greatest killer to vision is doubt and disbelief.

Hebrews 11:6, "Without faith it is impossible to please God."

George Muller, "Faith does not operate in the realm of the possible... Faith begins where man's power ends."



2. The level of faith in the leadership determines the level of vision fulfillment. We must create a culture of bigness and expectation.

David Schwartz says, "Where success in vision is concerned, people are not measured in inches, pounds, college degrees or family pedigree; they are measured in by the size of their thinking. How big we think determines the size of our accomplishments!"

Proverbs 23:7, "Just as a man thinks, so is he." What do you think about yourself or church?

G. Vision is spelled H.A.R.D.W.O.R.K

1. Most people want to accomplish great things, but are simply unwilling to pay the price to accomplish them. We want \$1000 results on \$1 of effort.
2. "You reap what you sow. if you sow sparingly, you will reap sparingly..." Law of divine retribution.
3. Most people who have accomplished great things did it through dedication and hardwork first, and talent second.

Neh. 4:6, "and the entire wall was joined up to have its height, for the people had a mind to work."

4. Vision will take more of your time, more energy, more sacrifice. But why are we here?

#Mother Theresa asked by Jim Tuiey (Pres. Bush's Director of Faith based initiatives), "You look so tired, why don't you just stop and relax for a while?" She looked up at him, "I will rest when I get to heaven."

H. Vision stretches people beyond their level of comfort

1. Let's just recognize that vision is getting people to do what they don't want to do so they can become what they are supposed to become.
2. We must ask ourselves, "is it God's will that they stay that way?" If the answer is, "no," then we have to ask ourselves, "what role do I play in challenging them to get out of their comfort zone?"

People are like sharks, they grow into the environment in which they're placed. You take a baby shark and put it into a small aquarium and it will stay small. You put it into the endless ocean and it will grow huge. People who are not stretched beyond their comfort will remain small in the potential.

3. What size tank (church vision) do you create for your leaders? It is perfectly alright to stretch people. God actually did this frequently. From Genesis to Revelation, God's people were stretched.
4. Don't apologize for asking them to build the church... Jesus never did, neither should we!

I. Vision will require the increased giving of precious resources

1. Vision is spelled, M.O.N.E.Y."
2. In every account in the Bible where God was ready to do something significant, he put it on the hearts of the people to sacrificially give of their precious resources to accomplish the goal.

Psalm 110:3, "My people will be willing in the day of my power." (Nadabah)

- Tabernacle of Moses (Exodus 35). Had to stop the giving.
- Temple of Solomon – David gave \$millions of his own personal treasure
- Book of Acts – Sold ALL of their possessions laid at apostle feet, met needs.

3. Don't apologize for asking for resources. If it is God's vision, He will put it on their hearts to give.
#CBC – Faith Harvest season produces our opportunity money as a family. Stirred each year.
4. You can't build something supernaturally that doesn't cost you something naturally. That is God's economy. Forces people to align life with His.

VIII. Multiply the Vision – The capacity of the workers

FINAL STEP 7 - Once implementation takes place, multiplication MUST be a part of the strategy in which to fulfill vision. We will never win the world without a strategic plan to multiply.

For years, the term, "multiplication" has more concerns that excitement. It has been associated with sterile, non-personal, modern-day techniques that bypass relationships for the sake of obtaining big numbers.



#CBC with pastor's in late 90's. Multiplication was a cuss word.

A. Multiplication is a God idea

The word multiply shows up in the first chapter of the Bible! It is a command established by God to man in the first of the nine covenants; the Edenic covenant. We then see this carried out throughout the Word to us. The command still applies and is still greatly needed.

Genesis 1:28, "The God blessed them, and God said to them, "Be fruitful and multiply; fill the earth and subdue it; have dominion over the fish of the sea, over the birds of the air, and over every living thing that moves on earth."

Multiply = (Hebrew) Rabah, "to bring up continually, enlarge, exceedingly increase in quantity."

Genesis 22:17, "blessing I will bless you, and in multiplying I will multiply your descendants as the stars of the heaven and as the sand which is on the seashore; and your descendants shall possess the gate of their enemies."

Galatians 3:29, "now you belong to Christ, you are Abraham's seed and heir to the same promise."

B. Multiplication is our mandate

We have received the revelation and the promise, we now must accept the mandate! New Testament shows these principles. Look at the multiple generations of multiplication in these two verses.

Ephesians 4:11-13, "It was (1)he who gave some to be (2)apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, (3)to prepare God's people for (4)works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

2 Timothy 2:2, "And the things you have heard (1)me say in the presence of many witnesses entrust to (2)reliable men who will also be qualified to (3)teach others,"

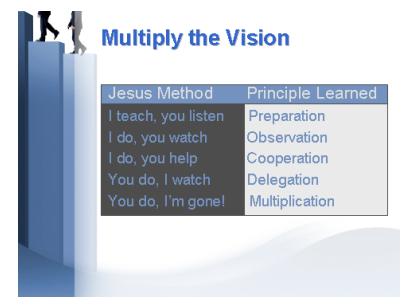
Additional scriptures: Mark 16:15-20; Acts 1:8

1. Jesus spent more time with twelve men, than all of humanity combined!

2. We too, must spend our greatest energies on building reproducing leaders not just faithful followers.

Q- "You will never be successful in ministry until you have spiritual grandchildren." Me in old school measured parenting.

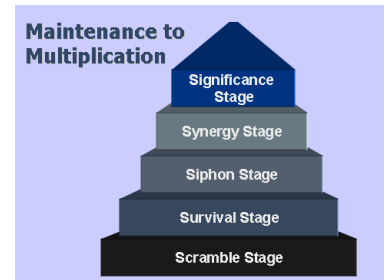
Q- "The question isn't will our children have faith, but will our faith have children!"



Jesus Method	Principle Learned
I teach, you listen	Preparation
I do, you watch	Observation
I do, you help	Cooperation
You do, I watch	Delegation
You do, I'm gone!	Multiplication

C. Moving from Maintenance to Multiplication

Many leaders live in maintenance mode, it is shown by their fruit. The main goal is keep from losing ground rather than trying to make progress. That is the lowest level of leadership when it comes to the development of people and fulfillment of vision. Here are the five stages that exist from maintenance and multiplication: **#Which R U?**



1. Stage 1: The Scramble Stage

About 20 percent of all leaders live on the lowest level of the development process. They are not doing anything to develop people in their organization, and as a result, their attrition rate is off the charts. They can't seem to keep anyone they recruit. That's why we say they're in the scramble stage – they spend most of their time scrambling to find people to replace the ones they lose.

2. Stage 2: The Survival Stage

The next stage in the development ladder is survival mode. In it, leaders do nothing to develop their people, but they do manage to keep the people they have. About 50 percent of all leaders function this way. Their organization is average, the leaders are dissatisfied, and no one is developing personal potential. No one really benefits from this approach to leadership. Everyone merely survives from day to day without much promise or hope for the future.

3. Stage 3: The Siphon Stage

About 10 percent of all leaders work at developing their people into better leaders, but they neglect to build their relationship with their people. As a result, their potential leaders leave the organization to pursue other opportunities. In other words, they are siphoned off from the organization. That often leads to frustration on the part of the leader because other people benefit from their effort, and they must devote a lot of time to looking for replacements.

4. Stage 4: The Synergy Stage

When leaders build strong relationships, develop people to become good leaders, empower them to reach their potential and are able to keep them in the organization, something wonderful happens. It is often called synergy, meaning that the whole is greater than the sum of its parts because the parts interact well together and create energy, progress, and momentum. A church on the synergy level has great morale and high leadership satisfaction. Everyone benefits. Only about 19 percent of all leaders reach this level, but those who do are often considered the very best there are.

5. Stage 5: The Significance Stage

Many people who reach the synergy level never try to go any farther because they don't realize they can take one more step in the development process and that is to the significance level. Leaders on that level develop and reproduce leaders who stay in the organization, work to reach their potential, and in turn reproduce themselves in other leaders. And this is where influence really multiplies. Only about 1 percent of all leaders make it to this level, but the ones who do are able to tap into almost limitless growth and influence potential. A handful of leaders continually functioning on the significance level can make an impact on the world for generations to come!

#Who are your spiritual grandchildren?

#Difference between a great leader and a multiplier: Charles Finney the evangelist was able to lead over 250,000 people to Christ during his entire lifetime. On the other hand, William Booth, the founder of the Salvation Army was committed to reproducing himself into the lives of young leaders. During the period of 1881-1885, booth and his soldiers reached over 250,000 people in just four years as well as build the foundation for a ministry that is still touching millions today.

$1 \times 2 \times 4 \times 8 \times 16 =$ reach entire world in 4.5 years

IX. Fulfillment of Vision – Reward for the workers

A. The fulfillment of vision depends on the combination of all of the components of vision

1. All seven steps must be included in order to see vision fulfillment.
2. The absence of any step or the minimizing of their importance will hinder the results.
3. As we close, let me give you one last personal thought for you to consider:



B. Eternal rewards are great, but they are conditional.

1. There are eternal rewards that await each of us. For some it may be a mansion, others gate insurance. Much has to do with our motives behind our actions.
2. At the end of our journey all of the eternity will know the motives behind our vision. We might accomplish great things while here on earth but if our motives are wrong, it will profit us nothing.

1 Corinthians 3:12-15, "If any man builds on this foundation using gold, silver, costly stones, wood, hay or straw, his work will be shown for what it is, because the Day will bring it to light. It will be revealed with fire, and the fire will test the quality of each man's work. If what he has built survives, he will receive his reward. If it is burned up, he will suffer loss; he himself will be saved, but only as one escaping through the flames."

3. Heaven will be filled with abundant rewards for those who sacrificially gave their lives for building His kingdom. My two life scriptures that I set my entire life upon are:

a. The words to those I leave behind to carry the baton.

2 Tim. 4:7-8, "I have fought the good fight, I have finished the race, I have kept the faith. Now there is in store for me the crown of righteousness, which the Lord, the righteous Judge, will award to me on that day—and not only to me, but also to all who have longed for his appearing."

b. The words of Jesus to me.

Matthew 25:21, “Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master’s happiness!’

Conclusion:

What are you building? Why are you building it? Who are you building for?

If this vision you have received is great and from God; give your life to it. If it isn’t get out of it today.

Heaven is waiting and eternity is watching. What will you be remembered by?

Close in prayer.