

LEADER CONVERSATION GUIDE

Leading with a Fresh Sense of Vision - Episode 214

Winning in Your New Leadership Role (Part 1)

It's being called "The Great Resignation:" Nearly **two-thirds of workers** aren't just considering leaving their current job, they are **looking** for a new job ([according to a PwC survey](#)). That tells us that many of the leaders reading this are either in a new position or looking for one. That's why, in this new podcast series, we're discussing how you can **win** in your new leadership role.

In the past, incoming pastors were often hesitant to "rock the boat" when entering a new role. But after the events of the last year and a half, almost every church started to question their direction and vision, their strategies, and whether or not they had the right people doing the right things. New pastors, and even existing pastors, are in a position where it's **more important than ever** to help their teams and congregations embrace a fresh direction for where the ministry is headed.

As uncertainty increases, so does the desire for a clear sense of direction.

[Vision-casting](#) is one of the four roles a senior pastor can't delegate. But that doesn't mean the senior pastor is the only one who can **receive** a vision for the church.

Encouragement for Casting Vision

There are two things senior pastors struggling with vision might need to hear:

1. **Vision is not exclusive to you.** With the death and resurrection of Jesus, the veil was torn in two. Instead of only the high priest being able to enter the Holy of Holies, now every believer has full access to God. Every believer is a priest. We are the priesthood of the believers. We can all hear from God.
2. **Vision does not come from you.** Vision for the church doesn't come from a person, it comes from God. You don't have to come up with this sense of future direction on your own. In fact, we've found it's a lot easier to hear from God if you lean into the power of the Body of Christ. This process of hearing from God is a lot easier when there's a team of church leaders praying, listening, processing and confirming vision together.

There's another huge benefit to this approach: Rather than one leader owning the vision, there's an entire **team** of leaders who **own the vision**.

The senior pastor can't delegate casting the vision, but they don't have to create the vision on their own.

Distinguishing Mission and Vision

Leading your church with a fresh sense of direction is different than helping your church understand its mission.

- **Mission** is often captured in a brief statement that says, "This is why we exist." It's probably mentioned in your Sunday services or painted on the wall of your lobby.
- **Vision** is about creating a clear picture of where we're heading into the future. In other words, it's helping us understand a specific destination. We're not there yet, but we have a sense: This is where God's taking us.

When you don't have clear vision, the loudest people in the room will make their case. And when you leave your future direction to the loudest people in the room, it ends up becoming a competition for attention and resources.

Healthy churches are **united in mind and purpose**. They are fully **aligned**. And because of that, we have to get clarity and alignment around vision to make sure everybody is [pulling into the same direction](#).

Next Steps

If you're trying to clarify this fresh sense of direction, especially in a new leadership role, we'd love to have a conversation about working with you and your team to identify your church's next bold moves. [Start a conversation today](#).

Listen to the episode on Apple Podcasts or at theunstuckgroup.com/episode214.