



Theological Vision *Shapes* Organizational Vision



Vision...

... seeing things at a *great distance* and with *great depth*.

... a consuming, passionate, and compelling *inner picture*.

... seeing what others may not see.



First, we envision or “**see**” the people we lead...

before we outline what action is desired of them!

“Open the eyes of my heart, Lord...”

We envision ministry ...
not just **to** the people,
and **for** the people,
but ministry **with** the people
and ministry **by** the people!

A theological vision is an inner picture of our identity and calling...

- **who** we are as the people of God,
- **what** we are called to do in the mission of God, and
- **how** we are to live together as the family of God.

Christlike leadership is grounded in these biblical perspectives ... not just in organizational skills.

The primary motivation of our actions ... must be ***deeply theological***.

I and Thou

The most healthy and mature relationship possible between two human beings ... an I-Thou relationship.

In such a relationship, one recognizes that both are made in the image of God.

I and Thou

This makes the other person a “Thou” to me.

Every person deserves respect—that is, I treat them with dignity and worth.

They are God’s own creation to be served with ***respect, dignity, and grace.***

I-It Relationship

We relate to others... as individuals to be
“dehumanized” or “objectified” by us
for ***our*** benefit... ***our*** purposes!

“Whoever wants to become great among you must first be your servant, and whoever wants to be first, must be slave of all. For even the Son of Man did not come to be served but to serve” Mark 10:43-45a.

*Jesus made leading...
dependent upon
service to others.*

*All Christians are
called to this ministry
of serving others in
Jesus' name!*

*We use our leadership gifts
and graces in developing the
equally specific gifts of the
people whom we lead and
serve.*

We nurture, mentor, model, and reflect this theological vision through

- *clear communication with our people,*
- *integrity in our relationships,*
- *the way we make and implement decisions, and*
- *the credibility we establish through serving them and working with them.*

Servant leadership is the transference of theological vision!

One transformative insight...!

God grieves... when we fail to treat those we lead as
the people of God,
as brothers and sisters in Christ,
as the fellowship of the Spirit, and
as members together of the family of God
(*Eph 4:25-5:2, especially 4:30b*).

The Spirit of God is deeply concerned with the speech of His people.

I NEED YOU

I FORGIVE YOU **I trust You**

I LOVE YOU

I accept you **I RESPECT YOU**

I accept your forgiveness **I SERVE YOU**

When we do *not* live together by these guidelines,
God is *grieved* (Eph 4:30b).

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***Offending a sister
or brother by a
false word or act
especially grieves
God.***





Our gentleness should be known to all (Phil 4:5).

Our words are to be channels of God's grace to others (*Eph 4:29*).

Guard against sarcasm, judging, cynicism, condescension, and gossip (*Eph 4:31*).

Leading with theological vision...

equips us to care enough *to confront* our sister or brother in Christ.

We speak the truth in love, and we *to allow our brother or sister in Christ to speak truthfully to us.*

Relationships within a faith community are intensely theological.



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Bring out the best in those around you, not the worst.

Encourage them. Bless them. Honor them.

Do not treat them as objects. Do not belittle or ignore them.

Dietrich Bonhoeffer, in his book, *Life Together*,
The Ministry of Holding One's Tongue.
The Ministry of Meekness (or humility).
The Ministry of Listening.

My challenge ... ***connect intentionally***
the faith in Christ you profess and proclaim
to the way you live and lead.

The Spirit of God is pleased
when we ***intentionally*** relate to each other
as ***redeemed*** children of God.

Articulate a theological vision of...

- ***seeing*** the people you are asked to lead as God sees them,
- ***guiding*** those whom you lead, and
- ***embracing their*** identity as the *graced, blessed, called, and gifted children of God!*

**This theological vision of servant leading
*empowers, strengthens,
changes, and guides us*
when we lead *decisively and faithfully*
in our *unique* leadership assignments!**