

CREATE A LEARNING CULTURE FOR EVERY LEADER

Terry Scalzitti

@Tscalzitti

5 Principles that Build Upon One Another

1. Vision

- **Principle: Ministries Need Vision**
- **Problem: Most Leaders Don't Know How to Cast Vision**
 - Vision - a picture of what your end goal is, the picture that you see? Not words, or a goal, it is a picture.
 - **To change the culture, we need to create a vision**
 - Do you have a vision? a picture of what it looks like? Vision leaks... say it again. Keep repeating the vision.
 - POINT THEM TO THE SAME PICTURE, make it simple.

2. Strategy

- Strategy is a a plan of action with an end in mind.
- **Principle: Vision needs strategy**
- **Problem: most leaders don't review their strategy**
 - most leaders recycle someone else strategy. We don't want to recreate the wheel. Use your own strategy. Every strategy needs to be tweak for your community, area and context.
 - Different visions by ministry & context.
 - A lot of visions, a lot of strategies and we try to accomplish them at the same time
 - **Prioritize your biggest 3 strategies every quarter**

3. Teams

- we don't develop effective teams

- **Principle: ministries need teams**
 - **Problem: most leaders don't know how to give ministry away, look for renters and not owners.**
 - you are failing at ministry, if you are doing all of it, give your ministry away
 - invest in owners, not renters
 - Ego issue or trust issue - empower your leaders look for OWNERS
 - however, most develop teams if you don't have a strategy, no strategy without visions
- 4. Training**
- **Principle: all leaders need and desire training**
 - **Problem most leaders are not trained**
 - our volunteers become renters in a space watching kids if they aren't trained.
 - less than two minute training clips - vision strategy and one tip
 -
- 5. Replace**
- **Principle healthy ministries grow God intends every ministry of Him to grow,**
 - **Problem most ministries never reach their potential**
 - **Who are we equipping and empowering to take over**

