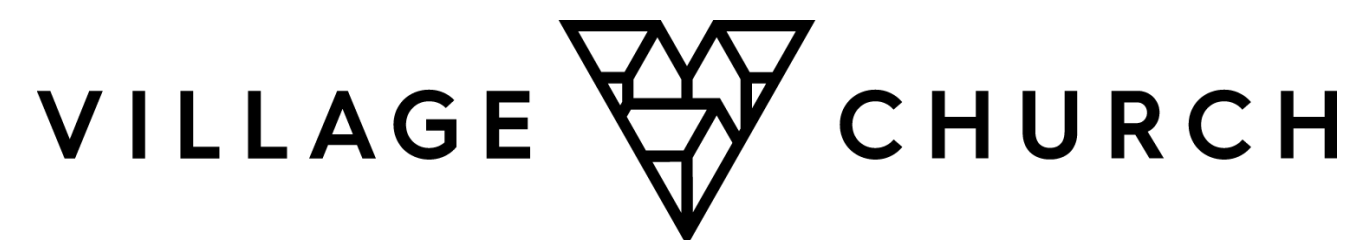


# Leadership Track 101

VCIL Leaders Training



# VCIL Structure & Values 101

In this 40-minute session we will train you on VCIL's lingo, org charts, and leadership values.

# VCIL Lingo

**VCIL:** Village Church of Illinois

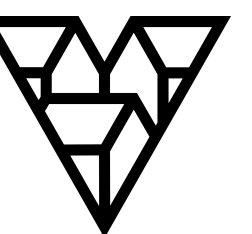
**DT:** Directional Team

**LP:** Lead Pastor

**CS:** Central Services

## **Locations:**

- **VCOB or VCB:** Village Church of Bartlett
- **VCE:** Village Church East (Carol Stream)

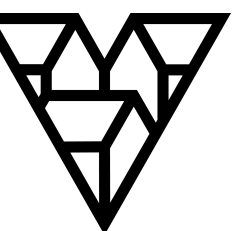


# VCIL Lingo

**MD:** Ministry Director

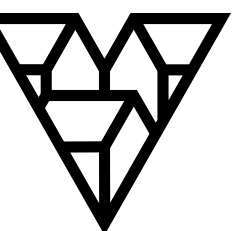
**CLT:** Core Leadership Team

**CT:** Core Team

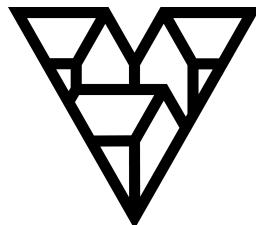
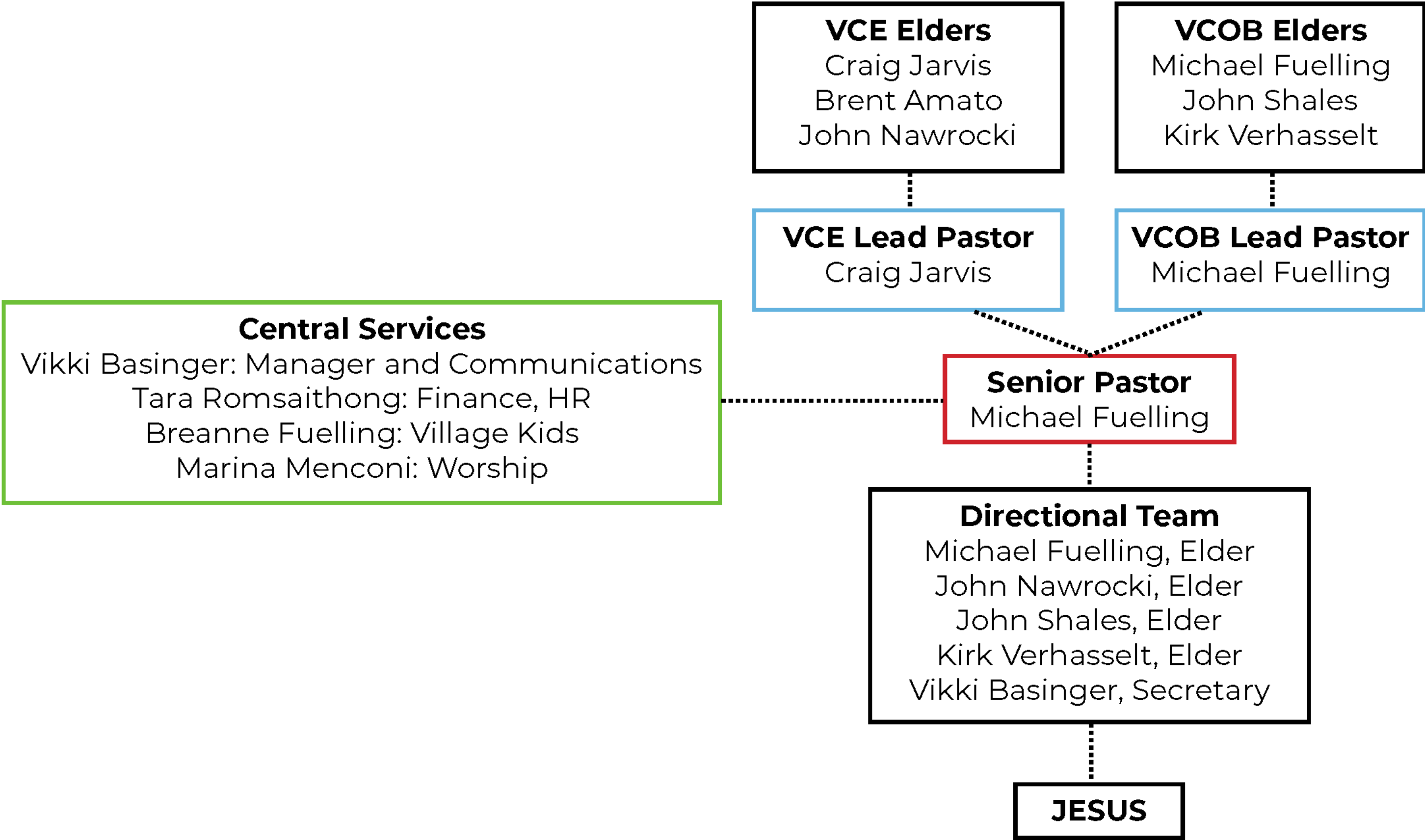


# VCIL Lingo

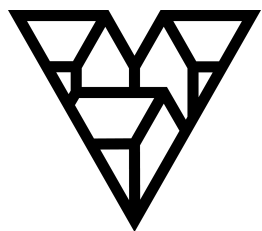
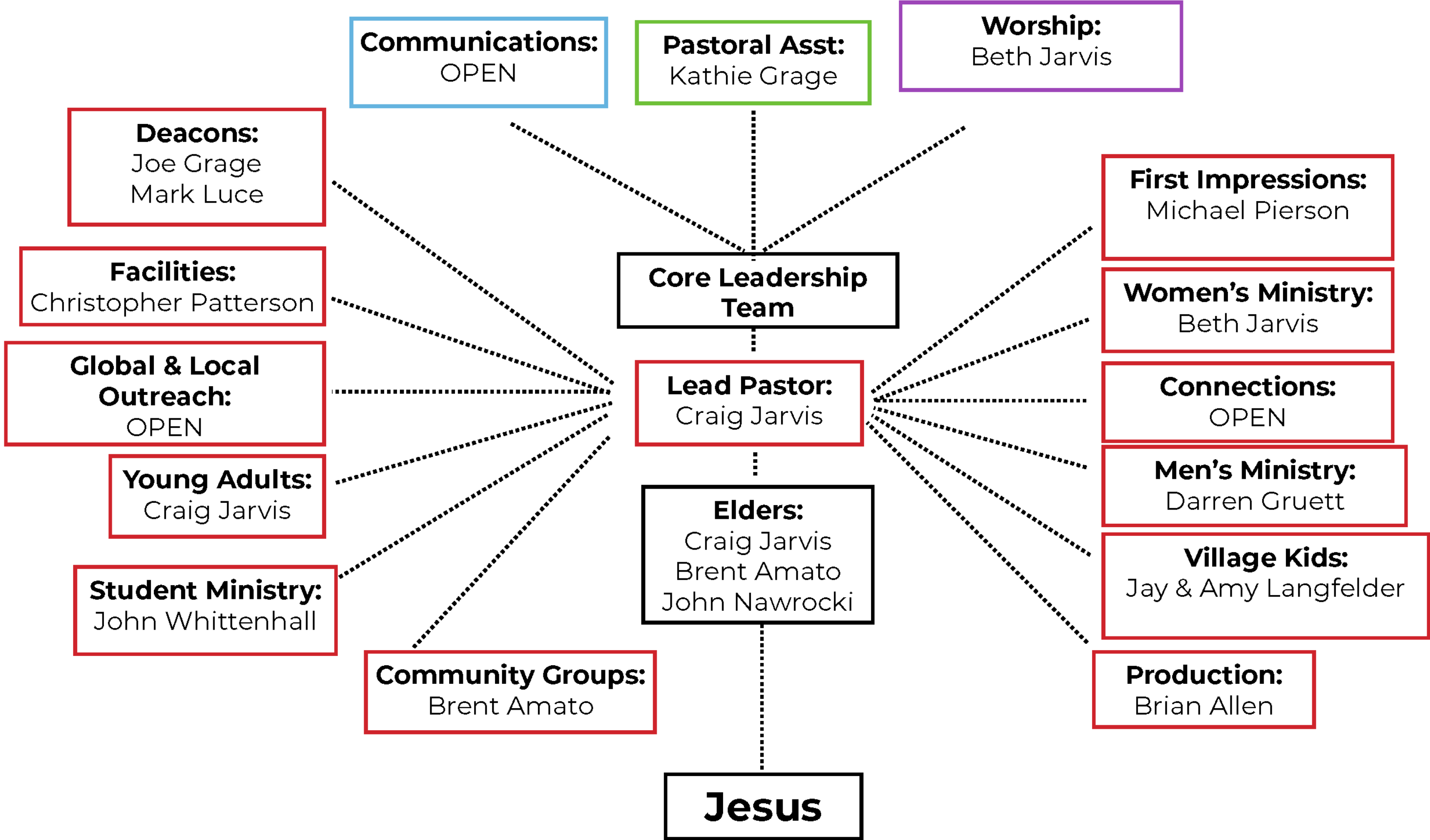
**TERMS of Discipleship:** Truth, Experiences, Relationships, Ministry,  
Spiritual Disciplines



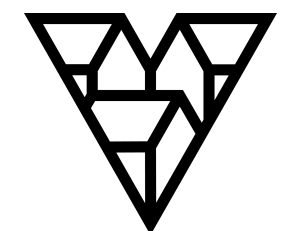
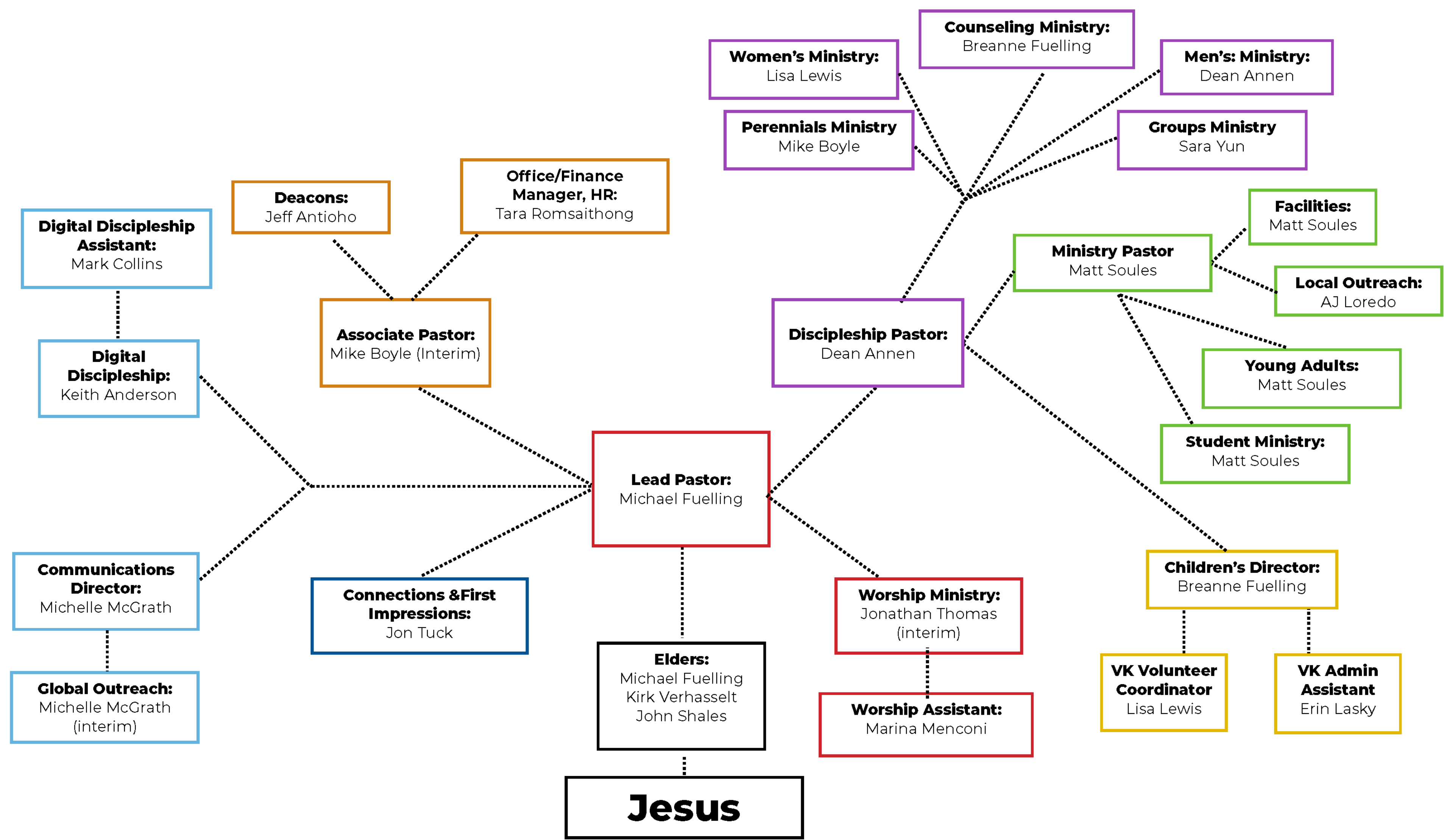
# VCIL Org Chart



# VCE Org Chart



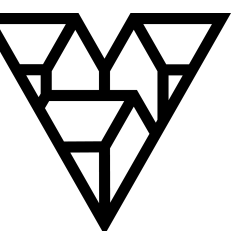
# VCOB Org Chart





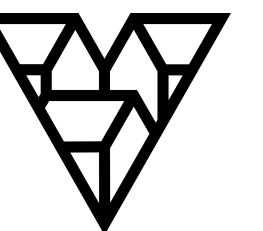
# VCIL Leadership Values

1. **Inverted Leadership** - "You might report to me, but I go to work for you."
  - **Behavior:** I have decentralized my authority and serve my team well.
  - **Behavior:** I look out for the emotional, spiritual, physical, and relational health of my teams.



# VCIL Leadership Values

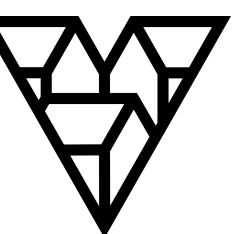
2. **Intentional Team-Building** - “I am called to equip people for ministry, not to just do the ministry.”
  - **Behavior:** I have built teams that scale.
  - **Behavior:** I collaborate with my team.



# VCIL Leadership Values

## 3. **Prioritizing People** - “People are the point.”

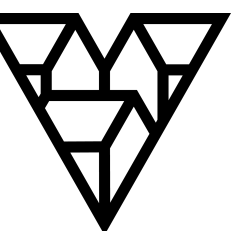
- **Behavior:** I understand myself and how I impact those around me; I use this information to best support individuals.”
- **Behavior:** “I use events and projects as opportunities to shepherd the people helping and the ones being served.”



# VCIL Leadership Values

## 4. Strategic Flexibility

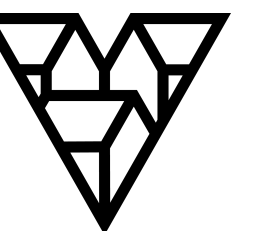
- **Behavior:** I can articulate, evaluate, and change my strategy with an optimistic outlook on a quarterly basis.
- **Behavior:** I embrace the reality that ministry is hard at times and do not lose heart easily.



# VCIL Leadership Values

## 5. Collaborative Discipleship

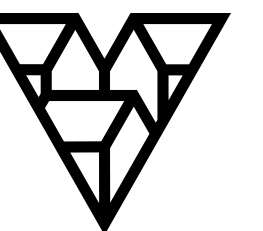
- **Behavior:** I actively seek to collaborate with other ministries in the church where discipleship overlaps.
- **Behavior:** I invite other ministries to develop and participate in discipleship and training resources.



# VCIL Leadership Values

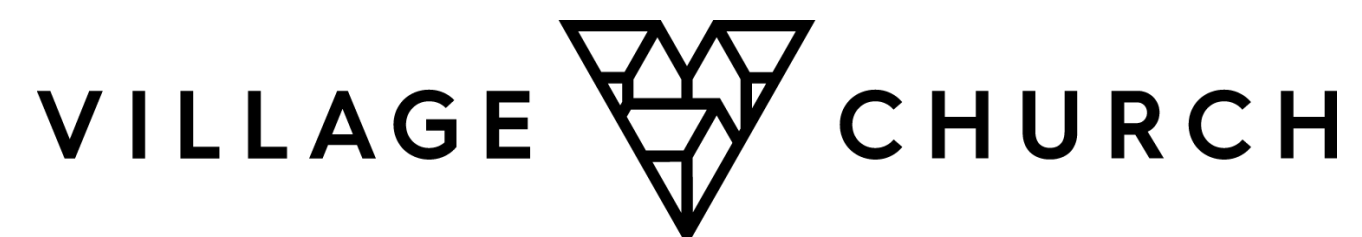
## 6. **Ongoing Transformation** - “The Lord is not done with me yet!”

- **Behavior:** I seek and receive feedback joyfully about myself and my ministry.
- **Behavior:** I quickly and appropriately implement changes as a result of feedback.
- **Behavior:** I regularly seek ways to grow my gift, calling, and ministry.



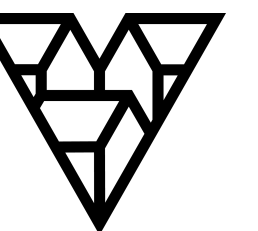
# Vision Development 101

In this 40-minute session we will train you on VCIL's vision development and budgeting process.



# Three Metrics for All MD's:

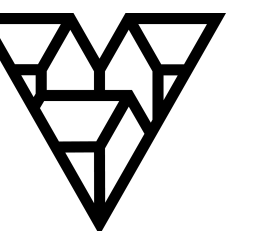
1. Vision Casting
2. Team Building (201)
3. Succession (201)





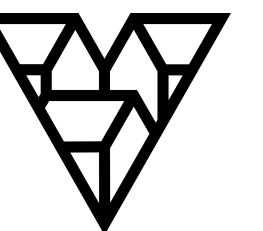
# Why Vision Training?

1. Vision LEAKS.



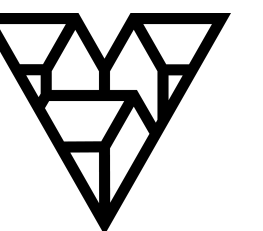
# Why Vision Training?

1. Vision LEAKS.
2. Vision DISSIPATES.



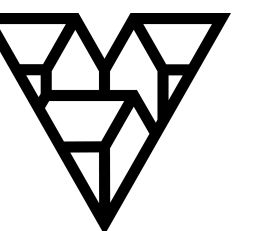
# Why Vision Training?

1. Vision LEAKS.
2. Vision DISSIPATES.
3. Vision is the foundation for MOMENTUM.



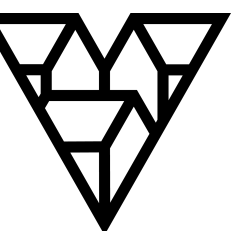
# Why Vision Training?

1. Vision **LEAKS**.
2. Vision **DISSIPATES**.
3. Vision is the foundation for **MOMENTUM**.
4. People **REQUIRE** vision to keep going.

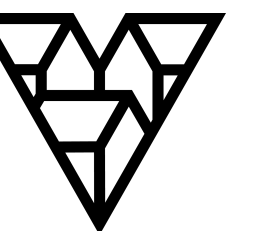


# Why Vision Training?

1. Vision **LEAKS**.
2. Vision **DISSIPATES**.
3. Vision is the foundation for **MOMENTUM**.
4. People **REQUIRE** vision to keep going.
5. Because good **LEADERS** need vision.

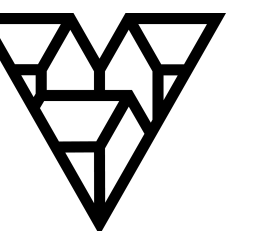


# Vision Is Made Tangible through MACC Goals



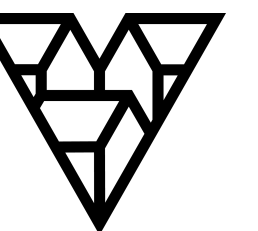
# Vision Is Made Tangible through MACC Goals

## 1. MEASURABLE



# Vision Is Made Tangible through MACC Goals

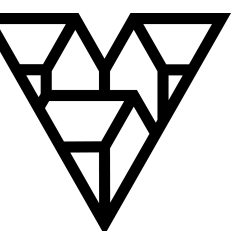
1. MEASURABLE
2. ATTAINABLE





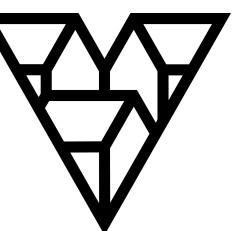
# Vision Is Made Tangible through MACC Goals

1. MEASURABLE
2. ATTAINABLE
3. CLEAR

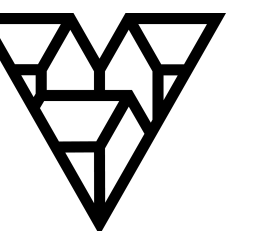


# Vision Is Made Tangible through MACC Goals

1. MEASURABLE
2. ATTAINABLE
3. CLEAR
4. COMPELLING

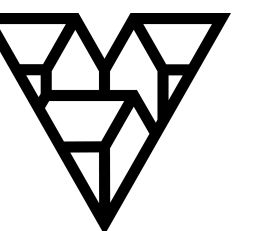


# Vision Development is Goal Development



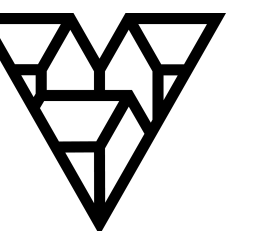
# Vision Development is Goal Development

1. Include your team.



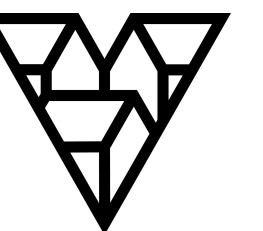
# Vision Development is Goal Development

1. Include your team.
2. Include your supervisor.



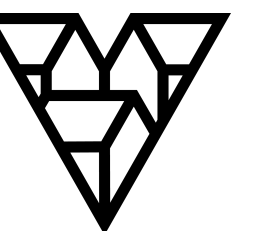
# Vision Development is Goal Development

1. Include your team.
2. Include your supervisor.
3. Each MACC goal should clearly move your ministry toward its vision.



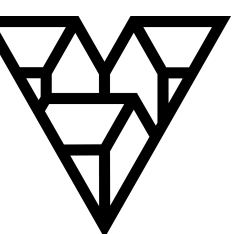
# Vision Is Easier Than You Think...

1. **Itches:** There is a meaningful problem to solve (immediate or impending), vision is the solution.



# Vision Is Easier Than You Think...

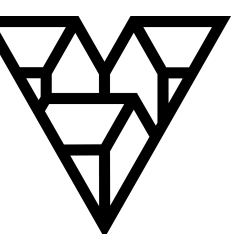
- 1. Itches:** There is a meaningful problem to solve (immediate or impending), vision is the solution.
- 2. Breadcrumbs:** Small God-interventions that reveal a trail. Vision is at the end of the trail.





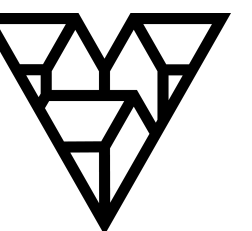
# Vision Is Easier Than You Think...

- 1. Itches:** There is a meaningful problem to solve (immediate or impending), vision is the solution.
- 2. Breadcrumbs:** Small God-interventions that reveal a trail. Vision is at the end of the trail.
- 3. Burdens:** A weighty picture of a preferred future given by the Holy Spirit. (Often where the spiritual gift of leadership is revealed.)



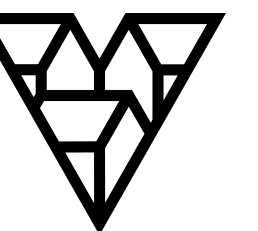
# Vision Is Easier Than You Think...

1. **Itches:** What stands between my ministry and equipping disciples who go, grow and overcome?
2. **Breadcrumbs:** What are we doing specifically that is actually growing people spiritually?
3. **Burdens:** What new projects, initiatives, or events has God put on my heart?



# Budget Development

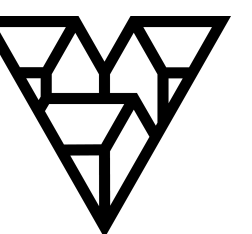
“We fund vision.”



# Budget Development

## Annual Rhythm

1. Late July/Early August: The Admin Pastor will email you budget development forms.
2. Mid-late-August - Submit initial actual/dream budgets to staff supervisor.
3. Early-September - Meet with staff supervisor to finalize actual/dream budgets & MACC goals for the coming year.
4. Late-September - CLT retreat where staff will discuss budgets & put together preliminary budget to present to elders.
5. October/November - Elder retreat to finalize budget.
6. December - Congregational meeting to present final budget to the congregation.
7. December - Post-congregational Elder meeting for final approval.
8. December - Final budgets are emailed to MD's.



# Leadership Track 101

VCIL Leaders Training

