



LEADERSHIP CULTURE

"SATURATE UPSTATE NEW YORK WITH THE VAST LOVE OF JESUS"

This is how we lead. These items are true for everyone regardless of job description. Culture trumps vision. If we can't create a culture that executes these values we will fail as an organization. These are some of the value statements that we are building culture upon:

- 1. LEADERS GO FIRST** – We set the example for what we want people to do by modeling with a servant heart all the characteristics of what we are building at VAST. We sit in the front and take notes. We worship hard. We serve at all times. We are the first in and the last to leave. If you aren't sweating you aren't working hard enough and you aren't initiating new projects.
- 2. LEADERS CREATE UNITY** - We understand that our tongues have the power to destroy this team or bring life to this team and hold it together. We always publicly defend our vision, we always publicly defend our team, and we always publicly defend each other. The big thing here is IN PUBLIC. We can disagree in private but there must be a UNITED front publicly. We can ruin someone's reputation forever with one public comment.
- 3. LEADERS ARE LEARNERS** - Be willing to relearn what you think you already know! We are moving toward perfection but never believe we have achieved it. We create a high grace environment where people have room to fail. We create a high truth environment where people can get the feedback they need to succeed.
- 4. LEADERS ARE GATHERERS & DELEGATORS** – We drill projects down not up. Create opportunities for new people to serve. We empower and equip people for ministry in accordance to our belief in gift oriented ministry. Leaders are 3 parts “Party Thrower” and only 1 part “Technician”. It is more important to recruit and train new people than to execute weekly with perfection. Give leadership away when someone is 60% as effective as you.
- 5. LEADERS ARE SERVANTS WITH OWNERSHIP – WE ALL WIN TOGETHER, WE ALL LOSE TOGETHER.** We share the load. Our departments are not silos. We serve at all times. If we see a need we fill the need, because we understand that if one team is struggling we are all struggling. We understand the difference between title driven leaders and servant owners: Title driven leaders believe they have rights. Servant owners have responsibilities. John 10 describes how shepherds lay down his life for the sheep, while hired hands run when things get hard. Servant owners are like the Shepherd.

- 6. LEADERS GROW ON THE GO** – We embrace the words “OH CRAP”. We don’t chase the comfortable, we push the envelope. We don’t feel like we have to play it safe. We will succeed at more things than we fail at, but we are going to get out of the boat. We are willing to put up with imperfection. We will use people who aren’t “ready” by putting everyone to work. We will develop people as they work, not before they work.
- 7. LEADERS HAVE VISION** – Vision creates room for new people. Vision is not limited by what we have or don’t have. If we don’t have the resources, vision allows us to see what we are working toward. Vision gives us something to believe God for, pray into, exercise faith for, and work toward. Your vision will align with our Kingdom Culture.

KINGDOM CULTURE

Value statements that guide our decisions at VAST:

- 1. LIFE GIVING** - Attention must be given to the environment. The environment we create determines the condition of the soil for the Gospel to be planted in. We work hard to create an environment of 1) empowering leadership 2) gift-oriented ministry 3) exciting spirituality 4) functional structures 5) inspiring worship 6) holistic groups 7) need-oriented evangelism 8) loving relationships.
- 2. KINGDOM FIRST** – I put God’s problem first. If I care about God’s problems, he will care even about mine. We measure by Kingdom growth, not by church growth. Kingdom first is about a people movement.
- 3. BOOK OF ACTS LIFESTYLE** – We want to see every aspect of the early church active in the way we do life, especially the supernatural work of the Holy Spirit giving evidence of the risen Jesus.
- 4. DESIGNED FOR THE UNCHURCHED** – We intentionally design our environments and experiences for those who are not yet followers of Jesus. We don’t compromise anything. We explain everything. We want to have the eyes of Jesus to see the hurting, forgotten, broken, and disconnected from God. Our mission is simply love. If we go after the one everyone else overlooks, God will give us the ones everyone else wants. (See Luke 15)
- 5. FAMILY-ORIENTED WITH A FOCUS ON THE NEXT GENERATION** – We realize that the next generation is the most at risk of disconnecting with God and with the church. We also realize that they are the ripest harvest field. We live with the constant awareness, that we are always one generation away from extinction. Intergenerational ministry has a flow. The older the generation the more resources they are required to direct to the younger generation. The younger the generation

the more honor they must show to the older generation. We must teach the old to give to the young. We must teach the young to honor the old.

- 6. IT'S NOT WHAT WE DO, IT'S WHO WE SET INTO MOTION** – Our primary role is to equip and release people into the work of the ministry. Jesus never focused on how many people attended His large events. He spent most of his time developing up a small group of world-changing leaders. This also affects how we see staff, not as employees, but as sons and daughters. We believe in people. We give them the chance to succeed and fail in high grace and high truth relationships. We speak the truth in love and believe that He will use unlikely people to do extraordinary things.
- 7. THERE ARE NO THROW AWAY SUNDAYS.** We bring it every Sunday. We work hard to have fun. The primary way we do evangelism is to create an atmosphere that is fun, flexible, and forgiving. We want to be rocking house where people not only feel welcome, they feel accepted just the way they are, and know that they can be themselves and have a good time (See Luke 14:15-23). Someone will be there Sunday who needs Jesus so bring it.