**L e a d e r s h ip B as ic s**

D i s c o v e r i n g L e a d e r s h i p a t t h e V i n e y a r d

**Chapter 8**

Synergy & Leadership

**Bay Area Vineyard**

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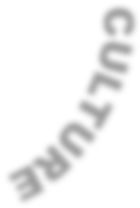
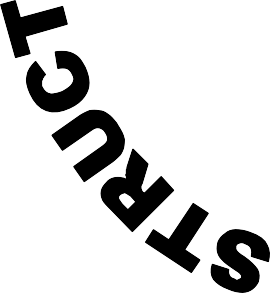
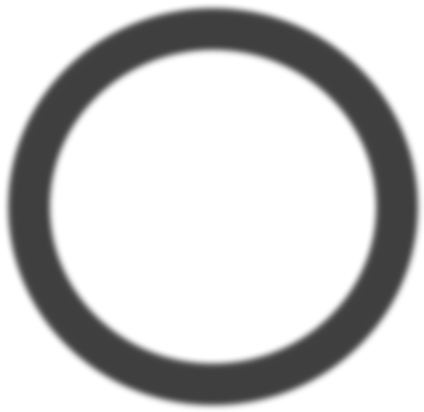
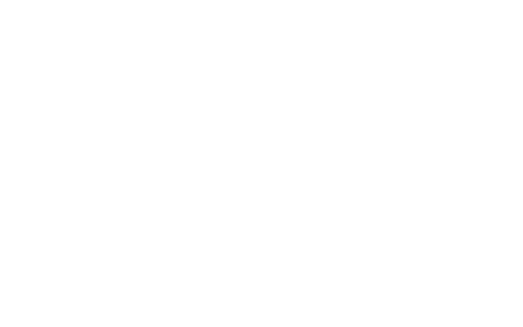
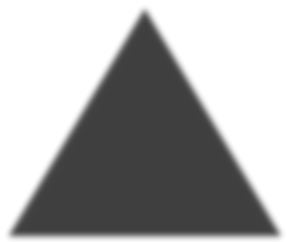
# Definitions

1. Spontaneity
   1. A happening without apparent external cause: self generated, voluntary and impulsive. Spontaneous behavior, impulse, or movement
2. Synergism
   1. Synergy is defined as *the action of two or more substances, organs or organisms to achieve an effect of which each is individually incapable of producing*
      1. One substance is ineffective without the presence and influence of the others
      2. Theology – The doctrine that regeneration is effected by a combination of human will and divine grace
   2. What is impossible to obtain with *independence* can only occur when these substances come together and interact *interdependently*.
      1. Synergy is energized momentum that occurs when individual people bring their uniqueness, gifting, and desires together with the belief that they can contribute to a common cause. It occurs when people are willing to sacrifice their individualism to contribute to a team effort. It is the result of a cohesive group of people working interdependently, empowered, and driven by a worthy purpose to accomplish a task or achieve a worthy mission.
      2. Synergy is the catalyst that stimulates a spontaneous whirlwind of charismatic activity, which causes radical church and ministry growth.
      3. Synergy is a swirl of life activity that grows and develops as a result of a sense of mission, a positive cultural atmosphere and a limited but necessary structure, each leading to and enhancing the next.
   3. Three important elements are key to the momentum of synergy:

* Focus
* Culture
* Structure

# The Three Components that Enable Synergy

*VisionCultureStructureVisionCultureStructure*



## Vision

* 1. Vision is what ignites the synergy cycle
     1. Vision is God given revelation through the Holy Spirit and from the Bible. The vision is what gives you focus and includes mission and purpose
  2. The vision is most effective when we are certain it has come from God—Holy Spirit inspired
     1. It comes from a deep sense of biblical conviction and practice, and a special sense of personal calling
     2. It is discovering the “love in your heart”
     3. It is what gets you out of bed in the morning
     4. It is the thing God has put in you that excites you and gives you the charisma to

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excite others

* + 1. It gives you a sense of direction and a feeling of purpose
    2. A leaders has to know what they are intending to do
  1. Mission requires action
     1. It is clear and therefore easy to communicate
     2. It is often bigger than you and requires others with like hearts to gather around to see it become reality
     3. It creates an inner drive that causes you to share it with passion and persuasive conviction
  2. Purposes are the things we actually spend our time doing

## Corporate Culture

* 1. The culture is the atmosphere or climate or ethos—something in the air, intangible yet powerful—not to be underestimated
     1. A vision can’t move forward without a healthy culture
     2. Corporate culture begins when people gather around a common cause or vision
     3. Corporate culture that is centered around a true vision, mission and purpose is magnetic to outsiders
  2. In the first and most innocent stages culture promotes:
     1. An attitude of positive expectation
     2. Spontaneity and creativity
     3. Freedom to dream and invent
     4. Entrepreneurial energy
     5. Sacrifice and high commitment
  3. Positive corporate culture instills:
     1. Ownership by everyone involved
     2. Interdependence—people working together
     3. Deep relationships centered around a like-minded cause
     4. A sense of personal value—I can participate, I belong, my gifts are needed
  4. We pray our corporate culture will communicate:
     1. Love, care, and compassion, “Come as you are, you’ll be loved.”
     2. Acceptance and forgiveness

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* + 1. Warmth and harmony
    2. Encouragement, victory and celebration
    3. Hospitality and openness to outsiders
    4. Fun and joy—a little craziness
    5. Casualness and a relaxed atmosphere
    6. Openness, transparency, and honesty: “We’re real here.”
    7. We are non-religious, but very serious about God
  1. We pray that our corporate culture doesn’t communicate:
     1. We are a primary group and there is no room for outsiders. This will only happen when the sense of mission or purpose fades or is lost.
  2. A pastor must be an environmental engineer. They must cultivate an atmosphere in which people can thrive:
     1. A place where the staff can thrive in the calling of God on their lives
     2. A place where emerging leaders fee safe and nourished as they discover the passions God has given to them
     3. A place where newcomers experience God’s love and compassion from those they meet
  3. Vision and corporate culture are not enough by themselves. Without the means, the tools, and some organization, the corporate community will become frustrated, the vision will lose focus, and energy will dissipate as things fragment. A strategy must be formed and an infrastructure developed to facilitate the cause and the pursuit of the mission.

## Infrastructure

* 1. Infrastructure is the deliberate framework that we build to facilitate our mission and to serve and resource our people so that they can effectively accomplish that mission
  2. Infrastructure includes things such as:
     1. Organization, plans and programs
     2. Management systems
     3. Leadership development and training programs
     4. Budgets, financial plans
     5. Facilities, space
     6. Schedules, calendars and events
     7. Policy, operating principles, job descriptions
     8. Tools of operation—phones, computers, audio-visual equipment, sound equipment, chairs, etc.
  3. The Good News
     1. Good organization keeps the frustration level down and effectiveness up
     2. Structure builds lines of communication that help everyone stay focused and on task
     3. Good administration uses the right people in the right places at the right times
     4. Good organization clarifies lines of authority
     5. Good structures stretch money and resources because they demand budgets
     6. Good organization develops only the programs that are helpful to accomplish the mission
     7. Good organization and administration saves time and energy and prevents burn out
     8. Good organization builds the right facilities that will encompass and enhance the mission
     9. Good organization looks to the future and plans for it
     10. Good organization promotes freedom
  4. The Bad news
     1. Over organization can cause the “Routinization of charisma”
     2. Over structuring can cause people to serve the organization instead of the organism, becoming institutionalized
     3. Over structure can stifle freedom and discourage the creative thinking that birthed the ministry in the first place
     4. Over structure can kill spontaneity and the ability to challenge status quo
     5. Over structure can cause over cautiousness and kill risk taking—creating confinement to the rules
     6. Over structure can make us become codified, systematized or program focused
  5. What is the minimum amount of structure we need to effectively accomplish our mission and not inhibit our positive corporate culture?
     1. Are we serving the infrastructure above the mission?
     2. At what point in our structure do we lose the freedom and creativity of our corporate culture?
     3. Remember the structure is only in place to serve the mission and can be changed or restructured at any time. It is not and cannot become a sacred cow. Yet, without it we are like a body without bones

# Application

*Go Around the Loop Again and Again, Never Stop*

1. We must now take a hard look at our mission, corporate culture and structure, ruthlessly evaluating our progress and the fruit of our efforts. We must ask questions like:
   1. Are we attracting the lost? How many? What ages?
   2. Are the lost coming to Christ? How many? Are they staying with us?
   3. Are we effectively discipling our people? How many? What is their growth rate?
   4. How can we enhance our corporate culture?
   5. How can we accomplish our mission more effectively in the coming year? What things must be implemented? What things need to be changed? What things need to go?
2. This causes us to refocus, refine, and restate our God given vision, mission and divine purpose. We are now “purpose driven.”
3. As a result, we are focused to revisit our mission, or corporate culture, and our infrastructure—which creates movement. By continuing to do this we become a movement; a revolution, rather than an institution.
4. The Fruit will be:
   1. Actual progress—we break the orbit of stagnated ministry
   2. Quality and quantity—the development of fresh new ministries
   3. Spontaneous growth—evangelism that occurs because “Life begets life.”
   4. Stability—because we develop a history of staying focused and aiming for a vision that never changes
   5. Change—because we will always do whatever it takes to get to and accomplish our vision. We will have no sacred cows and we will always be willing to break status quo. We are now open to new paradigms and fresh, culturally current ways of doing things.
   6. Identity and distinction—we become known for the things that God has called us to do. Our mission is stated, our corporate culture rotates around it, and our structure serves it.