

Stadia Workshop 1 @ Exponential 2025

Long-term Growth and Vision

Speaker: Greg Nettle, President of Stadia

Session Overview

In this session, Greg Nettle guided church leaders through the foundational elements that sustain long-term growth and clarity of vision in church leadership. Centered on vision, mission, and values, the session offered practical insight into staying healthy as a leader while embedding a sustainable culture that enables churches to thrive and multiply. Greg challenged leaders to aim high, stay grounded, and invest in what truly matters for the next generation.

Key Takeaways

- **Vision, Mission, and Values Framework**
 - *Vision* is the God-given, preferred future you're pursuing.
 - *Mission* is the strategy for how you'll get there.
 - *Values* are the non-negotiables that shape your culture and define how your team lives and leads.
- **Clarifying Vision:**
 - Vision requires hearing from God—often in community.
 - Try the “newspaper headline” exercise: What do you want the world to say about your church ten years from now?
- **Resourcing Follows Vision:**
 - Big vision attracts volunteers, donors, and partners.
 - Without a compelling vision, people may not stick around or invest.
- **Aspirational vs. Actual Values:**
 - Identify which values your church truly lives out versus which are merely aspirational.
 - Use clear, shared language and revisit your values regularly to prevent drift.
- **Cultural Change Takes Time:**
 - Stadia transitioned from being a majority-white organization to being Kingdom-diverse in five years—through intentional books, assessments, coaching, and leadership decisions.
- **Leadership Health is Mission-Critical:**
 - Healthy leaders fuel healthy churches. Greg shared his personal *Holistic Health Dashboard* that tracks spiritual, physical, emotional, and relational well-being using practical metrics.
- **Keep Vision Alive Through Repetition and Celebration:**
 - Embed vision, mission, and values in everything—from team meetings to sermons to volunteer recognition.
 - Celebrate what you want to see more of.
- **Mentorship and Peer Relationships Matter:**
 - Invest in mentors, peers, and future leaders. Long-term leadership fruitfulness requires intentional relationships and accountability.



Notable Quotes

“Resources follow vision. Volunteers follow vision. People don’t give to obedience—they give to impact.”

“If you don’t know where you’re going, why would anyone go with you?”

“You have to embed your mission, vision, and values into everything—ad nauseam.”

Next Steps with Stadia

- Learn how Stadia can help you start thriving, growing, multiplying churches: stadia.org
- Have a vision for multiplication but lack a strategy or services? Join a Stadia Vision Trip to see our work up close: stadia.org/visiontrips
- Exploring or discerning a call to start a new church? Learn more about how we can help: stadia.org/discovery

