

Vision Alignment Model for Congregations In Support of Transformation

Clarify & Affirm Congregation's Mission, Covenant & Vision

Develop Strategic Mission/Vision Plan for Next 5-7 Years

Discern Major Mission-Vision-based Goals

Assess Progress toward Goals

**To Achieve Goals:
(Adaptive rather than Technical Work)**

Align Congregation:

- Roles/Responsibilities**
- Policies/Procedures**
- Communications**
- Culture--Norms**

Develop Resources:

- Financial**
- Staff**
- Volunteers as Stewards**
- Buildings and Grounds**

*Developed by Dr. Angela Merkert, Congregational Consultant, and Rev. Dr. Ken Brown,
PSWD District Executive~~ Merkert, Brown & Associates, 2006.*