

# **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.*