



# Vision—Driven Planning Process Church

## “Vision Document”

### **Mission Statement**

- Why do We Exist?
- What is our Purpose?

### **Core Values**

- Unique and Foundational Attributes
- Core Values say “This is what we stand for, this is what we are all about, this is who we are, this is what we strive to offer, this is why we do what we do.”<sup>1</sup>

### **Vision Statement**

- “The Parish We Aim to Become”
- Vivid word picture of our desired future state: Large enough to challenge, Clear enough to guide.

Open  
to  
Recasting

Informed  
by  
documents  
and oral  
history



## “Tactical Implementation”

### **Strategic Horizons**

- Major programs or milestones in the 3-5 year timeframe
- Still in conceptualization and definition phase, but need to be kept in current discussion and thinking.

### **Goals**

- Key quantifiable and measurable accomplishments with specific deadlines that help to achieve the Vision
- 3-year timeframe for accomplishment

### **Annual Objectives**

- Quantifiable and measurable objectives to be accomplish in a given year
- Each Objective supports one or more specific Goals; has a clear deadline; specifies the resource requirements; and, assigns responsibility for accomplishment.

Informed by  
Rector, Staff,  
Vestry, and  
Councils

<sup>1</sup>Values-Driven Leadership. Discovering and Developing Your Core Values for Ministry. Aubrey Malphurs. Baker Books. 1996; 2002 Twenty-First Insight Strategic Consultants, Inc.