

The '90s Want Their 3-Ring Binder Back

Episode 380

The '90s Called (Part 4)

The '90s called again, and they want their 3-ring binder back. In Part 4 of our series, Sean and Amy explore:

- Why documenting a strategy isn't the same as creating aligned action
- How churches sometimes use planning to avoid significant change
- The difference between treating symptoms vs. solving root problems
- What true organizational alignment looks like and why it matters
- Practical steps for moving from documentation to implementation

Plus, they discuss how to assess whether your teams are truly aligned, share real examples of effective and ineffective alignment and provide guidance for leaders who want to create living, active ministry plans that drive results instead of static documents that collect dust.

Key Quotes

1. SEAN: "Often, these three-ring binders are designed to avoid that pushback and designed to avoid significant change; they're looking for confirmation that we're already doing the right things."
2. AMY: "When you do good strategic planning, you're putting banks on the river so that ministry can run deep and strong, but without those banks, churches tend to start to spread out too wide and stagnate."
3. AMY: "We should always know that the 'how we're going to do things' should follow the 'what does God want to do through our church' conversation."
4. AMY: "Aligned planning is a process. It's living; it's adapting."
5. SEAN: "If you're not committed to the implementation, don't do the planning."

Self-Assessment: How Are We Doing?

Take some time to rate yourselves on a red/yellow/green scale in the following areas to see if you are lacking alignment.

1. Do we know our core beliefs, mission and purpose?
2. Do we have clarity around our vision or bold move God has called us to make in the near future?
3. Does everyone know what our organizational goals are/what the win looks for key ministry areas?
4. Do we have defined strategies for how we will meet these goals?
5. Is our structure aligned with our strategies?
6. Are we meeting annually, quarterly and monthly to see if we're making progress?

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