

# Time to Move - Episode 432

So far in this series, we've talked about how to clarify vision and how to build strong strategies.

But even when leaders feel really good about those pieces, there's still a sticking point: getting the whole team aligned and moving together. This is where you might hit a wall.

There's a gap between defining your vision and actually making it happen. So it's time to move.

In the final episode of our series "How to Not Waste January," Amy and Sean talk about typical signs that show a church is lacking alignment and the three critical steps you can take to realign with your vision.

## Key Quotes

- "Without an integrator role and the right person who is gifted for that role, it's hard to lead an aligned team that is taking action and moving forward."
- "Some teams struggle because they haven't built out the top layer that really connects vision to what the people on their team actually do every day."
- "When ministry silos are pervasive, the people on those teams are likely doing good things, but they're not necessarily doing the right things."
- "Your senior leadership team needs to own your organizational goals collectively."
- "Metrics are always telling a story, but if you never do the work to set goals, you're going to miss out on a lot of that story."
- "This is not about the numbers and specific outcomes. It's about helping every team member know the role they play and how it contributes to what we're all doing together."
- "Alignment is also not a one-time thing; it's something you have to build and have to maintain."

## Self-Assessment: How Are We Doing?

*Feeling out of alignment? Use the questions below as a guide to help your team set goals, establish ministry priorities and clarify individual responsibility.*

1. Set organizational goals: What are our measurable outcomes for both the reach and the spiritual formation areas of our ministry?
2. Create ministry priorities: How will each ministry area contribute to our goals?
3. Ensure clarity and accountability: What are the lead measures these ministries will take to meet their individual goals, and who specifically will own those measures?

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