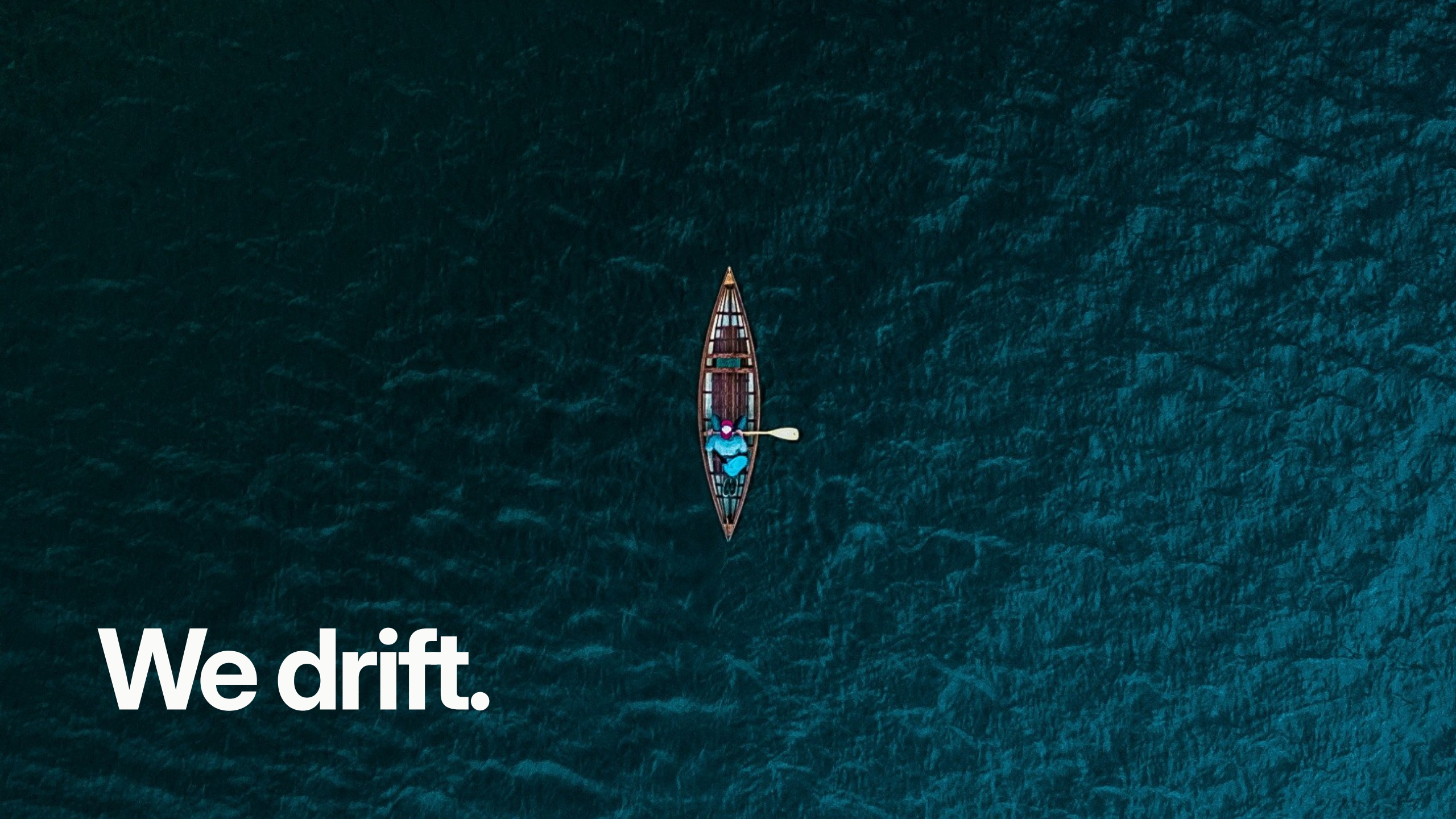
How to Keep Your Whole Team on the Same Page


We drift.

Motion isn't the same thing as momentum.

Consequences of not being on the same page

1. Competing agendas
2. Complaining leaders
3. Micromanaging

Churches tend to romanticize vision and deprioritize planning.

More vision will not solve your alignment problem.

Some context before we begin...

Michael Lukaszewski

Founder, Alignify



Twenty years helping churches work better

oakleafchurch

A portable church plant in the Atlanta area.



Helped churches with giving, preaching, and volunteers.

Church Fuel

Focused on leadership and systems to help pastors.

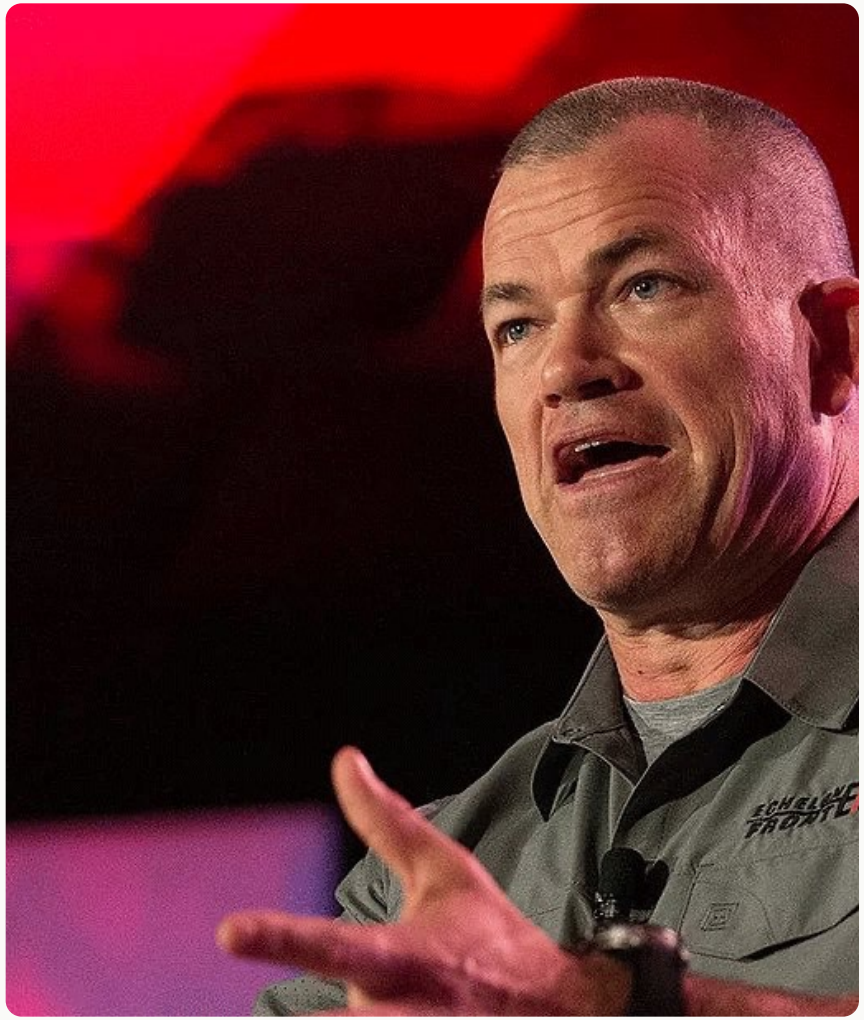
alignify

Helping organizations clarify, communicate, and accomplish their goals.

Three Steps to Alignment

1

Take responsibility



“In any team, all responsibility for success and failure rests with the leader. The leader must own everything in his or her world. There is no one else to blame. The leader must acknowledge mistakes and admit failures, take ownership of them, and develop a plan to win.”

JOCKO WILLINK, EXTREME OWNERSHIP

You might be thinking...

"I'm not sure I want these people on the team."

"You don't know this guy."

"We've tried to unite behind a vision before."

Your team might need you to cast clarity even more than they need you to cast vision.

Think of yourself as the Chief Clarity Officer.

2

Pick three church-wide goals that serve the mission

From X

The honest current reality

To Y

The measurable destination

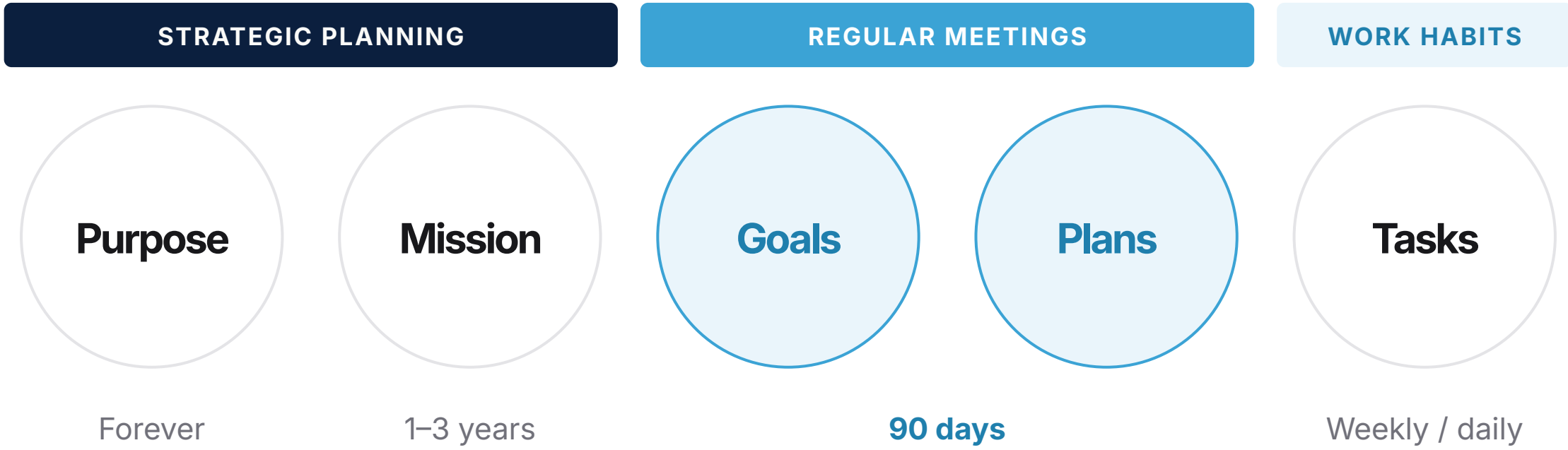
By When

The clear deadline

And Why

The meaningful reason

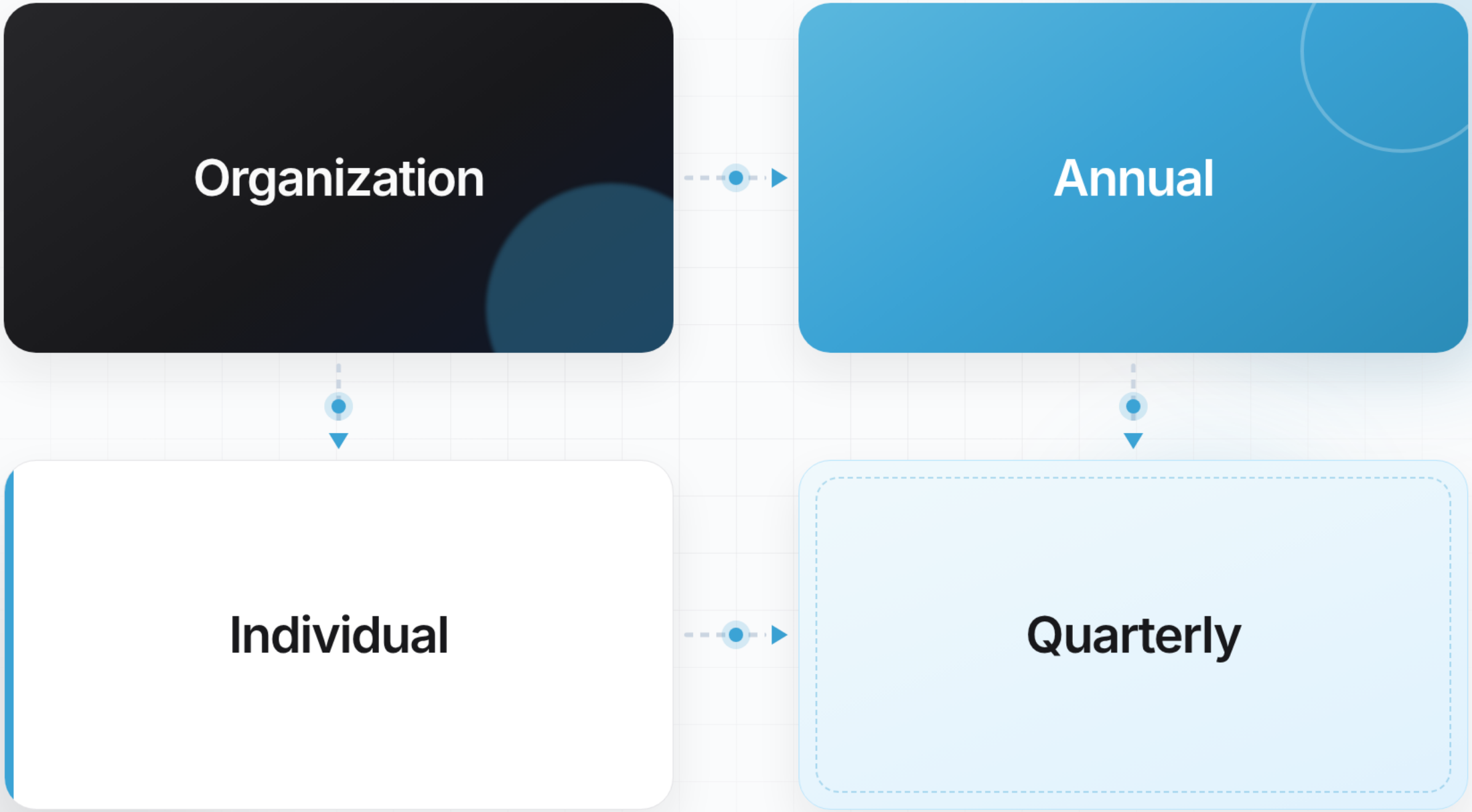
How it should be



How it usually is

CLEAR ENOUGH	GOALS AND PLANS	TASKS
Purpose, Mission		
Everybody can name these	**Nobody owns this part**	Never ends

Vision won't help you get your people on the same page.


Organization
Annual
Individual
Quarterly

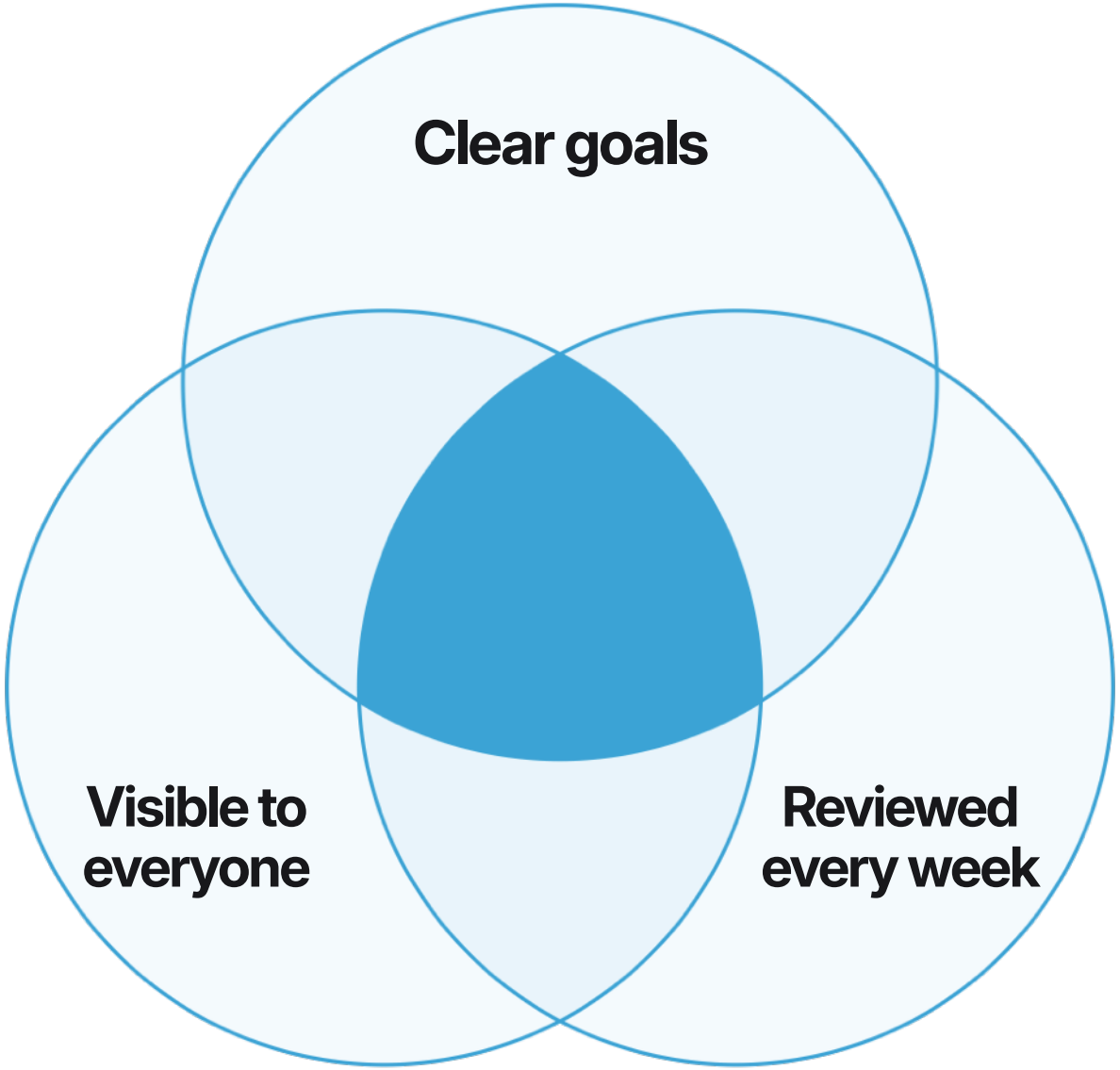
3

Make an actual page

"And the Lord answered me and said, 'Write the vision and make it plain upon tables, that he may run that read it.'"

HABAKKUK 2:2

#writeitdown


Clear goals
Visible to everyone
Reviewed every week

The Poster Plan is like a simple and inspirational business plan for your church.

The Poster Plan™

A one-page framework for who you are, who you serve, and where you are going.

Print my Poster Plan | Download blank template

01 · IDENTITY

Who we are

Enduring · Decade+

Purpose

To help people know Jesus, grow in faith, and live out that faith in their homes, work, and city.

Mission

Brooklyn Church exists to create a welcoming community where people can encounter God, build meaningful relationships, and take practical steps toward spiritual growth.

Distinctives

Clear next steps for new people Strong small group culture High volunteer ownership Teaching that is practical and grounded A church that feels like home for families and singles

Core Values

Jesus at the center of everything Relationships before programs Simple paths for next steps Serving with humility and joy

02 · FOCUS

Who we serve

Evolving · 1–3 Years

Target Audience

People and families in Brooklyn and surrounding neighborhoods who are looking for community, purpose, and a church they can belong to.

Key Offerings

Add key offerings

Approach

Add approach

Core Focus

Connection. Discipleship. Service.

03 · DIRECTION

Where we're going

Active · This Quarter

3 Year Horizon

Over the next three years, Brooklyn Church will focus on steady, healthy growth rather than quick wins. We aim to grow from a Sunday-centered church into a church where most people are connected during the week through groups and serving. Success will look like stronger relationships, healthier volunteers, and clearer paths for people to belong and grow. By year three, we expect: Small groups to be the primary place people experience care and community A deep and sustainable volunteer bench that supports growth without burnout Clear next steps that help guests move toward involvement within their first few months Leaders who can see what is happening week to week and address issues early The goal is not just more people, but a church that is easier to lead, healthier to serve in, and more consistent in how it helps people grow.

10 Year Target

In ten years, Brooklyn Church will be a stable, trusted church in the life of the city. We want to be known as a place where

The Issues List gives everyone a place to track anything they see.

Issues

Track and resolve issues across your organization.

All teams | + New Issue

Inbox 26

Two group leaders considering stepping back this fall
Both lead our largest groups and both cited...
Naomi — added by Naomi

Wednesday student night conflicts with the fall group launch
Parents cannot attend groups and drive studen...
Daniel — added by Daniel

Still one drummer for every Sunday in September
One person covering four Sundays a month...
Aaron — added by Aaron

More group sign-ups than we have groups to put them in
88 people signed up at the launch and we have...
Naomi — added by Naomi

Active 15

No leader yet for a Bay Ridge weeknight group
Of the 27 launch sign-ups still unplaced, 19...
Naomi — added by Naomi

No guest follow-up plan for two separate services
The 9:00 and 11:00 crowds are likely to be...
Emily — added by Emily

Advent graphics are blocked on a sermon title list
Grace needs six titles to build the Advent serie...
Grace — added by Grace

Check-in system vendor still not picked and Dec 6 is fixed
Two demos done, a third booked, and no...
Sofia — added by Sofia

Hold 15

Off-Track Goal: Grow active volunteers to 145
This goal has been off track for 3 weeks. Owne...
Caleb

Sound system feedback during worship
Persistent feedback issue on stage left during...
added by Aaron

Website is slow to load
it took 22 seconds yesterday.
added by John

Group multiplication strategy unclear
As groups grow past 12 people we need a...
added by Naomi

Volunteers are late
I've been noticing this for a while.
added by John

Solved 20

School overflow lot for Sep 20 is still a handshake
Marcus walked the lot with the school...
MH Marcus — added by Lucas

Giving dipped in May vs plan
Weekly giving ran $1.5k–$2k under target...
Lucas — added by Lucas

Summer staffing gap
3 key volunteer leaders are traveling June-July...
added by Caleb

No welcome desk team for the 9:00 service
We have one welcome desk team and on Sep 2...
Emily — added by Emily

Group leader coaching cadence is inconsistent

The Goal Board is a public view of org, team, and individual goals.

Home
Me
Goals
Meetings
Scorecard
Issues
Review & Reset
Challenge
My Org

All Goals

A sortable, filterable view of all of our goals.

Tip: Click any status badge to change a goal to Completed. Completed goals stay visible so you can celebrate what got done.

All Me Team Brainstorm | Quarterly Annual | Q4 | 2026 | Expand all | New goal

Owner	Goal	Plan	Status	Team
	From no written 2027 vision to a one-page plan approved by elders by Dec 15, so staff can build team goals in January		Off Track	—
	From 68% to 90% of staff submitting weekly check-ins by Dec 31, so we spot problems early		On Track	—
	From 12 to 20 trained worship volunteers by Dec 20, so no one serves more than twice a month		Caution	—
	From idea to a fully staffed Christmas Eve service plan by Nov 15, so rehearsals start on time		Completed	—
	From 40% to 75% of first-time guests receiving follow-up within 48 hours by Dec 31, so no guest slips through		On Track	—
	From 0 to a redesigned Welcome Center ready by Dec 1, so Christmas guests have a clear first stop		Caution	—

Meetings is where you can run focused and effective meetings.

Staff Meeting

Oct 27, 2026 • In progress

7 attendees Wrap up

Agenda

2h

- 5 min **Prayer**
- 5 min **Quarterly Individual Goals** — 14 goals
- 5 min **Weekly Scorecard** — 8 metrics
- 40 min **Issues** — 4 active
  - **Elder feedback on the 2027 vision is not on the calendar**
    The one page draft is close but there is no date booked with the elders, and ...
  - **HVAC contract unsigned with three weeks to the first cold Sunday**
    Three quotes are in and nothing is signed. The current unit got through last ...
  - **Christmas Eve needs three services of kids volunteers and we h...**
    Three Christmas Eve services means three full rotations of kids rooms on th...
  - **Advent graphics are blocked on a sermon title list**
    Grace needs six titles to build the Advent series look, the Christmas Eve pag...

Workspace

NOTES Start AI notetaker

Notes auto-save

The facilitator has not written shared notes.

Previous recap

Here is the special offer I mentioned at the beginning of this presentation...

alignify

OFFER ENDS THURSDAY, NOVEMBER 5

Join Alignify for $79/month or $799/year

alignify.com/fall

INCLUDED IN THE OFFER

- **Your whole team**
  No per-seat licenses.
- **Five copies of Streamline**
  My book on healthy church systems.
- **I join your staff meeting**
  Limited to the first 10 churches who sign up
- **60-day money-back guarantee**
  No contract.

You have two ways to implement this

1

Try it yourself using the system you already have

2

Let us help you using proven methods and in a community of others



Questions?

alignify.com/fall