

# Planning Process Cycle

**Vision**  
**Present Reality**  
**Beliefs and Mission**  
**Actions / Programs**  
**Changed Reality**  
**Evaluation**

**Vision:** The **desired reality** for our organization. The outcomes we hope for.  
Clear, concrete images, a lively portrait (or video!) of our future.  
*Our vision is our deepest and best hope for what our organization can be.*

**Present Reality:** **Clear and concrete data** about who, what and where we are today.  
*Without a clear picture of where we are, we may be wasting our time figuring out where we are going.*

**Mission:** The main question for Vision: *What do we desire for our future?*  
The main questions for Mission: *Why do we want this future?*  
*Burnout is seldom the result of working too much. It results from working too much without clarity of purpose.*

**Actions:** These are the **concrete and specific ways we act** to carry out our mission and make our vision a reality. The questions we might ask are:  
*In what concrete ways can we bring our community closer to our vision?*  
*What specific actions will support and enhance our mission?*

**Changed Reality:** Once we have taken action, we **gather data and assess**:  
*What are the results of our actions?*  
*What were expected and unexpected outcomes (positive and negative)?*

**Evaluation:** Looking at our changed reality, we then need to ask:  
*In what ways are we closer to our desired reality, our vision?*  
*How did we do in carrying out and furthering our mission?*  
*How might we improve our activities, if we decide to keep them?*

An effective organization has a defined sense of purpose and clear vision and direction. The maturing of such organization can be charted by its ability to keep moving towards its vision concretely and in the light of its experiences and learning. Effective organizations share with and learn from other organizations. Collaboration among such learning organizations is a strong foundation for creating partnerships that build healthy communities.