

**Instructions:** To begin your shared visioning process, have one person facilitate by leading the group through this process. Ask group members to close their eyes and think about their answers, question by question. Then have a group discussion about what members saw. Use their answers to help craft a shared vision.

1. **Time frame:** What time frame are we creating this vision for?
2. **Stories:** Imagine our work together. Where are you, in your mind's eye? Put yourself in the picture! Scan your senses: lights, temperature, movement of the air, sound, smells... Who is there? What's happening?
3. **Major accomplishments:** As you think about your future success, what are you most *proud of*? What are your top 1-3 major accomplishments or "big wins"? Imagine there was a feature article about your success. What did the headlines say? What difference did this make in the world? How did you feel?
4. **People you serve:** Whose lives is your work touching? Who are you serving? How exactly are they engaging with you? Zero in on one or two 'representative' individuals... How did you make them feel?
5. **Allies:** Are there new or unusual allies or partners that contributed to your success as an organization? As an individual?
6. **Geographic scope:** Where are you working, and not working – are there specific communities? Regions? How focused are you?
7. **Internal collaboration:** How are people working together internally? What is the feeling/tone of that work? What's new and different? Why is it working so well? What are the specific structures and practices that are making this new level of collaboration so successful?
8. **Leadership:** Who is leading the group? How are they leading? What's it like? Is it different? If so, how?
9. **Resources:** What kind of abundance is the organization enjoying? What does that look like, specifically?
10. **What else:** What else do you notice that's different, or the same, in this successful, deeply satisfying future?