BIBLICAL GROWTH SOLUTIONS™

Transformation Worksheet

Transformation is the goal. Growth is the result.

A practical, prayerful guide to developing transformational goals and action steps for your clients, employees, and vendors.

BIBLICAL FOUNDATION
Romans 12:2 — “Be transformed by the renewal of your mind.”

Why this worksheet matters

Christian organizations should seek more than transactions, productivity, or revenue. This guide helps you consider how your relationships can honor God and help people move from where they are today toward where God wants them to be.

Our responsibility: God brings about transformation. We can faithfully serve, encourage, equip, and create opportunities for growth. We must never confuse our own preferences with God’s will.

1 Begin With God’s Purpose

Prayerfully seek God’s direction before defining organizational goals.

Why does our organization exist beyond generating revenue?

What needs has God given us an opportunity to serve?

What Scriptures and biblical principles should guide how we treat people?

How will we recognize whether our goals honor God rather than simply advance our interests?

2 Define the Transformational Journey

For each group, consider their present reality, a God-honoring direction, and the part your organization can responsibly play.

Where people are	Our role	Desired growth
Needs, challenges, abilities, hopes, relationships	Serve, encourage, equip, mentor and create opportunities	Greater purpose, character, capability, dignity and service

What does meaningful transformation mean for our organization?

What would be different in someone’s life after one year of relationship with us?

How will we respect each person’s dignity, freedom, and individual circumstances?

3 Clients Transformation

How are clients better off because of their relationship with us?

Who are the clients we seek to serve, and what challenges do they face today?

What change would genuinely benefit them and honor God?

How can our products, services, messages and relationships help them move toward that change?

Our clients transformation goal: We want to help move people from _____ toward _____.

Specific actions and accountability

Action step	Responsible person	Target date / evidence

4 Employees Transformation

How are employees different because they worked here?

Where are employees today in skills, purpose, opportunity and well-being?

What God-honoring growth in character, capability, leadership or service do we hope to encourage?

What mentoring, development, care or workplace practices can help?

Our employees transformation goal: We want to help move people from _____ toward _____.

Specific actions and accountability

Action step	Responsible person	Target date / evidence

5 Vendors Transformation

How are vendors different because they partner with us?

What challenges and needs do our vendors and their people face?

How can our partnership encourage fairness, integrity, mutual flourishing and service?

What practical changes can we make to purchasing, communication, payment and collaboration?

Our vendors transformation goal: We want to help move people from _____ toward _____.

Specific actions and accountability

Action step	Responsible person	Target date / evidence

6 Bring the Three Groups Together

Compare the transformation you hope to encourage in every relationship.

Group	Starting point	Desired change	How we will help
Clients			
Employees			
Vendors			

What unifying, God-honoring purpose connects all three groups?

What will be different one year from now if we serve these groups faithfully?

7 Action Plan and Two Scoreboards

Identify leading evidence of meaningful progress alongside traditional growth results.

Priority action	Owner	Due date	Evidence of progress

Transformation / leading indicators

What behaviors, feedback or relational changes might indicate progress?

Business / lagging indicators

What audience, revenue, retention or other business outcomes will we track?

8 Our Transformation Commitment

Use this statement as a filter for future products, programs, campaigns and partnerships.

God has given our organization the opportunity to serve:

These people are currently experiencing:

We prayerfully believe God-honoring growth could look like:

We will faithfully help by:

We will look for evidence of progress through:

The BGS Transformation Filter

1. Who are we serving? 2. Where are they today? 3. What change honors God? 4. How will we help? 5. How will we recognize progress?

God Reveals. We Align. God Transforms. Growth Follows.

Biblical Growth Solutions™ is a strategic framework developed by ACR Strategies to help Christian organizations grow audiences, increase revenue and expand Kingdom impact.