

# apostolic fruit



STRATEGY | LEADERSHIP | AGILE GROWTH

[www.apostolicfruit.com](http://www.apostolicfruit.com)



# IS YOUR ORGANIZATION AT A CRITICAL CROSSROADS?

Many mission-driven businesses, apostolates, and non-profits are **feeling the tension between:**

*“This is how we’ve always done it, but it’s not working anymore.”*

**AND**

**“Are we prepared to change?”**

# THE SYMPTOMS

**The old way of operating is no longer working** and the effects are felt internally, externally, and structurally.

## INTERNAL

- High tension
- Low energy
- Depletion
- Leader burnout
- Team fatigue
- Financial instability

## EXTERNAL

- Instability
- Strategic stagnation
- Growth plateau
- Stalled impact
- Inconsistent messaging
- Donor fatigue

## STRUCTURAL

- Disorganized ops
- Founder bottleneck
- Blurry roles
- Reactive planning
- Loss of clarity in vision/mission
- Turnover



# THE REAL PROBLEM

YOU'RE TRYING TO SCALE FROM A FOUNDATION  
THAT **NO LONGER FITS.**

What used to work...won't for this next level.

Most organizations try to fix the symptoms, but **never address the root.**

Why is this happening?

# YOUR VISION HAS OUTGROWN YOUR STRUCTURE.

The world has changed.  
Your mission has evolved.

**BUT YOUR STRATEGY & SYSTEMS HAVEN'T CAUGHT UP.**

# WHEN THE FOUNDATION NO LONGER FITS...

- ✓ Outdated structures can't support your current growth
- ✓ Strategy, leadership, and communication are misaligned
- ✓ Holes are leaking time, money, and energy & bottlenecks are blocking growth
- ✓ Internal chaos is quietly eroding impact



# IF YOU DON'T REDESIGN THE FOUNDATION...

- The **gap between the vision and execution** will keep growing.
- You'll **compromise values** or dilute the mission.
- **Reactive cycles will repeat**, and **burnout will spread** among staff and leadership.
- You'll **waste time, money, and energy** on short-term fixes
- You'll chase a **a unicorn** to hold it all together **or silver bullet** to magically fix everything.



# YOU'RE NOT THE ONLY ONE.

MOST mission-driven organizations eventually hit an inflection point.

THIS IS **NOT FAILURE.**

It's an invitation to *lead differently.*



# REAL-LIFE EXAMPLE: FOUNDER BOTTLENECK

Founder still makes every decision, and is running on late-night hustle and “labor of love.” Underneath, she’s drowning.

👁👁 looks/sounds like:

***Everything runs through me. Making all the decisions is exhausting.***

The team is loyal but hesitant to act independently.

***It’s hard to let go of control, but I also know I can’t carry all of this anymore.***

*Nothing moves unless I push it. But I’m so tired – and can’t see how this could be scalable.*

Leader is exhausted and may be starting to resent the work she once loved.



# REAL-LIFE EXAMPLE: OUTGROWN MODEL

The mission has grown, but the structure hasn't. You've got a lot of heart and a dedicated team, but little to no structure or leadership rhythm.

👁️👁️ looks/sounds like:

***We've evolved, but our systems & processes haven't—and it's costing us.***

*We're growing, but barely keeping up.*

***We all feel the strain, but no one has time to take a break.***

*We know we need to restructure, but how do we do that on top of everything else?*



# REAL-LIFE EXAMPLE: REACTIVE LEADERSHIP

You're always in motion, and everything feels urgent. No space for proactivity and things are running on adrenaline, not rhythm.

👁️👁️ looks/sounds like:

Very little margin, calm, or strategy.

***We're always putting out fires...if we just had some breathing room....***

Lurching from one launch, campaign, or gala to the next.

**Vision is buried under logistics.**

Team members are privately questioning how long they can keep going at this pace.



# REAL-LIFE EXAMPLE: GROWTH PLATEAU

There's been fast growth and rapid success, but now things are stalling...  
and no one knows why.

👁👁 looks/sounds like:

Momentum is slowing down.

***What used to work just...doesn't anymore.***

Everything feels more unpredictable. But I don't know what changed or what's wrong.

Things are more unstable than they used to be.

***We're hitting walls, but can't figure out how to break through.***



# HIRING ALONE WON'T FIX IT.

It's high risk to expect a new hire to **build the plane while flying it.**

At this pivotal point, **many organizations look to hire a Director of Marketing, Development, or Operations** as the solution.

But bringing someone in without clear strategy, systems, or structure—and expecting them to carry it all—is a fast track to burnout, turnover, and wasted resources.

**You need a solid foundation in place first**  
to set them (and your mission) up for success.

# SO WHAT DO WE DO?

ENGAGE The Regenerative Shift:

**FROM**  **TO**

Top-down control

Shared mission ownership

Culture of chaos

Culture of stability and groundedness

Reactive strategies

Rhythmic, proactive strategy

Short-term hustle

Long-term fruitfulness

Complexity and disorder

Simplicity and order

Mission drift or confusion

Clarity, direction & focus

Making the shift to a **REGENERATIVE FOUNDATION**

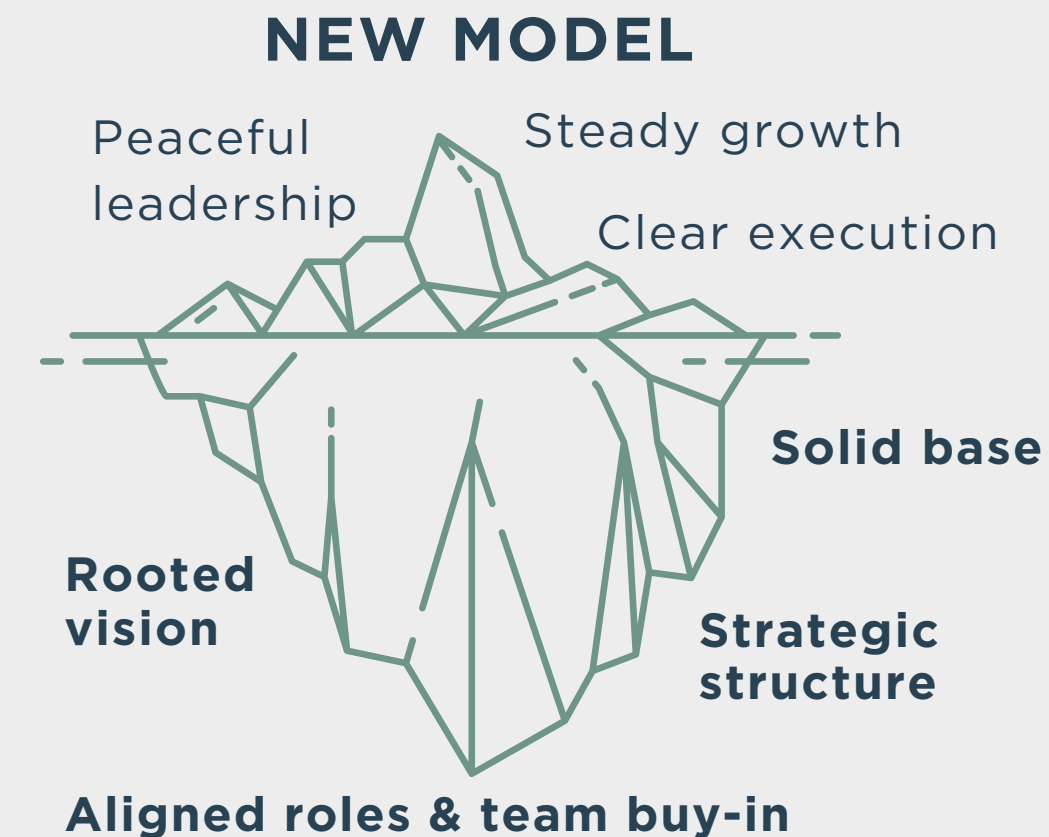
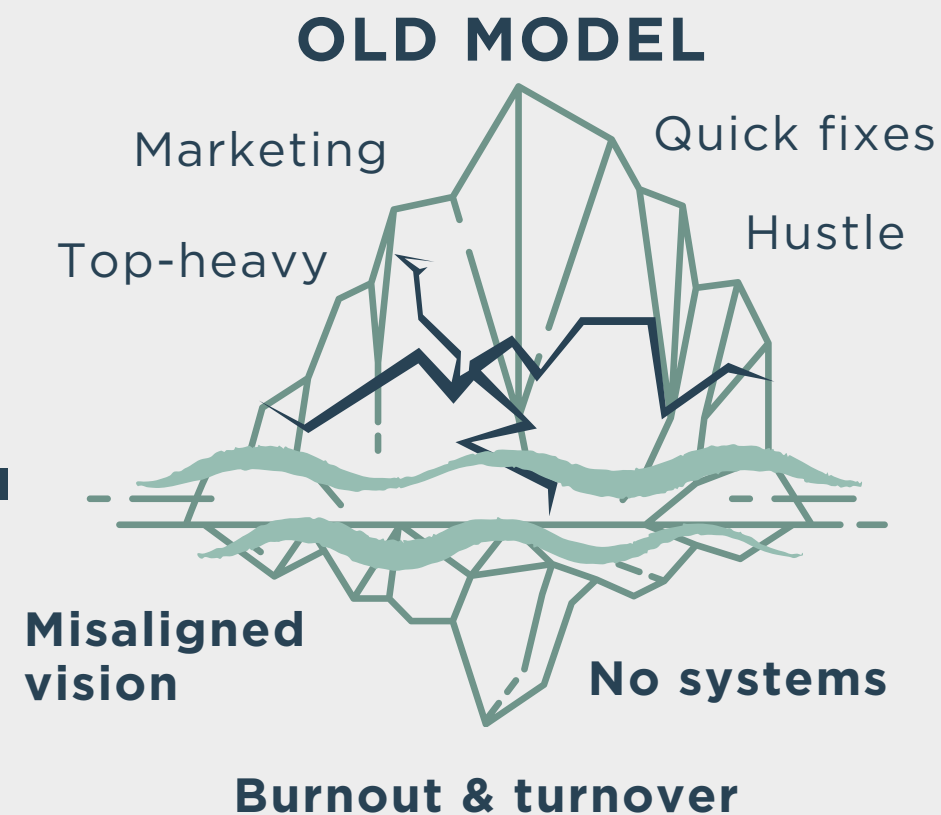
# DRAMATICALLY REDUCES YOUR LONG-TERM RESOURCE USAGE

--TIME, MONEY, and ENERGY

Because when your structure, strategy, and leadership are aligned...  
you don't need to *overcompensate* for the cracks in the foundation.

The beautiful thing is that...

# A REGENERATIVE FOUNDATION REQUIRES LESS TO SUSTAIN MORE.



When your foundation is sound, the whole structure stabilizes, because it's built to support the weight of the mission.  
**The lift becomes lighter—and the fruit multiplies.**





# SO WHAT DOES THIS PRACTICALLY REQUIRE?

## 1. **Re-Center the Vision**

- Org-wide buy-in
- Mission & values alignment
- Strategic clarity

## 2. **Re-Structure the Foundation**

- Strategic planning rhythms
- Operational capacity
- Sustainable communication, systems & roles

## 3. **Re-Shape the Culture**

- Grounded leadership & decision-making
- Healthy team dynamics
- Pace that allows for fruitfulness without burnout



# STRATEGIC CHANGE REQUIRES STRATEGIC SUPPORT

For many organizations, this isn't just a pivot.

It's a full-scale **shift** in culture, leadership, and operations—  
which means it requires **intentional, guided change management.**

# WHY CHANGE MANAGEMENT SUPPORT MATTERS...

- Day-to-day operations **still have to run**
- Most leaders are already **stretched too thin.**
- Without structure & accountability, **momentum stalls or misfires.**
- Change without support **burns people out.**
- The right guidance makes change **not just possible, but lasting.**



# THE DATA ON CHANGE

**75% of organizational change efforts fail.**

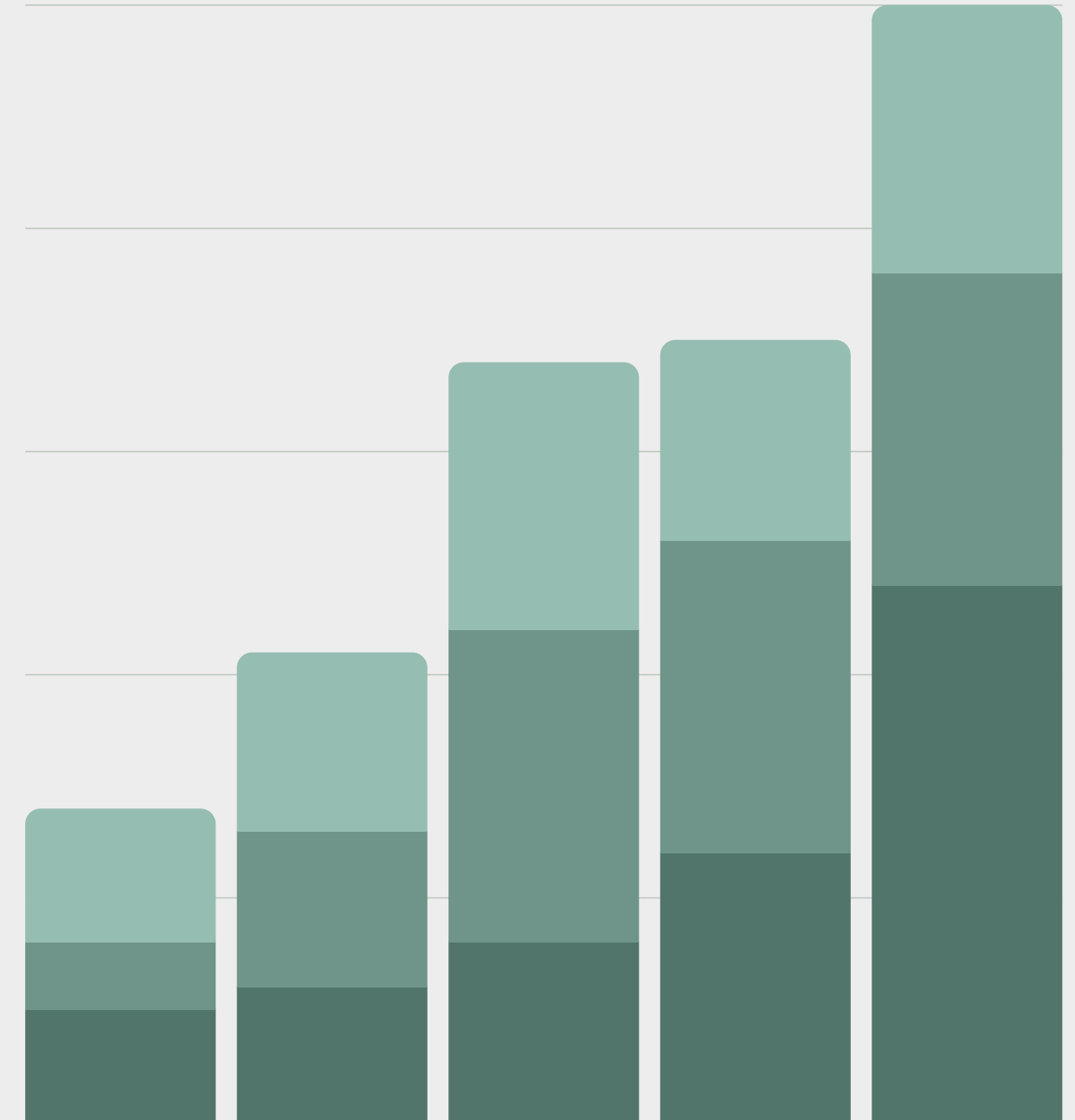
...regardless of good intentions.

Common reasons:

- Poor communication
- Leadership misalignment
- Resistance to change
- Inadequate planning

Maybe you've also tried on your own, but only got so far.

We won't sugarcoat it. Change is hard work.



REFERENCE: [HBR: Leading Change: Why Transformation Efforts Fail](#) , [ReseachGate: The Role of Leadership in Managing Change](#)



# THE TRUTH ABOUT CHANGE

Planning and process matter...

but **LASTING TRANSFORMATION** requires attention to *the human element*.

## PUSH CHANGE TOO FAST?

You risk long-term internal damage.



## BUT WITH AN AGILE, RELATIONAL APPROACH?

You create buy-in, clarity, and sustained momentum.



# OUR VISION

At Apostolic Fruit, we exist to help build:

**VALUES-ALIGNED  
REGENERATIVE  
PEOPLE-FIRST  
STRUCTURES, LEADERSHIP, AND CULTURE**

in every Catholic team and organization.





# THE APOSTOLIC FRUIT APPROACH

A STRATEGIC CONSULTING PARTNERSHIP TO CO-BUILD THE FOUNDATION FOR REGENERATIVE GROWTH

## BUILD THE AGILITY

We help you develop the **communication and planning rhythms** your team needs to move with clarity and responsiveness, not chaos and reaction.

We walk with you in the trenches and **adapt as real life unfolds.**

## DESIGN THE STRATEGY

We co-create **the structure and strategy** that brings your vision and mission to life...

...through **practical operations, aligned priorities, and sustainable execution.**

## GUIDE THE LEADERSHIP

We coach and support you in the **internal shifts needed to lead differently and get different results.**

Because lasting change isn't just strategic. It's deeply **human and relational.**

*We don't just advise from the outside—we build with you from within.*



# STRATEGIC PARTNERSHIP

A 9-MONTH ROADMAP TO REGENERATIVE GROWTH

THE TIMELINE

## PHASE 1

MONTHS 1-2

### Visioning, Strategic Mapping & Immediate Stabalization

- Root-cause clarity
- Quick wins & stopgaps for marketing, income or fundraising, communications
- Strategic priorities mapped
- Focused momentum toward your biggest pressure points

CLARITY, RELIEF & REALIGNMENT

## PHASE 2

MONTHS 3-4

### Structure & Rhythms Overhaul

- Rebuild planning rhythms, operational systems, and leadership structure
- Normalize strategic calm over chaotic urgency
- Lay foundation your team can grow on

BUILD THE CORE

## PHASE 3

MONTHS 5-7

### Team Development & Communication

- Clarify roles, responsibilities, workflows
- Develop healthy team culture & empower shared ownership
- Embed communication rhythms & decision-making patterns

STRENGTHEN PEOPLE & PROCESSES

## PHASE 4

MONTHS 8-9

### Sustainable Transition or Hiring Support

- Equip your internal leaders to take initiative
- OR support you in hiring well (no unicorn needed)
- Ensure long-term stability beyond our partnership

SUSTAIN THE GROWTH





DELIVERABLES & DETAILS



**9-MONTH CONSULTING PARTNERSHIP | STARTS AT \$6K/MONTH**

Flexible scope and consulting support tailored to your organization’s needs and key inflection points.





## MEGAN GEPHART

Operational Strategist  
Certified Director of Operations

**Megan Gephart is a Certified Director of Operations**, professionally-trained Mindset Coach through Metanoia Catholic, and Army Veteran. She brings 12+ years of leadership in the military, public relations, strategic communication & crisis comms, entrepreneurship, policy advocacy, and nonprofit sectors. Passionate about organizational change, she specializes in strategic planning, operations, leadership development, and team growth as a **Business Consultant with Apostolic Fruit**.

During her years as an active duty Military Intelligence and Public Affairs Officer, Megan **spearheaded military-wide policy change for women, mothers, and parents who serve**.

She's also a certified Pregnancy & Postpartum Athleticism Coach, wife to an active duty Army Officer, and mother of three energetic boys.

**Anna Saucier is an Embodied Leadership Coach**, Certified Online Business Consultant, and Emotional Health & Mindset Coach trained through Metanoia Catholic. She is trained in trauma-informed emotional health & nervous system regulation accompaniment, creating and holding psychologically safe spaces, and Certified as a Emotional Freedom Technique (EFT/tapping) Practitioner.

**Anna has helped hundreds of women** -- entrepreneurs, women's health practitioners, ministry leaders, and more -- **slow down the world's hustle and instead create lives and businesses that thrive from peace and rest**.

She's a mama of two, minimalist, and lover of both bustling cities and silent stillness. She and her family live semi-nomadically around the world.



## ANNA SAUCIER

Embodied Leadership Coach  
Certified Online Business Consultant



# FRUIT YOU CAN EXPECT



01

CLEAR ROLES, RHYTHMS, & STRUCTURE

02

AN EMPOWERED, ALIGNED TEAM

03

SUSTAINABLE PACE & HEALTHY CULTURE

04

STRONGER MESSAGE RESONANCE

05

MISSION INTEGRITY RESTORED

06

STRATEGIC GROWTH & SCALABLE SYSTEMS



CHOOSING ROOT-LEVEL CHANGE EVEN WHEN THINGS ARE STILL “WORKING” TAKES

# COURAGEOUS LEADERSHIP

YOU DON'T NEED TO CARRY THIS ALONE.

If you, dear leader, are willing to look honestly at what's no longer sustainable, and ready to rebuild on a stronger foundation...

# LET'S BEGIN.

# WHERE DO I GO FROM HERE?

## STEP ONE: DISCOVERY CALL

We'll have a conversation & explore whether we're a good fit to work together.

## STEP TWO: STRATEGIC MAPPING

Every engagement begins with the Strategic Mapping Model™ process, to do a deep-dive assessment across the organization and create a custom roadmap for sustainable strategic growth.



**LEARN MORE ABOUT STRATEGIC MAPPING** 

**BOOK A DISCOVERY CALL** 

**SHARE THIS WITH ANOTHER LEADER**  
(send them this PDF)





# CLIENT TESTIMONIALS



**KATIE VIDMAR, MTS**  
FOUNDER, ELEVATE FOR  
PREGNANCY CENTERS

***I have capacity now built into my work that I didn't before.***

*Thanks to Strategic Mapping and ongoing Fractional Director of Operations and Consulting from Apostolic Fruit, and the rhythms, structures, and systems we've put into place,*

***I'm able to receive and serve at a volume I never would've been able to before.***

*We're expecting baby number seven, and I was able to receive that news with deep joy and peace—because I have the capacity now to hold both the growth in our family and the growth in my work.*



**MARIA SPEARS MUMAUGH & MEGHAN ELFELT**  
CO-FOUNDERS, THE  
INTENTIONAL SINGLE (TIS)

*I feel like we've turned our business upside down and shaken it, and there's **so much goodness and clarity that's come forth**. So many unexpected things came out of it--excited for these Holy Spirit movements with these shifts.*

*This has been **critical and so very fruitful for the longevity and sustainability** of TIS moving forward.*

*It's been worth every penny and **we would easily invest over and over again** into these two phenomenal strategic minds.*

