

APPENDIX 8

S.M.A.R.T. GOAL #3 COACHING

Event or Ministry:	Coaching Staff
<i>Purpose (who do we intend to reach, how do we intend to reach them, and why):</i>	To spur one another [staff] on toward love and good deeds through regular, intentional times of coaching for increasing more effective overall ministry.
<i>Goal (precise, challenging, time-bound and measurable):</i>	Meet a minimum of every other week for 1/2 hour to 1 hour to discern primary interests of the coachee related to current ministry goals, strategies, implementation and evaluation.
<i>Addresses Need-Oriented Evangelism:</i>	Coach will continue to raise questions related to this minimum factor of N.O. Evangelism so that it is addressed. [Coaching 101 manual and NCD tool on N.O. E. will serve as resource.]
<i>Addresses Passionate Spirituality:</i>	Coach will continue to raise questions related to this primary focus so that it is addressed. [Coaching 101 manual by Bob Logan + NCD tool on P.S. will serve as resource.]
<i>Action Plan 2005-2006</i>	
<i>2005 July</i>	Evaluation meetings for Con. College, Confirmation, High School ministry, Perf. Review; Small Group Visioning nite
<i>August</i>	Aug. 9 begin formal coaching bi-weekly interfaces; Children's Min. Strategic plan; Staff retreat; health
<i>September</i>	Launching of ministries [Coaching 101 booklet- to prepare, observe, evaluate]
<i>October</i>	Strategic evaluation of each ministry with staff person I oversee
<i>Novemeber</i>	Assess each staff person's wholistic health (Willow tool)
<i>December</i>	Evaluate Fall Alpha, Confirmation, H.S. Lg. Grp., KZ; prepare for Contemplative Living Lenten Journey

2006 January	Leadership Retreat- cast vision, lay out tentative plan; Preparation and promotion of Lenten series
February	Impact of churchwide Lenten series; Coaching: Reflect on past events, Refocus on future events; Refresh health
March	Lenten C. Living series; equip staff person & ministry teams for Vision and 3 Year Strategic Goals.
April	Spring evaluation; Summer Plans explored and refined; volunteer celebrations planned
May	Celebration of volunteers implementation and evaluation
June	Sabbatical