

APPENDIX 8

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

<b><i>Event or Ministry:</i></b>	Coaching Staff
<b><i>Purpose (who do we intend to reach, how do we intend to reach them, and why):</i></b>	To spur one another [staff] on toward love and good deeds through regular, intentional times of coaching for increasing more effective overall ministry.
<b><i>Goal (precise, challenging, time-bound and measurable):</i></b>	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.
<b><i>Addresses Need-Oriented Evangelism:</i></b>	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.]
<b><i>Addresses Passionate Spirituality:</i></b>	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.]
<b><i>Action Plan 2005-2006</i></b>	
<b><i>2005 July</i></b>	Evaluation meetings for Con. College, Confirmation, High School ministry, Perf. Review; Small Group Visioning nite
<b><i>August</i></b>	Aug. 9 begin formal coaching bi-weekly interfaces; Children's Min. Strategic plan; Staff retreat; health
<b><i>September</i></b>	Launching of ministries [Coaching 101 booklet- to prepare, observe, evaluate]
<b><i>October</i></b>	Strategic evaluation of each ministry with staff person I oversee
<b><i>November</i></b>	Assess each staff person's wholistic health (Willow tool)
<b><i>December</i></b>	Evaluate Fall Alpha, Confirmation, H.S. Lg. Grp., KZ; prepare for Contemplative Living Lenten Journey

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