



Pikes Peak Christian Church

3, 6, & 9 Month Ministry Goals

Ministry Year: 2008

Ministry: Family & Pastoral Care

Staff Member:

Critical Success Factors:

3 Month Goals:

- New Assimilation Process
- Deepening Spiritual Growth
- Building God Honoring Families

- **Goal #1:** Build a staff team to support the Family & Pastoral Care Ministries
 - Deliverable #1: Present a paid and volunteer staffing plan to XD 30 days after starting employment at PPCC
 - Deliverable #2: Create a Org-Chart and payroll budget to staff ministry team and present to XD 45 days after starting employment at PPCC
 - Deliverable #3: Meet with transferred staff members, create job descriptions for each staff member, and deliver initial draft to XD within the first 45 days of starting employment at PPCC
 - Deliverable #4: Finalize Org-Chart, staffing budget, and job descriptions and deliver to XD within 60 days of starting employment at PPCC
- **Goal #2:** Lead the effort to evaluate, design a plan, and implement Pastoral Care & Family oriented environments of any new building initiatives
- **Goal #3:** Create ministry plans for critical sub-ministries
 - Deliverable #1: Within 60 days of starting employment at PPCC, create and deliver to the XD ministry launching plans for the:
 - Visitor and New Member Assimilation Ministry
 - Baptism and New Believer Mentoring Ministry
 - Well Care Ministry
 - Volunteer Care Ministry
 - Deliverable #2: Within 90 days of starting employment at PPCC, create and deliver to the XD ministry re-launching plans for the:
 - Small Groups Ministry
 - Benevolence Ministry
 - Prayer Ministry
 - People Resources Ministry
- **Goal #4:** Evaluate the current pastoral care ministry processes of PPCC and deliver a report to the XD within 90 days of starting employment at PPCC
- **Goal #5:** Lead at least 1 staff devotional per week starting 60 days after starting employment at PPCC

6 Month Goals:

- **Goal #1:** Successfully launch and re-launch the following ministries
 - Deliverable #1: By June 1st:
 - Visitor and New Member Assimilation Ministry
 - Baptism and New Believer Mentoring Ministry
 - Well Care Ministry
 - Volunteer Care Ministry
 - Deliverable #2: By September 1st:
 - Small Groups Ministry
 - Benevolence Ministry
 - Prayer Ministry
 - People Resources Ministry
- **Goal #2:** Create a budget plan to fund the Family & Pastoral Care Ministry
 - Deliverable #1: Present a draft ministry budget to the XD within 120 days of starting employment at PPCC
 - Deliverable #2: Present a final ministry budget, with complete justification, by the end of July to the XD
- **Goal #3:** By ministry season start, September 1st, present ministry launch plans to the XD for the following ministries:
 - Deliverable #1: Present ministry launch plans for:
 - Professional Counselor Management Ministry
 - Marriage Ministry
 - Marriage & Funeral Ministry
 - Special Family Services-Events
- **Goal #4:** Plan, staff, and complete a staff retreat by the end of August
 - Deliverable #1: Present a theme, plan, schedule, and budget for the staff retreat to the XD by the end of June
 - Deliverable #2: Show the successful completion of the staff retreat with:
 - Positive evaluations from the participants
 - Staying within or under budget
 - Improvement in the morale and overall attitude of the staff and leadership team
- **Goal #5:** Help the senior leadership team create the overall 2008-2009 ministry plan
 - Deliverable #1: Help present a draft ministry plan to the SrP by the end of June
 - Deliverable #2: Help present a final ministry plan to the SrP by the first of August
- **Goal #6:** By the start of June, be available to lead staff training events at least once a month for a maximum of 10 classes a year
 - Deliverable #1: Prepare a class curriculum and a present to the XD by the middle of May
 - Deliverable #2: Successfully present the class to the staff during the month of June

9 Month Goals:

- **Goal #1:** Provide a professional counseling alternative to the staff and congregation
 - Deliverable #1: Create and a present a ministry plan for the counseling ministry to the XD by the end of September
 - Deliverable #2: Launch the counseling ministry for the staff by the end of October
 - Deliverable #3: Launch the counseling ministry for the congregation by the start of December

- **Goal #2:** Launch the following ministries by the first of October
 - Professional Counselor Management Ministry
 - Marriage Ministry
 - Marriage & Funeral Ministry
 - Special Family Services-Events

- **Goal #3:** Successfully stay within funds allocated in the interim budget created to fund the ministry until Fiscal '08-'09 is launched.
 - Deliverable #1: Using the budget tracking tool, meet with the Finance Manager to successfully reconcile the expenses of the ministry by the start of October
 - Deliverable #2: Present a report on the results of the expenses against allocations for the interim budget to the XD by the middle of October

- **Goal #4:** Host a Family & Pastoral Care Ministries Summit by the end of 2008
 - Deliverable #1: By the end of September, present a theme, schedule, budget, and possible goals to XD for the Ministry Summit
 - Deliverable #2: Show the successful completion of the ministry specific summit with:
 - Positive evaluations by summit attendees
 - Successfully staying within or under the established budget
 - Display improvement in the morale, attitude, and proficiency of the leaders and volunteers within the sub-ministries

- **Goal #5:** Create and implement a tool and processes for accurately tracking the retention and involvement of new and existing members of PPCC
 - Deliverable #1: Evaluate existing processes and tools and present a plan to deliverable the tool to the XD by October 1st
 - Deliverable #2: Successfully present a report generated by the new tool and process to the Senior Leadership by 12/31/08

- **Goal #6:** Increase the number of new members staying members and engaged in ministries by 10% over 2007
 - Deliverable #1: Present a draft surveying tool to determine retention of new members and visitors to the XD by the end of September
 - Deliverable #2: Present the results of a new member and visitor census as a report to the XD by the end of 2008