

KRAs – Plannning Out Our Ministry

What do you hope to achieve this year?

What are you aiming at and are you hitting your target?



5 Key Result Areas (KRAs)

- 1. Personal Development*
 - 2. Strategic Leadership*
 - 3. Team Development*
 - 4. Leadership Development*
 - 5. Resource Development*
- 

KRAs – Past, Present, Future

- 1. Milestones – Past Year (done by God's grace)*
- 2. Next 12 months*
- 3. Next 5 Years*

Sample KRA chart (Personal)

Milestones – 12 mos. – 5 years

- Successful heart surgery, Aug 9, '05 and subsequent return to normal health.
- Early detection and successful removal of colon tumor, Jun, 07
- Gun club social contacts
- Autocross social contacts

Strength (*Physical*)

weight to 185, 4x weekly workout

Heart (*Spiritual*)

- Daily discipline of prayer and reflection

Soul

(*Relational/emotional*)

- Co-lead growth group
- Daily journal

Mind (*Intellectual*)

- Salvage Real Estate license

1. Weigh 180 and be exercising regularly
2. Establish reading & study rhythm for writing
3. Clutter-free life
4. Financial independence
5. Portfolio of “Conference” messages – encouraging leaders

Personal Development

- 1. Elected Chair of the Bible Club*
- 2. Read through the Bible*
- 3. Do inductive bible studies on five books of the Bible*

Personal Development

- 1. Elected Chair of the Babysitters Club*
- 2. Take the Red Cross class*
- 3. Do a study to find out how to operate a daycare center.*

Personal Development (GAD)

Strength *(Physical)*

- Reduce weight to 190

Heart *(Spiritual)*

- Weekly Sabbaths

Soul *(Relational, emotional, etc.)*

- Daily prayer and sharing with Kathy; date nights

Mind *(Intellectual)*

- Read one Church History book this year

Strategic Leadership

- 1. Bible Club established at FEFC*
- 2. Develop a leadership team & bible study curriculum*
- 3. Have a weekly bible club meeting for every age/stage group in the church*

Strategic Leadership

- 1. Babysitters Club established at FEFC*
- 2. Develop a leadership team & yearly calendar of service projects*
- 3. Have a daycare ministry for working families in our community in the next two to three years.*

Strategic Leadership (GAD)

- 1. Work jointly on the future ministry plan with John and Tom (the church chair).**
- 2. Determine the best ways to be a teacher, trainer and team builder during our ministry transition.**
- 3. Help develop/implement big picture strategy to modify the CE leadership model to split CE into two areas; reflecting the present structure and meeting near future program needs.**

Team Development

- 1. Organized Bible Club Ministry Team*
- 2. Recruit and train five new clubbers*
- 3. Do inductive bible studies on five books of the Bible, one per year, with the BCMT*

Team Development

- 1. Organize Babysitters Club Ministry Team*
- 2. Recruit and train five new clubbers*
- 3. Prepare , train and develop, the ministry team to be able to open the Daycare center next year.*

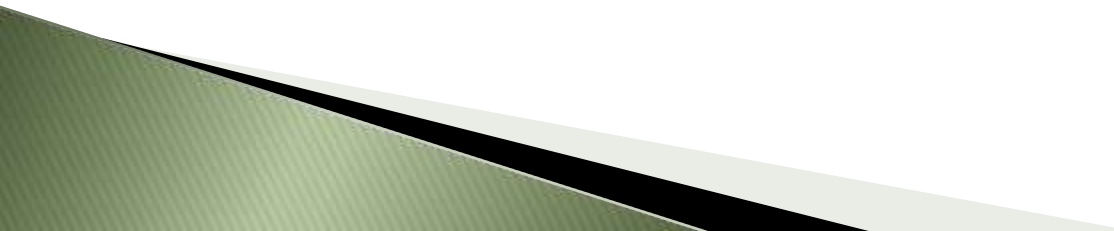
Team Development (GAD)

- ▶ **Facilitate ALLYs success in youth ministry.**
 - Facilitate well-planned, effective monthly ALLYs meetings.
 - Establish the curricular plan for the 09-10 year.
 - Review and evaluate the youth ministry in Spring '10.
 - Recruit new team members

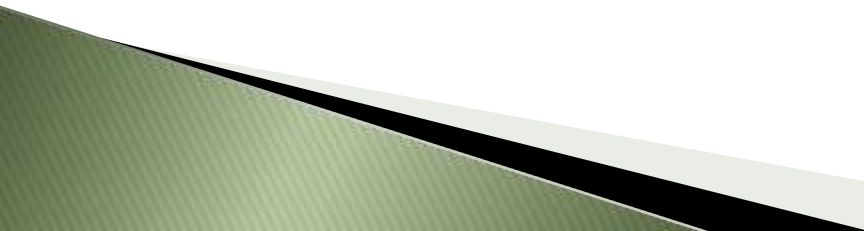
Leadership Development

- 1. Trained two leaders in BCMT*
- 2. Coach two members who can then coach others.*
- 3. Delegate the training of new leaders to the best person from the ministry team.*

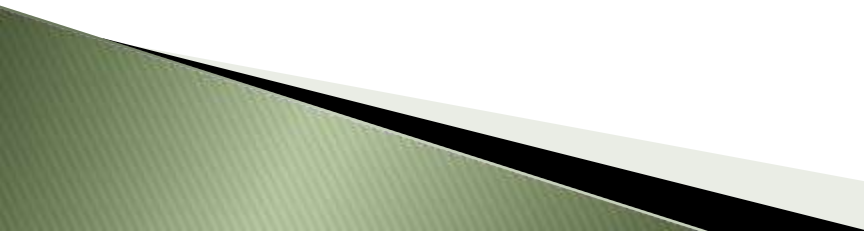
Leadership Development

- 1. Trained two child care workers*
 - 2. Coach two members who can then coach others.*
 - 3. Delegate the training of new leaders to the best person from the ministry team.*
- 

Leadership Development (GAD)

- ▶ **1. Train/coach the ALLYs in ministering to and relating to students**
 - ▶ **2. Train/coach the C&C leadership team members**
 - ▶ **3. Delegate to Ed and Jane the development of a cell group leader training program.**
- 

Resource Development

- 1. Established a budget for the Bible club.*
 - 2. Purchase reference books on the current Bible studies for group leaders*
 - 3. Purchase books for training and reference purposes.*
- 

Resource Development

- 1. Established a budget for the Babysitters club.*
- 2. Purchase training videos*
- 3. Purchase books, toys and other equipment needed for the Daycare center.*

Resource Development

- ▶ 1. Procure video teaching resources for marriage & parenting studies.
- ▶ 2. Add to our collection of video and/or non-video teaching resources for training new workers in CE (i.e. SS, small groups, youth ministry.)
- ▶ 3. Find resources to 'resource' our growing service/outreach ministries.

5 Key Result Areas (KRAs)

- 1. Personal Development*
 - 2. Strategic Leadership*
 - 3. Team Development*
 - 4. Leadership Development*
 - 5. Resource Development*
- 

What are you aiming at and are you hitting your target?



- ▶ Write KRAs for this ministry year
- ▶ Personal Dev.– individual goals
- ▶ Other 4 KRAs – team goals
- ▶ 2–3 goals per KRA with sub-goals if needed