



St. Paul's
LUTHERAN CHURCH & SCHOOL

Setting Goals

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Create Goals

- Boards in charge that area with the staff members will create measurable goals for each vision
 - Worship Board will develop a plan for worship.
 - School Board for School.
 - Council for Leadership.
 - Family and Youth and Parish Ed for Children and Youth.
 - Strategic Planning Team for Hospitality.
 - One Large 5 Year Goal
 - Strategic planning team, council, Principal, Pastor Arthur
 - 3-5 Lesser Goals
 - Support the Large Goal

What Does the Strategy-Making, Strategy-Executing Process Entail?

1. Developing a strategic vision, a mission statement, and a set of core values
2. Setting goals for measuring the firm's performance and tracking its progress
3. Crafting a strategy to move the firm along its strategic course and achieve its goals
4. Executing the chosen strategy efficiently and effectively
5. Monitoring developments, evaluating performance, and initiating corrective adjustments

The Need for Short-Term and Long-Term Goals

- Long-Term 5 Year Goals:
 - Force consideration of what to do now to achieve optimal long-term performance.
 - Help pose a barrier to overemphasizing achieving just short-term results and postponing/delaying actions needed to achieve long-term performance targets.
- Short-Term Goals:
 - Focus attention on quarterly and annual performance improvements to satisfy near-term expectations.

Setting Goals

- The purposes of setting Goals:
 - To convert the vision and mission into specific, measurable, challenging yet achievable, deadline performance targets
 - To focus efforts and align actions throughout the church and school
 - To serve as yardsticks for tracking performance and progress
 - To provide motivation and inspire members and employees to greater levels of effort

S.M.A.R.T. Goals

Goal setting aligns plans and activities

Specific

- *clearly target key results and outcomes to be accomplished*

Measurable

- Described so results can be measured without ambiguity

Achievable

- *” although challenging, realistic and possible to achieve.*

Results Oriented

- *include a stretch factor that moves toward real gains.*

Time Specific

- *linked to specific timetables and “due dates*

Setting Stretch Goals

- Setting stretch goals promote better overall performance because they:
 - Push a firm to be more inventive.
 - Increase the urgency for improving financial performance and competitive position.
 - Cause the church and school to be more intentional and focused in our actions.
 - Create an exciting work environment and attract the best people.
 - Help prevent internal inertia and contentment with modest gains in performance.

Cautions About Stretch Goals

- Realistic stretch goals
 - Are definitely reachable, with a strong and coordinated effort on the part of company personnel.
- Overly ambitious stretch goals
 - Are usually beyond the organization's capabilities to reach, regardless of the level of effort.
 - Involve radical expectations and often go unachieved, and run the risk of killing motivation, eroding employee confidence, and damaging both worker and company performance.
 - Can work as envisioned if:
 - the company has ample resources and capabilities.
 - its recent performance is strong.

Setting Goals

- Strategic Planning Team and stakeholders will create measurable goals for each vision
 - Strategic: 3-5 years
 - Strategic planning team, council, Principal, Pastor Arthur
 - Tactical: 1 year
 - Strategic planning team, Boards, Staff
 - Operational: Day-to-day
 - Staff

What Kinds of Goals To Set

Financial goals

- Communicate top management's goals for financial performance.
- Are focused internally on the church's operations and activities.

Strategic goals

- Are the church's goals related to how we live the values, mission, and vision.
 - Such as hospitality.

Values, Mission, Vision

- Values
 - Love, Justice, Compassion, Joy
- Mission
 - Living God's Love
- Vision
 - Worship, School, Children and Youth, Leadership, Hospitality

Vision Statement

- Worship
- School
- Children and Youth
- Leadership
- Hospitality

Next Steps

- Boards, Staff, Leadership create goals in March
- Board chairs and leaders send or bring goals to the council for final ratification
- Approval of the church council at the March meeting
- Pastor/President Gatherings in April
- Vote of the Congregation at our annual meeting

St. Paul's Church and School
Mission Statement

Living God's Love

Questions

Thanks for Your Participation!



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Living God's Love