

## Developing Ministry Goals\*

1. As a group (council or mutual ministry committee) consider these questions:

- Are there goals from last year that need to be continued?
- Are there current ministries that are effective, but need to be strengthened?
- Is our outreach to the community as strong as it should be?
- In what specific ways could we strengthen our witness to Christ by interacting with unchurched people in our area?
- In what specific ways could we increase our support of the people who are already a part of our congregation?
- Are we fully utilizing our gifts to support God's people throughout the world?

2. Individually, before the next meeting, list up to four goals you believe will strengthen the congregation's ministry during the coming year. Remember that goals need to be SMART: Specific, Measurable, Attainable, Relevant, and Timed.

- 
- 
- 
- 

3. Work with your group to develop a set of four realistic ministry goals. Once the goals have been agreed upon, go back to each one and decide how the pastor, staff, and laity will be expected to contribute to carrying out that particular ministry goal.

\*Page 126 in Pastor and People

*Pastor and People: Making Mutual Ministry Work, copyright © Augsburg Fortress. May be reproduced for local use.*

## Reviewing Ministry Goals and Achievements\*

On an annual basis, review the ministry goals established last year and discuss how the pastor, staff, and laity have contributed toward the meeting of each goal.

Provide each person participating in the evaluation process with a list of the ministry goals and a copy of this worksheet for each goal.

1. A ministry goal for this year was:

2. I have attempted to carry out this goal by:

3. I have seen the pastor, staff, council, or other members of the congregation carry out this goal by:

4. Select the statement that best describes your current thoughts about this ministry goal:

We have completed this goal.

This goal needs more time and work.

This goal is no longer necessary.

This goal turned out to be unrealistic.

5. Additional comments you would like to make concerning this goal:

\*page 122 in *Pastor and People*

*Pastor and People: Making Mutual Ministry Work*, copyright © Augsburg Fortress. May be reproduced for local use.