**2017 STAFF “NEW TERRITORY” GOAL TEMPLATE**

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| **NEW TERRITORY GOALS** | |
| **GOALS THAT SUPPORT ORGANIZATION WIDE OBJECTIVES** | **SUPPORTING INITIATIVES/ACTION STEPS** |
| **1.**  **2.**  **3.** | **1.**  **2.**  **3.** |
| **PERSONAL MINISTRY SPECIFIC GOALS** | **SUPPORTING INITIATIVES/ACTION STEPS** |
| **1.**  **2.**  **3.** | **1.**  **2.**  **3.** |

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| **NEW TERRITORY SELF-DEVELOPMENT GOALS** | |
| **MINISTRY LEADERSHIP DEVELOPMENT GOALS** | **SUPPORTING INITIATIVES/ACTION STEPS** |
| **1.**  **2.**  **3.** | **1.**  **2.**  **3.** |
| **SPIRITUAL LEADERSHIP DEVELOPMENT GOALS** | **SUPPORTING INITIATIVES/ACTION STEPS** |
| **1.**  **2.**  **3.** | **1.**  **2.**  **3.** |

**DEFINITIONS AND EXAMPLES**

**New Territory Goals:** Specific, Measurable, Attainable, Relevant and Time Sensitive (S.M.A.R.T.) Goals around strategies and initiatives that have never been or only recently attempted.

**Organization Wide Goals:** Specific, Measurable, Attainable, Relevant and Time Sensitive (S.M.A.R.T.) Goals and Initiatives that you will pursue to advance the 3 NEXT Priority Objectives

*Example: Reach and disciple a growing number of Millennial adults (age 18-35) as evidenced by a 20% increase in Sunday School attendance and service involvement of Millennial age adults by December 31, 2017.*

**Personal Ministry Specific Goals**: Specific, Measurable, Attainable, Relevant and Time Sensitive (S.M.A.R.T.) Goals and Initiatives to advance the mission, vision and strategies of your specific area(s) of ministry responsibility, such as Preschool, Children, Youth, Music and Worship, etc.

*Example: The Preschool Ministry, in collaboration with the education staff, will develop, promote, implement and follow-up a complimentary quarterly Parent’s Night Out in 2017 targeting families who are not enrolled in Sunday School. Success will be measured by at least 20% of the parents visiting a Sunday School Class.*

**Ministry Leadership Development Goals:** Specific, Measurable, Attainable, Relevant and Time Sensitive (S.M.A.R.T.) Goals and Initiatives to increase your Knowledge, Attitudes, Skills and Habits (KASH) that will advance your personal effectiveness as a leader of your specific ministry

*Example:**By the end of 3Q 2017 I will conduct a site visit to a benchmark church and spend at least 4 hours with my counterpart, type up and share my take-a-ways with my Supervisor and together identify which if any best practices I will implement.*

**Spiritual Leadership Development Goals:** Specific, Measurable, Attainable, Relevant and Time Sensitive (S.M.A.R.T.) Goals and Initiatives to increase your Knowledge, Attitudes, Skills and Habits (KASH) that will advance your personal effectiveness as a spiritual leader

*Example:**By December 31, 2017 I will learn and put into regular practice at least 3 new spiritual disciplines under the guidance and accountability of a spiritual mentor who is not a member of First Baptist Church. I will teach at least one of the new disciplines to the church staff during the monthly Staff Devotional.*

**Supporting Initiatives/Action Steps:** The specific tactics and activities you will pursue to accomplish the stated goal

*Example:**By the end of the 3Q 2017 I will read the book “Sacred Pathways” by Tony Jones to familiarize myself with the theology, history and methodology of various ancient spiritual disciplines, and identify for my spiritual mentor the disciplines I will begin to incorporate.*

*Example: By the end of the 2Q I will have my site visit location and dates approved by my Supervisor.*

*Example: Beginning Sunday, August 20 we will offer two six week Topical Study Classes on Sunday mornings targeting young married couples not involved in a Sunday School Class.*