

# NETWORK MEETING #4

## SMART Goals



icebreaker



Magugustuhan mo ang ating NCD network dahil...

### Tips from the topnotcher

Learn from the church that scored highest in the network in one of the 8 qualities.

### Napulot

Ano ang mahalagang napulot mo sa ating topnotcher?

## Learning

from One Another

### 1) Encouragement

How were you encouraged as you shared your survey results with your church and as you made your action plan?

What other encouraging developments in your church's health have you seen this past month?

### 2) Progress on accomplishing SMART goals

What percent of your goals has your church accomplished? Sa ngayon, kunti lang siguro, dahil malaking trabaho ang paggawa ng action plan. Pero kung may progress na, kahit kaunti, lalong magaling.



## Improve Your SMART Goals

At our last network meeting we learned how to make an action plan to strengthen your Weakest Quality. This included **SMART** goals. Napansin namin sa past networks na nahirapan ang karamihan ng delegates sa first time lang na pag-aaral nila ng **SMART** goals. Maraming humiling ng review. Kaya, gagawin natin ngayon. Sadyang pag-aaralan natin ang **SMART** goals nang mabuti ngayon. Nawa'y pagkatapos nito, **SMART** na **SMART** ang goals ninyo.

Nagsulat tayo ng **SMART** goals last network meeting. Ngayon, habang lalong pag-aaralan natin ito, ayusin ang goals natin para maging mas **SMART**. Habang nag-aaral mag-ayos muna sa kapirasong papel.

Kapag ayos na ayos na ang **SMART** goals ninyo, magsulat sa **SMART** Goals Accomplishment Worksheet sa pg. 132. Here are some samples of **SMART** goals from a church whose Weakest Quality is Enabling Leadership.

- 1) To strengthen our Enabling Leadership, on the last Sunday of July, a survey will be given to all in attendance asking if they are willing to serve in the church in some capacity. At least 80% will indicate that they are willing.
- 2) To strengthen our Enabling Leadership, by the end of August, Pastor Glenn will delegate 5 duties that he is currently doing regularly to 5 different members that are currently without a ministry. They will faithfully carry out these duties.
- 3) To strengthen our Enabling Leadership, by the end of October, five members will begin to regularly visit the sick and 6 members will begin leading Outreach Bible Studies after having completed the appropriate training.
- 4) To strengthen our Enabling Leadership, by the end of September, Pastor Glenn will mobilize apprentice leaders for at least 4 of the ministries he is currently handling.



## Interaction

Are these goals different in any way from the goals you have written for your church? If so, how?



**SMART** stands for:

**Specific** →

*Your goals should be written to strengthen your church's specific Weakest Quality.*

**Measurable** →

*Dapat kayang sukatin ang goal ninyo.*

**Achievable** →

*The goal should be challenging, ngunit, kayang abutin. Avoid setting goals that your members might consider impossible.*

**Result-oriented** →

*Goals should be written so that they measure the result desired, not just an activity to be done.*

**Time-bound** →

*A target date should be set for when the goal will be reached.*



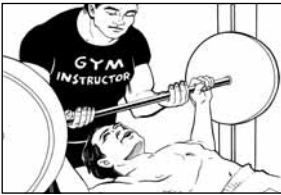
## Specific →

All of the goals you write should help strengthen the Specific quality your church is focusing on, such as Enabling Leadership, Gift-based Ministry, etc. The goals should measure **quality**, meaning to say, they should strengthen the **quality** of your church. Many churches are used to writing goals that measure **quantity**. These goals focus on how your church will grow in number.

In NCD, to strengthen our church's health, we will write goals to strengthen our church's **quality**. As these goals are reached, kusang lalago ang church in **quantity**.

set goals for quality rather than quantity

### Halimbawa ng goals to strengthen quality:



- To strengthen our Enabling Leadership 2 of our leaders will receive one-on-one coaching from our pastor, beginning in March.



- To strengthen our Gift-based Ministry we will mobilize 1 Gift Placement Counselor by the end of April.

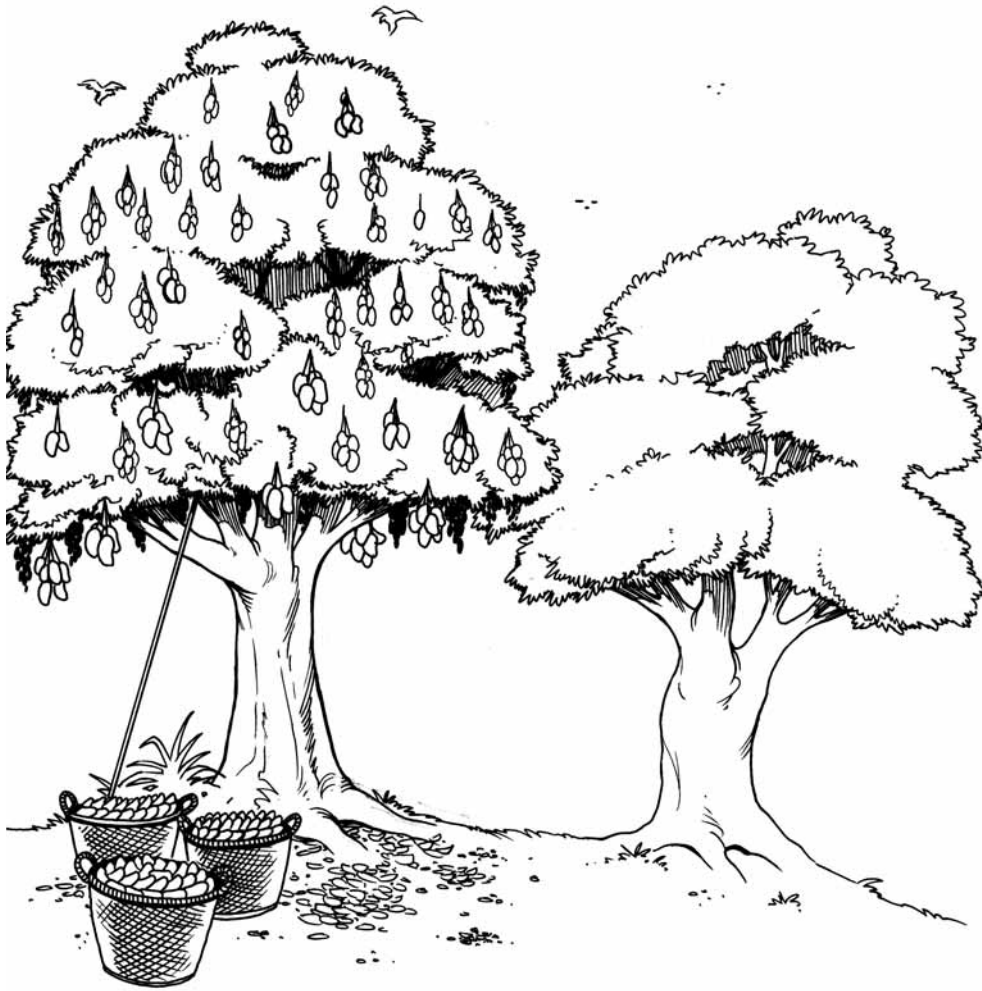


- To strengthen our Comprehensive Small Groups 6 of our cell group leaders will train and mobilize an apprentice cell group leader through On-the-Job-Training by the end of May.

You might want to begin each of your goals with the words “To strengthen our \_\_\_\_\_ (your Weakest Quality). This isn't essential. But you can do this if it will help you to be clearer and to make sure your goals are focused specifically on your Weakest Quality.

### Workshop

Look at your **SMART** goals on pg. 108. Are they all specific, clearly focused on strengthening your Weakest Quality? Kung hindi, ayusin ngayon. 3 min.



## Result-oriented

As we continue to study **SMART** goals, rather than go on to **M**, Measurable, let's work on **R**, Result-oriented. Some churches have a hard time with this. Once we understand how to write Result-oriented goals, the remaining aspects of **SMART** goals are pretty easy to apply.

Result-oriented goals measure the result we want to see. They measure what we really want to see happen in our church as a result of various actions. Many churches make the mistake of writing goals that are activity-oriented. These types of goals only measure if some activity was done or not. If the activity is done this goal is accomplished. The problem is there may not be any fruit from the activity! To help us make sure that something will really happen as a result of our actions, it's much better to write Result-oriented goals. These goals measure the fruit of our actions.



huwag  
mag-  
seminar  
lang!

Let's look at some examples of goals written by some actual NCD churches. Unfortunately, puro activity-oriented ang mga ito! But they can be adjusted so that they will be Result-oriented. Tingnan natin.

### **Halimbawa #1**

- Hold a seminar on cell groups by the end of July.

This is an activity! This goal is activity-oriented, not Result-oriented! What if they have a seminar, members attend, but don't apply what they were taught in the seminar? Even if there is no application, this activity-oriented goal can still be "successfully" fulfilled. Basta't may seminar, natupad ang goal. That's why we don't want to write activity-oriented goals. It will only measure if they did this activity, whether or not there is any fruit. But we want to see fruit! Not just activities! What do they hope will happen as a result of this activity (seminar)? That's what they need to write in their goal. How about like this:

- To strengthen our Comprehensive Small Groups, as a result of a training seminar, 5 members will begin leading their own cell groups by the end of July.

Now that's Result-oriented. Do you see the result there? 5 members will actually begin leading cell groups! The seminar is just an activity to accomplish this goal. The result is that the seminar will bear fruit and new cell group leaders will actually begin functioning. Kakaiba, ano?

To make it shorter, we can leave off the part about the training seminar. This is one of the action steps that will be taken to achieve the Result-oriented goal.

- To strengthen our Comprehensive Small Groups, 5 members will begin leading their own cell groups by the end of July.

Mas magaling ito, 'di ba?





## Halimbawa #2

- ❖ To strengthen our Need-meeting Evangelism, 5 board members will disciple 2 members each to share their faith by the end of 2008.

This goal is a little bit better than Halimbawa #1. Pero may kaunting kakulangan pa rin. This goal also doesn't measure the result desired. This is also an activity-oriented goal. Baka, na-disciple ang 5 miyembro, tapos, wala naman silang gagawin! What we really want to see is that these members are actually sharing their faith. So let's write our goal so that this is what is actually measured. Let's make sure that something really happens.

- ❖ To strengthen our Need-meeting Evangelism, 10 members will share their faith with a friend or relative, at least once per week. This will be reported to the board members that disciplined them by the end of 2008.

As with Halimbawa #1, we can shorten this by eliminating the part about being disciplined. This is one of the action steps to fulfill the Result-oriented goal.

- ❖ To strengthen our Need-meeting Evangelism 10 members will share their faith with a friend or relative, at least once per week by the end of 2008.

Ayos na, ano?





### Halimbawa #3

- Preach a series on “Building Up One Another” by the end of September.

Activity na naman! This is a common mistake of many churches. Marami silang goals tungkol sa preaching lang. What do we want to actually happen as a result of the preaching series?

- To strengthen our Loving Relationships, as a result of the preaching series on “Building Up One Another,” 70% of our members will share in their cell groups one thing that they actually did to build someone else up, by the end of September.

That’s the result we want to see! This is a Result-oriented goal rather than just an activity-oriented goal.

As with the previous goals, we can shorten this.

- To strengthen our Loving Relationships, 70% of our members will share in their cell group one thing that they did to build someone else up, by the end of September.

As with the previous samples, the preaching series is an action step to fulfill the goal. Puwede rin magkaroon ng maraming preaching series na walang kabunga-bunga! Pero, huwag sana. Let’s measure the result from the preaching series, not just whether or not we had a preaching series!

make  
sure  
there  
is  
actually  
fruit  
that  
results!





#### Halimbawa #4

- ✓ To strengthen our Passionate Spirituality, we will challenge 15 of the youth to follow the Lord in baptism by September.

Challenge lang? Bakit challenge lang? Sige pa! Set the goal for the result we want to see!

- ✓ To strengthen our Passionate Spirituality, 12 youth will follow the Lord in baptism by October.

'Yan ang resulta. This is a Result-oriented goal. The challenge is just an activity to help reach the goal.

#### Halimbawa #5

- o To strengthen our Need-meeting Evangelism, have a seminar on "Matching Resources with the Community" by the end of February."

Seminar lang 'yan, e! Ano'ng mangyayari bilang resulta ng seminar? Kapag isusulat natin 'yan nang ganito, meron na tayong Result-oriented goal:

- o To strengthen our Need-meeting Evangelism, we will conduct 2 community service events to meet the needs in our community by the end of May.

The result of the seminar is that needs in the community will be identified that the church can help meet. Magandang hakbang 'yan. Then, actions will be taken to help meet these needs. Mas lalo pang maganda! Nakita mo ba ang kaibahan?



## Quiz

Which of the goals below are Result-oriented?

Which are activity-oriented?

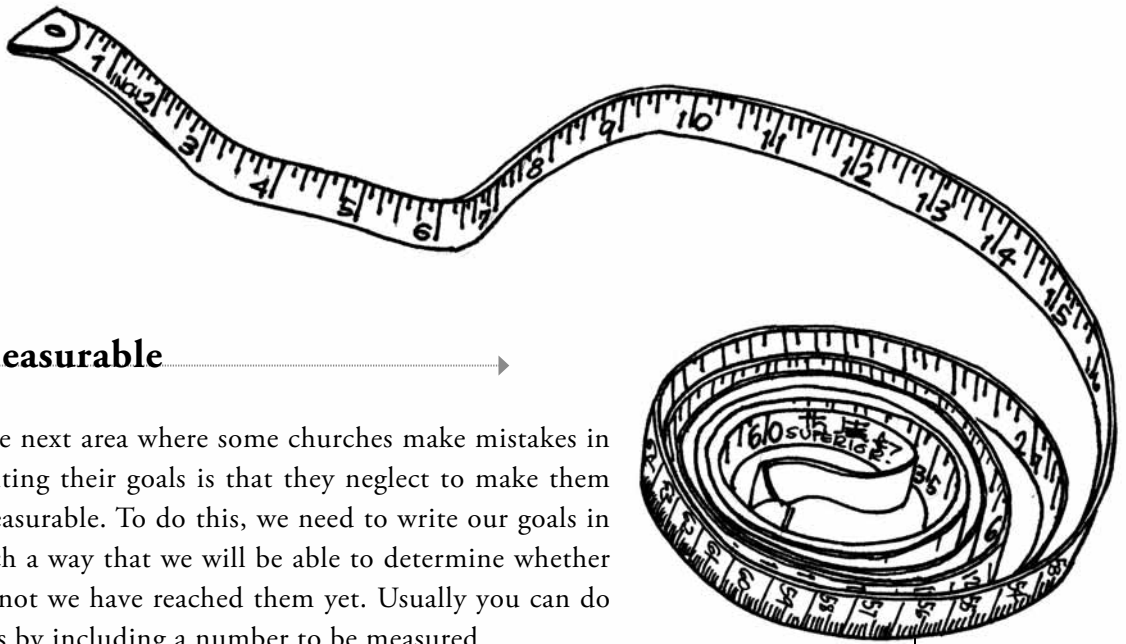
- 1) To strengthen our Gift-based Ministry, by the end of February, 50 of our members will take a spiritual gifts test.
- 2) To strengthen our Gift-based Ministry, by the end of February, 40 of our members will begin serving in a ministry according to their spiritual gift.
- 3) To strengthen our Loving Relationships, by the end of October, preach a sermon series on forgiving one another.
- 4) To strengthen our Enabling Leadership, by the end of August, 3 of our members will begin to be empowered and will become more effective in their ministry as a result of a monthly coaching appointment with our pastor.
- 5) To strengthen our Inspiring Worship we will purchase a keyboard by the end of November.
- 6) To strengthen our Comprehensive Small Groups, by the end of June, all of our small groups will study the importance of multiplication.
- 7) To strengthen our Inspiring Worship, by the end of November, 80% of our members will say that they felt inspired in our worship service when asked on a simple survey form.
- 8) To strengthen our Comprehensive Small Groups, by the end of June, 4 of our 6 small groups will multiply and produce a new small group.
- 9) To strengthen our Enabling Leadership, by the end of July, our pastor will attend a seminar on coaching.
- 10) To strengthen our Loving Relationships, by the end of October, 30 members will testify that they have forgiven everyone who has offended them.

## Workshop

Go back again to your **SMART** goals on pg. 108. Kung hindi pa Result-oriented, ayusin. 10 min.

## Magtulungan

Each Implementation Team will now meet with another Implementation Team. One team will share their goals. The other team will give their input as to whether or not they think the goals are Result-oriented. Do this for 5 min. Then, switch roles for another 5 min.



## Measurable

The next area where some churches make mistakes in writing their goals is that they neglect to make them Measurable. To do this, we need to write our goals in such a way that we will be able to determine whether or not we have reached them yet. Usually you can do this by including a number to be measured.

### Halimbawa #1

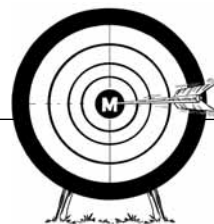


- To strengthen our Gift-based Ministry we will mobilize our members to begin using their spiritual gifts by the end of July.

This isn't Measurable. How will we know whether or not we have achieved this goal? To make it Measurable, all we need to do is add the number of members we want to see mobilized to use their gifts.

- To strengthen our Gift-based Ministry we will mobilize 40 members to begin using their spiritual gifts by the end of July.

Now it's Measurable. Madali lang.



## Halimbawa #2



- ❖ To strengthen our Enabling Leadership, by the end of November, our Outreach Bible Study leaders will train apprentice leaders through On-the-Job-Training.

Hindi pa Measurable ito. To make it Measurable, all we need to do is add the number of apprentice leaders that will be trained.

- ❖ To strengthen our Enabling Leadership, by the end of November, our Outreach Bible Study leaders will train 4 apprentice leaders through On-the-Job-Training.

Ayos na.

## Workshop

Minsan pa go back to your **SMART** goals on pg. 108. Tiyakin na measurable ang lahat. 10 min.

# August 2008

JULY 2008  
 SUN MON TUE WED THU FRI SAT  
 1 2 3 4 5  
 6 7 8 9 10 11 12  
 13 14 15 16 17 18 19  
 20 21 22 23 24 25 26  
 27 28 29 30 31

JUNE 2008  
 SUN MON TUE WED THU FRI SAT  
 1 2 3 4 5 6 7  
 8 9 10 11 12 13 14  
 15 16 17 18 19 20 21  
 22 23 24 25 26 27 28  
 29 30



SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



## Time-bound

It's easy to make your goals Time-bound. All you have to do is add the target date that you hope to achieve the goal by. Target dates are important to keep momentum going in reaching your goals promptly. Kung walang target date, madaling ipagpaliban nang ipagpaliban.

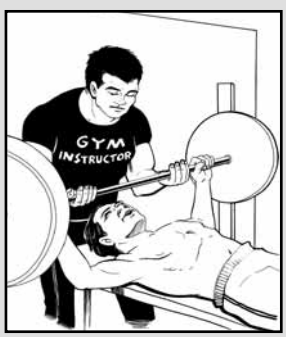
## Workshop

Fill in the blanks to make the goals below Time-bound.



- To strengthen our Need-meeting Evangelism we will train 40 of our members who will share the gospel in a simple way with at least 2 friends by:

\_\_\_\_\_



- To strengthen our Enabling Leadership we will train and mobilize 6 of our working people to plant a daughter church of 30 members by:

\_\_\_\_\_

## Workshop

Tumingin ulit sa inyong **SMART** goals sa pg. 108. Time-bound ba ang lahat? Kung hindi, idugtong ang target date. 5 min.





## Achievable →

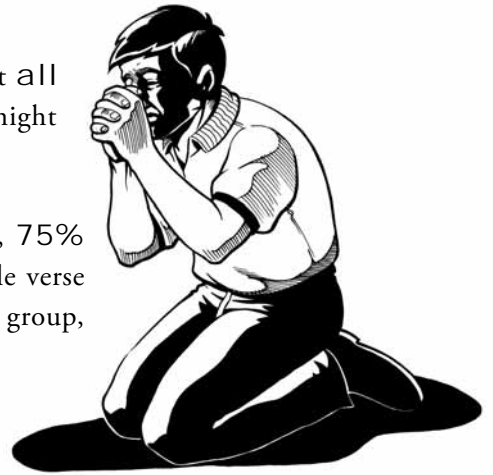
Achievable just means that the goal is realistic. It's possible. Goals should be high enough to be challenging and stretch our faith. But they shouldn't be so big that our members think they are impossible.

### Halimbawa #1

- To strengthen our Passionate Spirituality, all of our members will memorize one Bible verse per week and recite it in their cell group, beginning in August.

This is probably too idealistic to hope that all cell group members will actually do this. This might be more achievable:

- To strengthen our Passionate Spirituality, 75% of our members will memorize one Bible verse per week and recite it in their cell group, beginning in August.



### Halimbawa #2

- ❖ To strengthen our Enabling Leadership, we will mobilize all of our members to plant a church in every unchurched barangay in the Philippines by 2010.

Sana! But this is also unrealistic. This is more achievable:

- ❖ To strengthen our Enabling Leadership, we will mobilize 6 of our members to plant a daughter church with 30 members in an unchurched barangay by 2008.



dapat  
nakakahamon,  
wag lang  
sobra

## Quiz

Adjust the following goal to make it more Achievable:

To strengthen our Passionate Spirituality all of our members will read the whole Bible this week.

---

---

---

## Workshop

Tumingin ulit sa **SMART** goals ninyo sa pg. 108. Achievable ba ang lahat? Reachable? Challenging pa? Kung hindi, aayusin ngayon. 5 min.

## Summary

OK. Let's put it all together. The characteristics of **SMART** goals are:

**Specific**.....>

**Measurable**.....>

**Achievable**.....>

**Result-oriented**.....>

**Time-bound**.....>



## Critique of Your SMART Goals

Each team will now share one of their goals with the whole network. Write this on a chalkboard, white board, manila paper, acetate or Power Point. The rest of the network will critique the goal. Is it **SMART**? Kung hindi pa, paano aayusin?

### **Specific**

*Does this goal clearly strengthen the specific quality that is the weakest in this church?*



### **Result-oriented**

*Does this goal measure the result desired, not just an activity to be done?*



### **Measurable**

*Kaya bang sukatin itong goal?*



### **Achievable**

*Kaya bang abutin? Nakakahamon din?*



### **Time-bound**

*Meron bang target date?*



### **Rewrite your goals**

Rewrite your improved goals on the **SMART** Goals Accomplishment Worksheet on pg. 132.

Also remember to write goals that focus on strengthening the first word of the quality. Halimbawa: Kung Need-meeting Evangelism, make sure that your goals will make your evangelistic ministries more **need-meeting**. Kung Comprehensive Small Groups, make sure that your goals will help to make your small groups more **comprehensive**.

### **Tuparin!**

You have this whole month na darating para tuparin ang inyong goals. Walang ibang assignments. This should begin to make noticeable improvements in the quality of your church 😊.

Monitor your progress on the **SMART** Goals Accomplishment Worksheet on pg. 132.

### **Prayer**

Pray now together with your team, asking for the Lord's help as you work on your goals to strengthen your church's health.

## Share Your Goals

Through using an Implementation Team you have hopefully gotten a good start in seeing ownership in the church for the changes you'll be working on. Before informing the whole church of your goals, there are some additional steps that might help build even greater support and help minimize possible negative reactions to the changes you will be suggesting. Discuss the following together:

- 1) Are there any key members who can help in implementing the changes needed to strengthen your Weakest Quality? If so, who? How can they help?
- 2) Are there any members that might react negatively to proposed changes and to the goals to strengthen your Weakest Quality? If so, who? What can you do to gain their support?
- 3) Are there others that you should get approval from before making your goals known to the whole church? This could be either formal or informal approval. If so, from whom?
- 4) Are there any individuals or groups you should share your goals with before sharing them with the whole church? If so, who?
- 5) What else can be done to increase ownership in the church for the changes that will soon be suggested?
- 6) How can you strengthen relationships as you prepare to implement these changes?

Take any actions that are necessary as a result of discussing these things. After you have done this, you can share your goals with the whole church. Make this a very positive time of casting an exciting vision!

## Implementation Team meeting

Your Implementation Team needs to meet within one week from today to work on your goals. Set the details for your next meeting now:

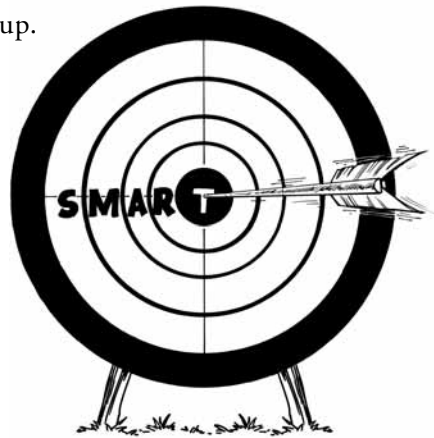
**Date:** \_\_\_\_\_

**Time:** \_\_\_\_\_

**Venue:** \_\_\_\_\_

## Personal Development in SMART Goals

Kindly meet with your Three Colors Group.



**SMART** goals are not only good for churches. They are also good for individual believers!

2 Cor. 5:9 says that “we make it our goal to please Him.” Write a **SMART** goal describing what you will do this month, before our network meets again, to please God. Samples:

- Before our network meets again I will spend an extended time of 3 hours, alone with the Lord, in worship, prayer and meditation.
- Before our network meets again I will memorize and meditate on one new Bible verse each week.
- Beginning tomorrow, and until our network meets again, I will read 4 chapters in the Bible every day.

- Beginning tomorrow, and until our network meets again, I will spend 30 minutes in prayer every day.
- Before our next network meeting, I will share the gospel with at least 3 neighbors.
- Before our next network meeting, makikipaglaro ako sa aming mga anak at least 3 times per week for 30 minutes.
- Before our next network meeting, ipapasyal ko ang aking asawa (kahit sa sari-sari store para magkuwentuhan nang kaming dalawa lang) ☺.

Halimbawa lang ang mga ito. What you do to please God could be totally different.

## ACTION PLAN

My **SMART** goal to please God:

---



---



---



---



---



---



---



---



---

### Sharing and prayer

Share your **SMART** goal with your Three Colors Group. Pray for one another. Pray sunod-sunod, so that each one can hear the prayer for them and be blessed. At our next network meeting, we will share how we did in reaching our goals to please God.



## Accountability for Personal Development

Last month we all planned additional actions to strengthen our weakest color. Share with your Three Colors Group:

- 1) What is your weakest color?
- 2) What was the action you had planned?
- 3) What progress have you made?
- 4) How has the three colors approach helped you in your relationship with God?

# SMART GOALS ACCOMPLISHMENT WORKSHEET

Church: \_\_\_\_\_

Weakest Quality: \_\_\_\_\_

Date: \_\_\_\_\_



GOAL	PROGRESS MADE THIS PAST MONTH	% COMPLETE
1.		
2.		
3.		
4.		
5.		
6.		

SMART



Overall percent of goals completed: \_\_\_\_\_



## IMPLEMENTATION CHECKLIST FOR MEETING #4

Use the checklist below to monitor your progress this month. ✓ Check the box when the corresponding item is completed. We hope to complete all of the items below by: \_\_\_\_\_

- 1. We have continued to build our spiritual momentum.
- 2. We have communicated prayer needs.
- 3. We have rewritten our **SMART** goals on the **SMART** Goals Accomplishment Worksheet on pg. 132.
- 4. We have prepared well by sharing our goals with strategic individuals or groups before announcing our goals to the whole church.
- 5. We have shared our goals with the whole church.
- 6. We have made progress in accomplishing our goals.
- 7. The members of our Implementation Team have fulfilled their personal goals to please God.
- 8. We have photocopied this checklist. We are prepared to submit this and a copy of the **SMART** Goals Accomplishment Worksheet to our Network Facilitator at our next network meeting.

**How could your Network Facilitator help you?**

---

---

---

**How can your Network Facilitator pray for you?**

---

---

---

**Church:** \_\_\_\_\_

**Name of Implementation Team Leader:** \_\_\_\_\_

**Date:** \_\_\_\_\_