

SMART Analysis Case Study

Background

Fr. Romero, Rector of St. Martha's Episcopal Church, recently attended a Nehemiah workshop. Fr. Romero was asked to work with his key lay leaders and develop a Parish Ministry Plan.

Current Situation

After reviewing the diocesan vision/mission, Fr. Romero and the lay leaders listed 3 key goals on their Parish Ministry Plan that they all felt supported the diocesan mission statement "to make known to all people the transforming power of the Gospel of Jesus Christ, including ALL, excluding none".

One of the Goals was "to transform lives by increasing the number of people who participate in the various parish ministries". They felt this goal would not only build up the people in the parish who were actively involved in ministry but also transform the lives of the people that were being ministered to.

Discussion:

1. Name an Objective that will support the goal?
2. What is the specific task to accomplish this goal?
3. What needs to happen?

Ask the following questions: What are the potential obstacles/barriers that might prevent success?

1. Support – what people and funding resources do you have or need?
2. What needs to be done?
3. Who will do it?

Evaluation and Measurement

1. How will you know that you have successfully completed the Goal?
2. What does success look like?
3. Determine how the success of will be measured.
4. Who will monitor the process?

Definitions

Goals:

Goals answer the question "What do you want to accomplish?" They are broad statements. For example, "to transform lives by increasing the number of people who participate in the various ministries in the parish".

Objectives:

Objectives support the goals and state how the goals will be accomplished. For example, an objective related to the goal above might be: "***Increase the number of people who participate in the various ministries of the parish by 10%***".



**BRING THEM IN
BUILD THEM UP
SEND THEM OUT
TEND THEIR NEEDS
HARVEST GOD'S FRUIT**

Assignment

SMART Analysis – Implementation and Success Strategy

Name an Objective that will support the Goal “**to transform lives by increasing the number of people who participate in the various ministries in the parish**” and complete the SMART Analysis for this objective.

<p>Specific - What is the specific task? What do you want to accomplish? Who is involved? What are the benefits of accomplishing this goal?</p>	
<p>Measurable-What are the standards or parameters? How will we know when the goal is accomplished?</p>	
<p>Achievable - Is the task feasible? Do we believe we can achieve it? Is the goal too big? Not big enough?</p>	
<p>Realistic - Are sufficient resources available? What makes the goal worthy of our time and efforts? Does it support the vision and mission of our church?</p>	
<p>Time-Bound - What are the start and end dates? How does it fit on the 12-24 month church calendar? How might events on the larger church calendar affect our work and the completion date?</p>	