

Presbyterian Church of Ghana
2020-2029 Strategic Plan
Framework of Goals and KPIs for
Congregations

1 ***Overarching Goals - Agent in Charge***

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|-------|-------------------------------------------------------------------|------------------------------------------|----------------------------------|
| OG-01 | Grow the membership of the Church by at least 10% per annum | 10% year on year growth | Number of Members (No.) |
| OG-02 | Congregational TYRP and AQT is submitted to District Minister | By 30th September annually | Meet deadline |
| OG-03 | Congregational Quarterly Report is submitted to District Minister | Within 14 days of the end of the quarter | Meet deadline |
| OG-04 | Congregational Annual Report is submitted to District Minister | By 31st October annually | Meet deadline |

2 ***Committee on Mission and Evangelism***

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|-------|------------------------------|--------------------------------------------|-----------------------------------------|
| ME-01 | Win souls for Christ | 20% equivalent of previous year membership | Number of souls won |
| ME-02 | Undertake mission activities | At least once a year | Number of mission activities undertaken |

3 ***Committee on Administration and Human Resource Management***

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|---------|--------------------------------------------------------------------------|----------------------------|----------------------------------------------|
| AHRM-01 | Agents are regularly trained | At least 3 days per Agent | Person days of training |
| AHRM-02 | Staff are regularly trained | At least 3 days per staff | Person days of training |
| AHRM-03 | Presbyters, Committee Members and Group Executives are regularly trained | At least 2 days per leader | Person days of training |
| AHRM-04 | Roll book and membership data for the Congregation is regularly updated | Last day of each quarter | Quarterly |
| AHRM-05 | ICT connectivity to the higher Courts is maintained | Always | Always/ Frequently/ Sometimes/ Rarely/ Never |

Congregations

4 *Committee on Physical Development, Building and Property*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|---------|--------------------------------------------------------------------------------|-----------------|-----------------------------------------------------------------------------|
| AHRM-06 | Lands belonging to the Congregation are registered | All lands | Number: Registered/ Ongoing/ Stalled by Litigation/ documented/ No Document |
| AHRM-07 | Landed properties belonging to the Congregation and their contents are insured | All properties | Number: Insured/ Insured thru' TIB/ Not Insured |

5 *Committee on Ecumenical and Social Relations*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|--------|------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------|
| ESR-01 | Public interest activities are organized | At least once a year | Number: Activities/ Participation |
| ESR-02 | Participation in Local Council of Churches (LCC) programs is promoted | 10% equivalent of average attendance to adult service | Number: Activities/ Participation |
| ESR-03 | Healthy relationship and ministry to people of other faith is promoted | At least one activity a year | Number: Activities/ Participation |
| ESR-04 | Healthy relationship and ministry to the palace is promoted | At least one activity a year | Number: Activities/ Participation |

6 *Committee on Development and Social Services*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|--------|---------------------------------------------------------------------|--------------------------------|-----------------------------------|
| DSS-01 | Healthy living, sanitation and care for the environment is promoted | At least one activity a year | Number: Activities/ Participation |
| DSS-02 | Livelihood development and integration of persons with disability | At least one person a year | Number of Persons supported |
| DSS-03 | Entrepreneurial development among members is promoted | At least two activities a year | Number: Activities/ Participation |

Congregations

7 *Committee on Welfare*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|---------------|----------------------------------------------------------------------------------------------|---------------------|----------------------------------|
| DSS-04 | General welfare needs (visitation, funerals, marriage, naming, etc) of members are supported | In response to need | Number of persons supported |
| DSS-05 | Indigents and the extremely distressed members are supported | In response to need | Number of Persons supported |
| DSS-06 | Livelihood development of needy members is supported | In response to need | Number of Persons supported |

8 *Committee on Finance*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|---------------|-------------------------------------------------------------------------------------|------------------------------------|-----------------------------------------------|
| Fin-01 | Annual audited account is submitted to the District Minister | Meet deadline | Submitted by 31 st March each year |
| Fin-02 | Expenditure on Missions & Evangelism, Welfare, Education and Scholarship is assured | At least 15% of annual expenditure | Amount in GHs |

9 *Committee on Education*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|---------------|---------------------------------------------------------------------------------------------|------------------------------------------------|-----------------------------------|
| Edu-01 | Growth in number of students qualifying for SHS selection in public basic schools supported | 10% year on year improvement | Number of candidates |
| Edu-02 | School worship in basic schools is actively promoted | At least 15 worship services a year | Number of worship services |
| Edu-03 | Speaking and reading of Ghanaian languages (non-formal education) promoted | Ongoing by all | Number of persons |
| Edu-04 | NUPSG programs in nearby Senior High Schools are supported | At least two activities are facilitated a year | Number: Activities/ Participation |

Congregations

10 *Committee on Scholarships*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|--------|------------------------------------------------------------------|-------------------------|----------------------------------|
| Edu-05 | Increased visitation to members in SHS and tertiary institutions | 10% year on year growth | Number visited |
| Edu-06 | Young members are mentored | 10% year on year growth | Number mentored |
| Edu-07 | Provide scholarship support to the poor and needy | 10% year on year growth | Number supported |

11 *Committee on Church Life and Nurture*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|--------|-------------------------------------------------------------------------|-------------------------|----------------------------------|
| CLN-01 | Increased attendance to Church Services (Children, JY and Adult) | 12% year on year growth | Average Attendance |
| CLN-02 | Increased attendance to Generational Group meetings (YPG, YAF, WF & MF) | 12% year on year growth | Average Attendance |
| CLN-03 | Increased participation in soul winning | 12% year on year growth | Number of Members Participating |

12 *Committee on Counseling and Family Life*

| Code | Goals | National Target | Key Performance Indicators (KPI) |
|--------|---------------------------------------------------------------------------------------|---------------------------|-----------------------------------|
| CLN-04 | Organize guidance and counseling programs for identifiable interest groups and needs | 12 programs | Number: Activities/ Participation |
| CLN-05 | Inreased counseling services for persons with needs (career, grief, family life, etc) | 10% year on year increase | Number of persons counseled |