

**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)	Notes
OG-01	Grow the membership of the Church by at least 10% per annum	10% year on year growth	Number of Members (No.)	Mandatory & Fixed The 10% per annum target consistent with Vision 1.5 and cannot be reduced by any Court
OG-02	Congregational TYRP and AQT is submitted to District Minister	By 30th September annually	Meet deadline	Mandatory & Fixed Different for each Court
OG-03	Congregational Quarterly Report is submitted to District Minister	Within 14 days of the end of the quarter	Meet deadline	Mandatory & Fixed Different for each Court
OG-04	Congregational Annual Report is submitted to District Minister	By 31st October annually	Meet deadline	Mandatory & Fixed Different for each Court
OG-05	Appraise and set performance targets for Agents, Committees Chairpersons and Staff	By 31st December annually	Meet Deadline	Mandatory & Fixed Different for each Court

2 *Committee on Mission and Evangelism*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
ME-01	Win souls for Christ	20% equivalent of previous year membership	Number of souls won	Mandatory Motivated by "one member, one soul" agenda. Note souls won for Christ is not the same as growth in membership. The target is estimated by taking 20% of last year's membership.
ME-02	Undertake mission activities	At least once a year	Number of mission activities undertaken	This could be within the community or outside so far as it targets soul winning

Congregations

3 *Committee on Administration and Human Resource Management*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
AHRM-01	Agents are regularly trained	At least 3 days per Agent	Person days of training	person days is the sum of the number of days of training received by each Agent or staff or Leader
AHRM-02	Staff are regularly trained	At least 3 days per staff	Person days of training	
AHRM-03	Roll book and membership data for the Congregation is regularly updated	Last day of each quarter	Quarterly	Mandatory It is expected that membership database is updated at least once a quarter and a report generated.
AHRM-04	ICT connectivity to the higher Courts is maintained	Always	Always/ Frequently/ Sometimes/ Rarely/ Never	Rating must be done by the Congregations

4 *Committee on Physical Development, Building and Property*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
AHRM-05	Lands belonging to the Congregation are registered	All lands	Number: Registered/ Ongoing/ Stalled by Litigation/ documented/ No Document	Mandatory A database on properties will have to be prepared and updated annually by the Congregation as a source for this
AHRM-06	Landed properties belonging to the Congregation and their contents are insured	All properties	Number: Insured/ Insured thru' TIB/ Not Insured	Mandatory & Fixed This is a statutory requirement and all Congregation must comply

Congregations

5 *Committee on Ecumenical and Social Relations*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
ESR-01	Public interest activities are organized	At least once a year	Number: Activities/ Participation	Congregations should respond based on their community dynamics
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)	Notes
DSS-01	Healthy living, sanitation and care for the environment is promoted	At least one activity a year	Number: Activities/ Participation	Mandatory
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	

7 *Committee on Welfare*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
DSS-04	General welfare needs (visitation, funerals, marriage, naming, etc) of members are supported	In response to need	Number of persons supported	Mandatory
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	

Congregations

8 *Committee on Finance*

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

9 *Committee on Education*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
Edu-01	Growth in number of students qualifying for SHS selection in public basic schools supported	10% year on year improvement	Number of candidates	Congregation must have programs to support basic schools
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	

10 *Committee on Scholarships*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
Edu-05	Increased visitation to members in SHS and tertiary institutions	10% year on year growth	Number visited	Very crucial to retaining young intellectuals in the Church
Edu-06	Young members are mentored	10% year on year growth	Number mentored	accomplished members associate and help the youth
Edu-07	Provide scholarship support to the poor and needy	10% year on year growth	Number supported	The focus must be on need and not brilliance

Congregations

11 *Committee on Church Life and Nurture*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
CLN-01	Increased attendance to Church Services (Children, JY and Adult)	12% year on year growth	Average Attendance	Each Congregation must create the necessary database
CLN-02	Increased attendance to Generational Group meetings (YPG, YAF, WF & MF)	12% year on year growth	Average Attendance	Each Congregation must create the necessary database
CLN-03	Increased participation in soul winning	12% year on year growth	Number of Members Participating	Each group must have a means of recording the number of members active in soul winning
CLN-04	Presbyters, Committee Members and Group Executives are regularly trained	At least 2 days per leader	Person days of training	person days is the sum of the number of days of training received by each Agent or staff or Leader

12 *Committee on Counseling and Family Life*

Code	Goals	National Target	Key Performance Indicators (KPI)	Notes
CLN-05	Organize guidance and counseling programs for identifiable interest groups and needs	12 programs	Number: Activities/ Participation	These programs can target interest groups
CLN-06	Increased counseling services for persons with needs (career, grief, family life, etc)	10% year on year increase	Number of persons counseled	