

# District KPI Framework

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

***Overarching Goals - District Minister***

<b>Code</b>	<b>Goals</b>	<b>National Target</b>	<b>Key Performance Indicators (KPI)</b>
<b>DOG-01</b>	Grow the membership of the Church by at least 10% per annum	10% year on year growth	Number of Members (No.)
<b>DOG-02</b>	Submit District TYRP and AQT to Presbytery Chairperson	By 15th October annually	Meet Deadline
<b>DOG-03</b>	Submit District Quarterly Report to Presbytery Chairperson	Within 21 days of the end of the quarter	Meet Deadline
<b>DOG-04</b>	Submit District Annual Report to Presbytery Chairperson	By 31st January annually	Meet Deadline
<b>DOG-05</b>	Appraise and set performance targets for Agents-in-Charge and Staff of the District	By 31st December annually	Meet Deadline

***Committee on Mission and Evangelism***

<b>Code</b>	<b>Goals</b>	<b>National Target</b>	<b>Key Performance Indicators (KPI)</b>
<b>DME-01</b>	Win souls for Christ	20% equivalent of membership	Number of souls won
<b>DME-02</b>	Undertake mission activities	Equivalent to one per Congregation	Number of mission activities undertaken
<b>DME-03</b>	Plant new Preaching Point by District	1No every 5 years	Number of Preaching Points Planted
<b>DME-04</b>	Innaugurate Congregations by District	1No every 5 years	Number of Congregations Innaugurated

# District KPI Framework

## Framework of Goals and KPIs for Districts

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

Code	Goals	National Target	Key Performance Indicators (KPI)
DAHRM-01	Agents are regularly trained	5 days per Agent	Person days of training
DAHRM-02	Staff of District are regularly trained	3 days per staff	Person days of training
DAHRM-03	Update on membership is submitted to Presbytery as part of District Quartely Report to Presbytery	Within 21 days of the end of the quarter	Meet deadline
DAHRM-04	Congregations and District maintain ICT connectivity to the other Courts	Always	Always/ Frequently/ Sometimes/ Rarely/ Never
DAHRM-05	Lands belonging to the Congregation and District are registered	All lands	Number: Registered/ Ongoing/ Stalled by Litigation/ documented/ No Document
DAHRM-06	Landed properties belonging to the Congregations and District and their contents are insured	All properties	Number: Insured/ Insured thru' TIB/ Not Insured
DAHRM-07	Land acquired for Preching Points	1No every 5 years	Number acquired
DAHRM-08	Chapels constructed for Preaching Points	1No every 5 years	Number constructed

### *Committee on Ecumenical and Social Relations*

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

# District KPI Framework

## Framework of Goals and KPIs for Districts

### *Committee on Development and Social Services*

Code	Goals	National Target	Key Performance Indicators (KPI)
DDSS-01	Healthy living, sanitation and care for the environment is promoted	At least one activity a year per Congregation	Number: Activities/ Participation
DDSS-02	Livelihood development and integration of persons with disability	At least one person a year per Congregation	Number of Persons supported
DDSS-03	Entrepreneurial development among members is promoted	At least two activities a year per Congregation	Number: Activities/ Participation
DDSS-04	General welfare needs (visitation, funerals, marriage, naming, etc) of members are supported	In response to need	Number of persons supported
DDSS-05	Indigents and the extremely distressed members are supported	In response to need	Number of Persons supported
DDSS-06	Livelihood development of needy members is supported	In response to need	Number of Persons supported

### *Committee on Finance*

Code	Goals	National Target	Key Performance Indicators (KPI)
DFin-01	Annual District audited account is submitted to Presbytery Chairperson	By 31st March	No of Congregations + District
DFin-02	Ring fence funds for: Missions, Livelihood Support, Welfare, Schools and Scholarship by Courts	15% of net income	Amount in GHs

# District KPI Framework

## Framework of Goals and KPIs for Districts

### *Committee on Education*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>DEdu-01</b>	Support for improved performance of Presbyterian public basic schools	100% pass for placement in SHS	Number of candidates
<b>DEdu-02</b>	School worship in basic schools is actively promoted	At least 15 worship services a year per Congregation	Number of worship services
<b>DEdu-03</b>	Organize programs to improve the speaking and reading of Ghanaian languages	N/A	Number of persons
<b>DEdu-04</b>	Support NUPSG programs in nearby Senior High Schools	Facilitate 2 activities per School per Congregation	Number: Activities/ Participation
<b>DEdu-05</b>	Visit members in SHS and tertiary institutions	Once a year per Member	Number visited
<b>DEdu-06</b>	Young members are mentored	10% year on year growth	Number mentored
<b>DEdu-07</b>	Provide scholarship support to the poor and needy	N/A	Number supported

### *Committee on Church Life and Nurture*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>DCLN-01</b>	Increased attendance to Church Services (Children, JY and Adult)	12% year on year growth	Average Attendance
<b>DCLN-02</b>	Increased attendance to Generational Group meetings (YPG, YAF, WF & MF)	12% year on year growth	Average Attendance
<b>DCLN-03</b>	Increased participation in soul winning	12% year on year growth	Number of Members Participating
<b>DCLN-04</b>	Presbyters, Committee Members and Group Executives are regularly trained	2 days per leader	Person days of training
<b>DCLN-05</b>	Organize guidance and counseling programs for identifiable interest groups and needs	12 programs per Congregation	Number: Activities/ Participation
<b>DCLN-06</b>	Increased counseling services for persons with needs (career, grief, family life, etc)	10% year on year increase	Number of persons counseled