

# GAO KPI Framework

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

***Overarching Goals - Clerk of GA***

<b>Code</b>	<b>Goals</b>	<b>National Target</b>	<b>Key Performance Indicators (KPI)</b>
<b>NOG-01</b>	Grow the membership of the Church by at least 10% per annum	10% year on year growth	Number of Members (No.)
<b>NOG-02</b>	Submit GAO TYRP and AQT to GAC	By 15th November annually	Meet Deadline
<b>NOG-03</b>	Submit Year to Date Report as at end of 1st and 3rd Quarter to GAC	Within 42 days of the end of the quarter	Meet Deadline
<b>NOG-04</b>	Submit GAO Annual Report to GAC	By mid-March each year	Meet Deadline
<b>NOG-05</b>	Appraise and set performance targets for Presbytery Chairpersons and Directors and Staff of the GAO	By 31st December annually	Meet Deadline
<b>NOG-06</b>	GAC adopts a Performance Management System (PMS) for Principal Officers, Directors and Staff of all Courts	30-Sep-2020	Meet Deadline
<b>NOG-07</b>	GAO operationalizes an effective Planning, Monitoring and Evaluation System (PMES) for all Courts	30-Sep-2020	Meet Deadline

***Department of Mission and Evangelism***

<b>Code</b>	<b>Goals</b>	<b>National Target</b>	<b>Key Performance Indicators (KPI)</b>
<b>NME-01</b>	Win souls for Christ	20% equivalent of membership	Number of souls won
<b>NME-02</b>	Undertake mission activities	Equivalent to one per Congregation	Number of mission activities undertaken
<b>NME-03</b>	Plant new Preaching Point by District	1No per District every 5 years	Number of Preaching Points Planted
<b>NME-04</b>	Innaugurate Congregations by District	1No per District every 5 years	Number of Congregations Innaugurated
<b>NME-05</b>	Establish and support Specialized Ministries by Presbytery	2No per Presbytery	Number of Specialized Ministries Supported by Presbyteries
<b>NME-06</b>	Establish and support Prayer Centres by Presbytery	2No per Presbytery	Number of Specialized Ministries Supported
<b>NME-07</b>	GAC adopts a National Strategy for Evangelism and Church Growth every five years	30-Jun-2020 & 30-Jun-2025	Meet Deadline

# GAO KPI Framework

## Framework of Goals and KPIs for General Assembly

### *Department Administration and Human Resource Management*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>NAHRM-01</b>	Agents are regularly trained	3 days per Agent	Person days of training
<b>NAHRM-02</b>	Staff of GAO are regularly trained	3 days per staff	Person days of training
<b>NAHRM-03</b>	Update on membership is submitted to GAC as part of Clerk's Quartely Report	Within 21 days of the end of the quarter	Within 21 days of the end of the quarter
<b>NAHRM-04</b>	ICT connectivity to the lower Courts is maintained	Always	Always/ Frequently/ Sometimes/ Rarely/ Never
<b>NAHRM-05</b>	Lands belonging to the Church are registered	All lands	Number: Registered/ Ongoing/ Stalled by Litigation/ documented/ No Document
<b>NAHRM-06</b>	Landed properties belonging to the Church and their contents are insured	All properties	Number: Insured/ Insured thru' TIB/ Not Insured
<b>NAHRM-07</b>	Land acquired for Preaching Points	1No per District every 5 years	Number acquired
<b>NAHRM-08</b>	Chapels constructed for Preaching Points	1No per District every 5 years	Number constructed
<b>NAHRM-09</b>	GAC Adopts guidelines and models for building chapels and manses	30-Jun-2021	Meet deadline
<b>NAHRM-10</b>	GAC Adopts a Manual for AHRM Practice in the Church	30-Jun-2021	Meet deadline

# GAO KPI Framework

## Framework of Goals and KPIs for General Assembly

### *Department Ecumenical and Social Relations*

Code	Goals	National Target	Key Performance Indicators (KPI)
NESR-01	Public interest activities are organized	At least once a year per Congregation	Number: Activities/ Participation
NESR-02	Participation in Local Council of Churches (LCC) programs is promoted	10% equivalent of average attendance to adult service	Number: Activities/ Participation
NESR-03	Healthy relationship and ministry to people of other faith is promoted	At least one activity a year per Congregation	Number: Activities/ Participation
NESR-04	Healthy relationship and ministry to the palace is promoted	At least one activity a year per Congregation	Number: Activities/ Participation
NESR-05	Enhance relationship with international partners	1 person participates in an international activity per Presbytery	Number persons participating in international activities
NESR-06	Issue advisory notes on topical national and interfaith issues to lower Courts	4No. per year	Number of advisory notes

### *Department of Development and Social Services*

Code	Goals	National Target	Key Performance Indicators (KPI)
NDSS-01	Healthy living, sanitation and care for the environment is promoted	At least one activity a year per Congregation	Number: Activities/ Participation
NDSS-02	Livelihood development and integration of persons with disability	At least one person a year per Congregation	Number of Persons supported
NDSS-03	Entrepreneurial development among members is promoted	At least two activities a year per Congregation	Number: Activities/ Participation
NDSS-04	General welfare needs (visitation, funerals, marriage, naming, etc) of members are supported	In response to need	Number of persons supported
NDSS-05	Indigents and the extremely distressed members are supported	In response to need	Number of Persons supported
NDSS-06	Livelihood development of needy members is supported	In response to need	Number of Persons supported
NDSS-07	Set up a demonstration project for livelihood and entrepreneurial skill training by Presbytery	1No. Per Presbytery	Number: Projects/ Participation
NDSS-08	GAC approves handbooks for livelihood and entrepreneurial skills development for use in training by lower Courts	30-Jun-21	Meet deadline

# GAO KPI Framework

## Framework of Goals and KPIs for General Assembly

### *Department of Finance*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>NFin-01</b>	Annual audited accounts are submitted by Courts	By 31st March	No of Congregations + District
<b>NFin-02</b>	Ring fence funds for: Missions, Livelihood Support, Welfare, Schools and Scholarship by Courts	15% of Expenditure	Amount in GHs
<b>NFin-03</b>	Operate an enterprise FMS for the Church	By 30-Jun-23	Meet deadline

### *Development Education*

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

# GAO KPI Framework

## Framework of Goals and KPIs for General Assembly

### *Department Development Church Life and Nurture*

<b>Code</b>	<b>Goals</b>	<b>National Target</b>	<b>Key Performance Indicators (KPI)</b>
<b>NCLN-01</b>	Increased attendance to Church Services (Children, JY and Adult)	12% year on year growth	Average Attendance
<b>NCLN-02</b>	Increased attendance to Generational Group meetings (YPG, YAF, WF & MF)	12% year on year growth	Average Attendance
<b>NCLN-03</b>	Committee Members and Group Executives are regularly trained	2 days per leader	Person days of training
<b>NCLN-04</b>	Increased participation in soul winning	12% year on year growth	Number of Members Participating
<b>NCLN-05</b>	Organize guidance and counseling programs for identifiable interest groups and needs	12 programs per Congregation	Number: Activities/ Participation
<b>NCLN-06</b>	Inreased counseling services for persons with needs (career, grief, family life, etc)	10% year on year increase	Number of persons counseled
<b>NCLN-07</b>	Develop a comprehensive Christian Education program for Members, Generational and Inter-Generational Groups	6/30/2022	Meet deadline
<b>NCLN-08</b>	Review and realign the Role of the catechist in contemporary ministry of the Church	6/30/2021	Meet deadline
<b>NCLN-09</b>	Develop a comprehensive continuous education program in ministry and leadership for Agents	6/1/2022	Meet deadline
<b>NCLN-10</b>	Develop a comprehensive lay leadership development and training for the Church	7/2/2022	Meet deadline