

# Presbytery KPI Framework

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

## *Overarching Goals - Presbytery Chairperson*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>POG-01</b>	Grow the membership of the Church by at least 10% per annum	10% year on year growth	Number of Members (No.)
<b>POG-02</b>	Submit Presbytery TYRP and AQT to Clerk of GA	By 31st October annually	Meet Deadline
<b>POG-03</b>	Submit Presbytery Quarterly Report to Clerk of GA	Within 28 days of the end of the quarter	Meet Deadline
<b>POG-04</b>	Submit Presbytery Annual Report to Clerk of GA	By 31 March annually	Meet Deadline
<b>POG-05</b>	Appraise and set performance targets for District Ministers, Diectors and Staff of the Presbytery	By 31st December annually	Meet Deadline

## *Department of Mission and Evangelism*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>PME-01</b>	Win souls for Christ	20% equivalent of membership	Number of souls won
<b>PME-02</b>	Undertake mission activities	Equivalent to one per Congregation	Number of mission activities undertaken
<b>PME-03</b>	Plant new Preaching Point by District	1No per District every 5 years	Number of Preaching Points Planted
<b>PME-04</b>	Innaugurate Congregations by District	1No per District every 5 years	Number of Congregations Innaugurated
<b>PME-05</b>	Establish and support Specialized Ministries by Presbytery	1No per District every 5 years	Number of Specialized Ministries Supported
<b>PME-06</b>	Establish and support Prayer Centres by Presbytery	1No per District every 5 years	Number of Specialized Ministries Supported

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### *Department of Administration and Human Resource Management*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>PAHRM-01</b>	Agents are regularly trained	5 days per Agent	Person days of training
<b>PAHRM-02</b>	Staff of District are regularly trained	3 days per staff	Person days of training
<b>PAHRM-03</b>	Update on membership is submitted to GAO as part of Presbytery Quartely Report	Within 28 days of the end of the quarter	Meet deadline
<b>PAHRM-04</b>	Congregations, Districts and Presbytery maintain ICT connectivity to the other Courts	Always	Always/ Frequently/ Sometimes/ Rarely/ Never
<b>PAHRM-05</b>	Lands belonging to the Congregation, District and Presbytery are registered	All lands	Number: Registered/ Ongoing/ Stalled by Litigation/ documented/ No Document
<b>PAHRM-06</b>	Landed properties belonging to the Congregations and District and their contents are insured	All properties	Number: Insured/ Insured thru' TIB/ Not Insured
<b>PAHRM-07</b>	Land acquired for Preching Points	1No per District every 5 years	Number acquired
<b>PAHRM-08</b>	Chapels constructed for Preaching Points	1No per District every 5 years	Number constructed

### *Department of Ecumenical and Social Relations*

Code	Goals	National Target	Key Performance Indicators (KPI)
<b>PESR-01</b>	Public interest activities are organized	At least once a year per Congregation	Number: Activities/ Participation
<b>PESR-02</b>	Participation in Local Council of Churches (LCC) programs is promoted	10% equivalent of average attendance to adult service	Number: Activities/ Participation
<b>PESR-03</b>	Healthy relationship and ministry to people of other faith is promoted	At least one activity a year per Congregation	Number: Activities/ Participation
<b>PESR-04</b>	Healthy relationship and ministry to the palace is promoted	At least one activity a year per Congregation	Number: Activities/ Participation
<b>PESR-05</b>	Enhance relationship with international partners	1 person participates in an international activity	Number persons participating in international activities

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### *Department of Development and Social Services*

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

### *Department of Finance*

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

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### *Department of Education*

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

### *Department of Church Life and Nurture*

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