

**“PXE”**  
**Plan - eXecute - Evaluate**

\*HR manages process

**September: Execute ministry plans**

**November: collect big picture data (E)**

1. November congregational survey
2. Leadership on-line survey
3. Participant numbers for the fall
4. Giving stats - snap shot...
5. Life group stats
6. Next Gen stats
7. Serving stats

**January: get the pulse from staff and key leaders (E)**

1. PXE staff input January 11
2. Key leaders focus groups Jan 11

**\*January: Staff 6 month review on *Performance Plans***

**Late Jan: early February determine goals for coming year**

PMT has an evaluation/planning day Jan 18th

1. Review all data collected
2. Determine strengths and weaknesses
3. Decide on Key Results Areas (KRA) for the next ministry year
4. SLT review KRAs with elders

**March: Ministry budget allocations made**

1. Ministry budgets allocations made planned under the umbrella of KRAs
2. Determine hires and \$\$ for the next budget year

**April-May: collect data/evaluate in specific ministries (e)**

Ministry specific evaluation and goal setting

1. Each ministry develops their own metrics (how do we know)
2. Surveys done, etc. in specific ministries
3. Budgets all due April 1
4. Budget presented to elders end of April
5. Congregation votes 3<sup>rd</sup> Sunday of May

**\*May - June: staff evaluations/goal setting**

1. Staff evaluations and staff goal-setting are done with supervisors.
2. **Staff *Performance Plans* and evaluation summaries turned in to supervisors/Chris by June 30.**

**June- August: Specific ministry planning (p)**

Goals and ministry plans are made in every ministry.

**July: Budget year begins**

