

## Setting SMART Goals

A goal is the end to which your efforts are directed. So, what are you going to achieve through this reflection and work?

Set three goals, one for each of the three priorities, remembering that goals should be:

- **Specific** (What needs to be accomplished? Who's responsible for it? What steps need to be taken to achieve it?)
- **Measurable** (If we are able to quantify our goal, it is easier for us to see if we have achieved it or not. There are some things that are not quantifiable in faith, so are there other markers which might be sign that we have achieved our goal?)
- **Achievable** (Let's set ourselves up for success. What can we achievably accomplish within this time frame?)
- **Relevant** (We are a **Parish Pastoral** Council. We may well produce great ideas that we can suggest to other groups...)
- **Time-bound** (We need to be on the same page as to when a goal has been reached in order to measure its success).

The goal answers the question: "With regards to this priority, what will be in place by \_\_\_\_."

Time	Welcome	Worship (Liturgy and Prayer)	Witness (Community Life)	Word (Education & Formation)	Welfare (Outreach & Evangelisation)
One year from now					
Two years from now					
Three years from now					

As a PPC ask:

- Are they clear? Are they SMART? Are they inspirational?

Refine as needed, avoiding overlaps. Looking at the 15 goals ask:

- Which one do you think will be the easiest to achieve?
- Which one will be the most challenging?
- Which one do you think is the most exciting?
- Which one, when it is achieved, will make the greatest impact?