

Goals for M and P

Goal	Measure
To support the staff confidentially, appropriately and in a way that enables them to do their best work	<ul style="list-style-type: none"> • The staff when polled, agree that their M and P committee is supporting them well and that they feel comfortable going to their M and P representative for guidance • Any congregation member who comes to the committee with an issue, feels that the committee has been responsive and helpful in dealing with the issue
To provide the framework of management routines that support the staff in their work	<ul style="list-style-type: none"> • The yearly calendar of performance reviews, task of project goal setting, development goal setting is predictable and well understood among staff and among the congregation members • That the goals that staff set are specific, achievable, measurable and timely. • That the level of capability in goal-setting across the staff has grown and is maintained at an excellence level
To support the recruitment efforts for new staff or replacement staff and to guide members of the congregation in recruiting where new roles have been created including drafting of job descriptions, creating letters of offer and overseeing the finishing of probationary terms	<ul style="list-style-type: none"> • That in any and all cases where recruiting is happening, the congregation members involved, reach out to the Ministry and Personnel committee to get our guidance and use us as a resource.
To become well known to the congregation as a resource in church human resource issues	<ul style="list-style-type: none"> • Congregation members use us as a sounding board in church personnel matters and as a place to reach out to get guidance. NOT instead of addressing an issue with a staff person but in seeking advice on how to proceed
To rate ourselves as a committee - to undertake a self-assessment process to ensure we are meeting our goals for excellent work	<ul style="list-style-type: none"> • We learn how to do self-assessments and undertake this process every June for the previous year • We identify 3 key ways we could improve our work as a committee and set goals and action plans to achieve them