

**Ministry S.M.A.R.T. Goals**  
**Specific. Measurable. Achievable. Relevant. Time-Bound.**  
 [Year] Fiscal Year

**Ministry S.M.A.R.T. Goals are...**

**Specific: Is the goal specific?**

Does it avoid vague language that makes it unclear what the goal actually is or how it will be achieved? Anyone without knowledge or understanding of your ministry should be able to understand each goal and what it is trying to achieve – especially any part-time staff or lay leaders.

**Measurable: Can we determine whether the goal was accomplished?**

We are not simply trying to “get better”, how do we know we have gotten better? Use objective data points to measure our progress. Also, we need to ensure we have systems that measure those data points.

**Achievable: Is the goal attainable or is it simply pie in the sky?**

With the resources and time allotted, is it feasible that the goal can actually be met? There is a difference between creating a goal that is ambitious and creating a goal that is simply unattainable. Don’t set ourselves up for failure.

**Relevant: How does your goal fit with the corporate vision of our church?**

Does it make sense alongside what other ministries are doing or the overall direction of the church? Avoid vision leak by avoiding goals that aren’t relevant to the organization.

**Time-Bound: When will we know whether or not the goal has been achieved?**

It’s important to identify the time in which you think it will take to achieve the goal. What will be the measuring points along the way?

**Example of a S.M.A.R.T Goal:**

*By May 31, 2026, the Small Group ministry will launch 5 new community-based small groups, with 5 new trained leaders facilitating sermon-based discussions, to deepen spiritual growth and community engagement.*

- **How does this goal connect to the vision of the church?**
  - This goal directly aligns with River of Life’s vision of “Equipping people like Jesus in community, for community” by providing structured, intentional discipleship in a community setting. The small groups serve as a means to equip people spiritually and relationally, fostering a culture where they can grow together and impact their surrounding communities.
- **If applicable, give some context to *how* your ministry will accomplish this goal:**

- We will execute 2 “group launch events” throughout the year - one in the Fall and one in the Spring
- We will begin an apprenticeship program to identify and equip new leaders from out of our current groups
- We will develop a sermon-based discussion curriculum for the use in all of our small group environments

**Ministry Name:**

**Ministry Leader:**

**PLEASE PROVIDE 3-5 GOALS FOR THE FISCAL YEAR**

**S.M.A.R.T. Goal #1:**

- How does this goal connect to the vision of the church?
- If applicable, give some context to *how* your ministry will accomplish this goal:

**S.M.A.R.T. Goal #2:**

- How does this goal connect to the vision of the church?
- If applicable, give some context to *how* your ministry will accomplish this goal:

**S.M.A.R.T. Goal #3:**

- How does this goal connect to the vision of the church?
- If applicable, give some context to *how* your ministry will accomplish this goal:

**S.M.A.R.T. Goal #4:**

- How does this goal connect to the vision of the church?
- If applicable, give some context to *how* your ministry will accomplish this goal:

**S.M.A.R.T. Goal #5:**

- How does this goal connect to the vision of the church?
- If applicable, give some context to *how* your ministry will accomplish this goal: