

EXERCISE: THE STUDENT WORK PLAN AND ACCOUNTABILITY QUESTIONS

Goal, Challenge, Opportunity	What do we know?	What to figure out?	Key next steps	Person Responsible	How will we measure success?	Notes
1.						
2.						
3.						
4.						
5.						
6.						

2 ACCOUNTABILITY QUESTIONS

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This is an opportunity to make clear decisions on your next steps. These plans must be:

- Measurable - try and use numbers as much as possible (e.g. 'Find 6 new leaders to lead 3 new student small groups'). This helps when you come to reviewing your plans as you can clearly articulate whether or not you've achieved your goal. Avoid broad statements like 'see the culture change for the better'.
- Accountable - these can be bold, audacious goals but they are not designed to be goals you do not expect to be able to achieve - avoid outrageous goals for the sake of being outrageous - set yourself a challenge, then work and pray to see it actually happen!

Choosing your plans:

- Do not make more than 6 plans. You can make fewer than 6.
- Think of a goal you want to reach, a challenge you want to overcome or an opportunity you want to take advantage of.
- Draw these from your reflections over the past two stages ('What is' & 'What could be') and from your 2 year arrow, if you've previously used that exercise. What has stood out to you? What has God been saying?
- The question you want to answer is 'what are the next steps we need to take to get closer to those longer term goals?'
- Bear in mind that you will be looking to achieve these in the coming weeks and months - they are first step plans, try and keep them simple and clear.

Filling in the sheet:

- It is important to fill in as many of the columns as you can. You may be tempted to leave out some of them but they are an integral part of doing this planning process well.
- Try not to put the same person as responsible for everything. This doesn't mean this person will do it - it means they are responsible for keeping it on the agenda.
- Give a clear answer as to 'How we will measure success' for every plan you make.

2 accountability questions:

- What two questions would you like to be asked next time you review to hold you accountable to your progress?