

2017-2018 Goals

LIFE CHURCH

Over the course of the school year (September 2017-May 2018), we will set a goal in each of the 4 major areas of our 5 year vision.

Multisite – baptize 100 people this school year

Missions – send 100 people on missions trips this year (including summer signups)

Ministry Leadership – Add 100 team members

Managing Resources – grow our online giving percentage from 45% to 55%

What happens if we hit these goals? Each goal we hit is worth 3 Mondays off in the Summer. So if we hit all 4 goals, we will have 12 Mondays off. If we hit 1 goal, we will have 3 Mondays off.

If we hit our goal, how will the days off work?

When does this take affect? This begins on June 5 and ends on August 28 (Memorial Day and Labor Day the offices are closed).

Will offices be open? Yes, we will maintain normal office hours, with a receptionist answering the phones.

Who will be required to be here to answer phones? Ryan will work something out with some of the part time and hourly staff to make sure someone is here at all times during office hours.

Who does this apply to? All full-time staff (40+ hours per week). Part time staff will get to take off (and compensated for) up to 19% of their normal weekly hours on Mondays. If they do not work on Mondays, that can be transferrable to another day, but only if it is approved by their supervisor. Let's say they work on average 21 hours per week. $21 \times .19 = 3.99$. That means they would get another 4 hours to take off and be paid for each week. This privilege does not apply to hourly employees.

Do I need to use a PTO day to be gone on a Monday? Yes. Since this is a privilege and not a right, we are all still "on call" every Monday. Meaning, if you are going to go on vacation, you must use a PTO day, even though you're "off".

What does "on call" mean for me? The receptionist need to be able to get a hold of you in case of an emergency.

What if I need to work on a Monday? Is the day off transferrable to another day? Unless you have a special circumstance and you work it out with your supervisor, no. We are all going to have times this summer that we need to come in on a Monday. This does not mean that you get a different day off that week. Again, privilege, not right.

Can this privilege be taken away? Yes. Bottom line, this privilege only exists if we still get our work done. This might mean we need to work at other times, or stay later on other days. If at any point it seems like this privilege is limiting productivity or communication, we will go back to normal office hours for the remainder of the summer.