



Two Planning Scenarios

Scenario #1 – Jim Peterson, a social worker at an urban ministry center, feels his idea will bring more resources and attention to the struggling ministry. He spends a little of his own time putting pen to paper then pitches it to his supervisor.

Jim's salary is about \$15 per hour. His supervisor's wage is nearer \$18. Over the course of a month they talk three times, totalling twelve personnel hours. No services are rendered by them to clientele the center serves while they meet. The other five staffers hear of the idea during a day-long planning retreat. The total hourly wage of the combined seven staffers is \$120. They spend two hours on the topic of Jim's idea. After an additional staff meeting and then working through the ministry center board to gain approval, the personnel cost to launch Jim's idea is now well over \$1000.

There are three additional items of note at the time Jim's idea is launched:

1. No-one tracked the expenses so there is no plan to recover them.
2. Productivity losses during planning sessions were not tracked either.

3. The planning process introduced amendments and add-ons to the original idea. It is no longer as effective as Jim imagined it.

Scenario #2 – Doris Harmony, a social worker at an urban ministry center, believes her idea resolves some critical issues. She develops the idea and brings it up at her next supervisory meeting. The supervisor likes the idea well enough to grant Doris two days to develop the idea into a formal proposal. The proposal will follow a planning template the ministry center uses. The planning template expects that related costs will be indicated, including time Doris put in, and a plan for recovery of these costs if the idea is implemented.

The ministry center administration expects that 2-3 proposals like these will be in the pipeline at any given time - no more and no less - due to the ministry center's capacity to consider them.

Questions: *Which of the two scenarios do you prefer? What will you do to move from the scenario you are in to the one where you want to be?*

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