

SETTING SMART GOALS

MORE THAN MONEY MATTERS® workshop
Workbook



THRIVENT®

Be Wise With Money™

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About Thrivent

Thrivent is more than financial services. We're a mission-driven, not-for-profit membership organization that helps Christians on their Wise With Money Journey. While others see money as a goal, we see it as a tool for serving God, your family and your community. Every day, we help our members be wise with money, so they can live lives of contentment, confidence and generosity. Because life's not about having more, it's about doing more with what you have.

To learn more, visit Thrivent.com.

OVERVIEW

Welcome to Setting SMART Goals

This educational workshop is designed to provide tools and resources to help you make wise choices about your money.

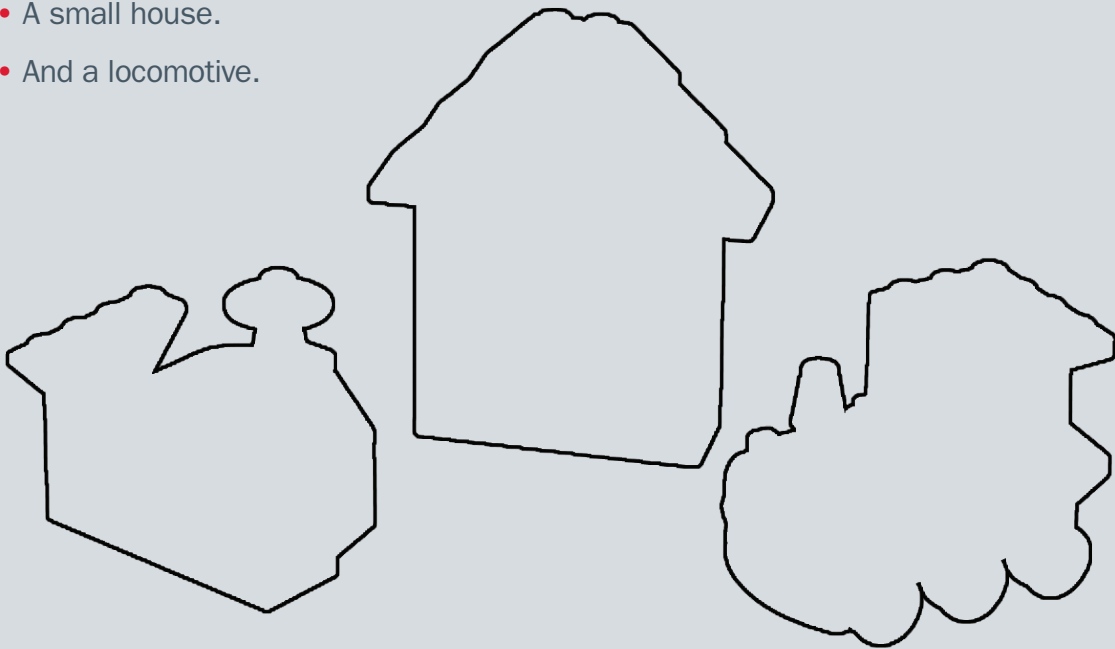
Managing your money isn't about doing just a single activity. It's about the journey and helping you achieve your goals.

This workbook contains more information than what can be covered within an hour. So be sure to review and complete the activities at home to get the most out of the workshop.

LEGO® CHALLENGE

Using the LEGO® given to your group, construct:

- A whale.
- A small house.
- And a locomotive.



SETTING GOALS

Managing your money starts with setting SMART goals that are:

- Aligned with your values.
- Realistic.
- Backed by a plan you create.

In this workshop, you will:

- Identify your top three values.
- Understand the “opportunity cost” of your purchases.
- Create SMART goals.

*He who pursues righteousness and love
finds life, prosperity and honor.*

—Proverbs 21:21 (NIV)

THE IMPORTANCE OF GOALS

You don't get into your car and drive around aimlessly. You have a destination and maps to guide your journey. Those destinations are your "goals," and the maps are your "plans."

A goal is something you want, but there's more to it than that. A goal is also something you're willing to work for—whether it takes you days, weeks, months or even years to achieve.

Perhaps you want to pay off your school loans or learn to manage a budget. Maybe you want to send your kids to college, go on a trip, retire or leave a legacy. In some cases, you may want to do all of these.

Goals are as individual as the people who set them. The important thing is that your goals hold meaning for you.

Your values provide a compass for how you want to live your life. Understanding which ones are most important to you can help provide a foundation to help you make more intentional choices about how you share, save and spend your money.

To identify which values are most important to you, complete the **Take Action** activity on the next page.

*"Give me a stock clerk with a goal,
and I'll give you a man who will make
history. Give me a man with no goals,
and I'll give you a stock clerk."*

—J.C. Penney

TAKE ACTION

Review the values below and:

1. Circle 10 values that resonate most with you and reflect how you live your life. Add any values not listed in the spaces provided.
2. Place an asterisk by the three values you consider most important.

Identifying Your Values

Achievement	Economic security	Integrity	Service
Advancement	Environment	Intellectual challenge	Spirituality
Adventure	Excitement	Job security	Stability
Affection	Faith	Justice	Status/prestige
Artistic expression	Fame	Love	Structure
Authority	Family	Loyalty	Teamwork
Autonomy	Financial security	Nature	Tradition
Balance	Freedom	Order	Trust
Challenge	Friendship	Personal development	Variety
Community	Fun	Pleasure	Wealth
Competence	Generosity	Power	Wisdom
Competition	Health	Predictability	_____
Contribution to society	Helping others	Recognition	_____
Cooperation	Honesty	Respect	_____
Creativity	Independence	Responsibility	_____
Diversity	Influence	Risk-taking	_____

Meet Tom

Tom's top three values:

- Nature.
- Fun.
- Family.

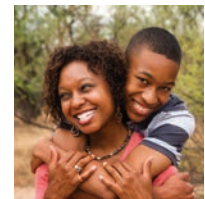


Tom lives out his values by spending a lot of time outdoors—hiking, camping and biking. He'd like to spend more time in nature and help others explore the great outdoors, too.

Meet Kathryn

Kathryn's top three values:

- Helping others.
- Family.
- Financial security.



Volunteering is important to her because it honors her family's tradition of reaching out to people in need and giving back. She'd like to volunteer more and include her kids, too. Kathryn also would like to be financially secure, so she can contribute to her children's college funds and special causes.

MAKING INTENTIONAL CHOICES

Identifying your values makes it easier to choose how you want to use your time, talents and treasures, including your money.

When it comes to your money, you may have three choices:

- **Share it** with organizations and causes you care about, like your church or a neighborhood nonprofit.
- **Save it** for your goals, such as an emergency fund, buying a home or enjoying a secure retirement.
- **Spend it** on things you need, like food or housing, or on things you want, such as travel or tickets to a concert.

The resources God has entrusted to your care include your time, talents and treasures (money and possessions).

SMART GOALS

Creating a **SMART** goal is one way to help you achieve your goals. Making them “**SMART**” means:

- **Specific**

Goals should be focused, not general.

- **Measurable**

They define exactly what you intend to accomplish. Your destination should be crystal clear.

- **Achievable**

To determine if your goal is achievable, ask yourself, “Is it realistic for me?” Keep your personal circumstances in mind. **For example**, eliminating credit card debt by the end of the year may be achievable for one person but not for another.

- **Results-based**

Goals should be focused on getting to a specific destination; an endpoint.

- **Timed**

Goals should have deadlines—clear dates when you’ll be able to say, “I did it!” Deadlines give you something to aim for and look forward to.



SMART Goal

I want to save \$1,000 for a down payment on a car in eight months.

Not-So-SMART Goal

I want to save money to buy a car.

Goals fall into three time buckets:

Short-term: Achieved in a day, a week, a month or up to three years.

Examples:

- Save for a car.
- Save for a family vacation.

Medium-term: Achieved in four to seven years.

Examples:

- Save for a down payment on a house.
- Pay cash for a car.

Long-term: Achieved in eight or more years.

Examples:

- Save for a child's college education.
- Save for your retirement in 20 years.

**Remember: Not all Goals
require money.**

Keep in mind that goals need to be important to you. They're based on your unique situation and your values. Having **SMART** goals creates a focus to help make it easier to make wise choices about your finances.

When you write your goals down, it makes them more tangible and creates greater accountability for yourself:

- Post your goals in a visible place so they stay top-of-mind.
- Refer to them to help you make wise decisions about how to share, save and spend your money.

Example

I will volunteer five hours per month to the food shelf beginning next month.



TAKE ACTION

SMART Goals

1. Read each goal statement and determine if it is **SMART** (Specific, Measurable, Achievable, Results-based, Timed) or not.
2. Check the appropriate box. If it's not **SMART**, rewrite the statement and make it **SMART**.

SMART	Not SMART	Statement
<input type="checkbox"/>	<input type="checkbox"/>	1. Pay off my credit card as soon as I can. <hr/> <hr/>
<input type="checkbox"/>	<input type="checkbox"/>	2. Within two years, work up to sharing 10% of my income with those in need. <hr/> <hr/>
<input type="checkbox"/>	<input type="checkbox"/>	3. Put money into my retirement savings account. <hr/> <hr/>
<input type="checkbox"/>	<input type="checkbox"/>	4. Develop a budget. <hr/> <hr/>
<input type="checkbox"/>	<input type="checkbox"/>	5. Open up an emergency savings account by the end of the month, and deposit \$100 each month. <hr/> <hr/>

MANAGING PRESSURES TO SPEND

Opportunity costs

We spend money on many necessary things, like a place to live, food and clothing.

We also spend money on items that aren't necessities but add enjoyment to our life.

These purchases are often made because:

- They make us feel better.
- They were rewards for reaching a goal.
- We know someone who has these items.

Calculate the value of your time

You can use the easy equation below to calculate the “opportunity cost” of a potential purchase. That way, you can decide if it's worth the money now or if it would be wise to apply the money toward one or more of your goals.

$$\text{Cost of item} \div \text{Your hourly rate} = \text{Hours you'll need to work}$$

How you spend your money is your choice. Here are some questions to ask yourself the next time you plan to make a purchase:

- Will it help me reach my goal?
- Is it worth that amount of my time?
- Do I really need it?
- What am I giving up?



Need

Things you require to live.

Want

Things you'd like to have.

Obligation

Things you are obligated to pay where credit is already used, or required to pay, such as taxes and child support.

TAKE ACTION

Opportunity Cost of Your Purchases

Calculate the opportunity cost of your purchases:

1. If you're paid hourly, use your hourly rate of pay. If you're not paid hourly, take your gross salary and divide it by the number of hours you work annually. If you work 40 hours per week, estimate 2,080 hours per year. If you work more than 40 hours, be sure to take those extra hours into account. Be as accurate as possible.

$$\frac{\text{Salary}}{\text{Hours Worked}} = \text{Hourly Rate}$$

2. Using the table below, list the items you want to buy as well as the cost of those items. If you are financing the item, include the interest and other finance charges you will ultimately pay.
3. Calculate your opportunity cost:

$$\frac{\text{Cost of Item}}{\text{Hourly Rate}} = \text{Hours Needed to Work}$$

4. For each purchase, ask yourself if it's worth the money and hours you will have to work in order to pay for it. If not, you may want to skip the purchase or save for it and make it later.

Item	Total Cost	Hourly Salary	Hours Needed to Work	Need/Want
46" Flat Screen TV	\$591	\$25	23.6	<input type="checkbox"/> Need <input checked="" type="checkbox"/> Want
				<input type="checkbox"/> Need <input type="checkbox"/> Want
				<input type="checkbox"/> Need <input type="checkbox"/> Want
				<input type="checkbox"/> Need <input type="checkbox"/> Want
				<input type="checkbox"/> Need <input type="checkbox"/> Want
				<input type="checkbox"/> Need <input type="checkbox"/> Want

MANAGING PRESSURES TO SPEND

Stop, Think, Choose

In addition to calculating the value of your time, a simple three-step process can help you manage the pressure to spend:

1. Stop

Wait before buying:

- Minor purchases: Wait five minutes.
- Major purchases: Wait 24 hours or longer.

2. Think

Notice the impact of influences around you:

- Do you think the purchase you're considering will make you happy?
- How will it help you reach your goal?

3. Choose

Make a wise, intentional choice about how you use your money. Understanding how you use your money can also help you manage the pressure to spend.

Other ways to manage spending pressures:

- Pay with cash.
- Stick to your shopping list—don't stray from it.
- State your goal—"I want to save money to buy a car."
- Ask yourself: Is it a **want** or **need**?

YOUR GOALS STATEMENT

Your goals can help you manage your money as well as your time, talents and treasures. Your goals statement helps you clearly articulate your goals. This can help you manage your money wisely to achieve your goals.

Sample Goals Statements

Short-term goals

1. Meet with a financial professional within three weeks.
2. Pay off my credit card balance by the end of June.
3. Begin contributing to my 401(k) plan by March 31.

Medium-term goals

1. Pay off my student loans within six years.
2. Within four years, contribute 4% of my income to my 401(k) so I can get my employer's full match.
3. Save enough money for a down payment on a condo by the time I'm 35.

Long-term goals

1. Buy a house.
2. Earn my master's degree.
3. Save enough money to retire at age 62.

**Remember: Your goals
are your goals.**

DEFINE YOUR GOALS

1. To start, write down one short-, medium- and long-term goal in the space below. Be sure they're SMART (specific, measurable, achievable, results-based and timed—see pages 6–7).
2. Review your long-term goal. Are there things you can do now to help move yourself closer to your goal? If so, add them to your short- or medium-term goals. For instance, if your long-term goal is a financially secure retirement, a short-term goal might be to open an IRA or contribute more to your 401(k).
3. Once you've listed your goals, turn to page 4 and see if they support your values. If not, revisit what is important for you and revise your goals as needed.

Short-term goals

Goals you want to achieve within three years:

Medium-term goals

Goals you want to achieve within four to seven years:

Long-term goals

Goals you want to achieve that will take eight or more years:

ACTION PLAN

Be sure to review this workbook again when you get home and complete the following activities to get the most out of this workshop:

- **Opportunity Cost of Your Purchases** (page 10): Finish making a list of recent purchases or even some that you are considering. Will you end up making a different choice based on what you've learned?
- **Define Your Goals** (page 13): Make sure they are **SMART**. Start small and focus on just one or two goals in the beginning.
- **Track Your Spending** (pages 15 and 16): In the spaces provided, track your spending for at least one week. Doing this can help you get a true picture of your financial habits. When you know exactly where your money is going, it's easier to make adjustments because even the small stuff can add up quickly.
- **Pledge to Do One Thing Different:** Think of one change you will make because of this workshop. Share your pledge at MoreThanMoneyMatters.com

TRACK YOUR SPENDING

Dollar Amount	Item Purchased	Want or Need

List additional purchases or continue tracking for another week on the following page.

TRACK YOUR SPENDING

Dollar Amount	Item Purchased	Want or Need

RESOURCES

Thrivent Financial professionals

Being wise with money is a lifelong journey of twists and turns. No matter where your journey takes you, we're here to guide you, so you can live a life of contentment, confidence and generosity. Partnering together, we can create a holistic strategy that aligns your finances with what's important to you:

- Call Member Care Services at 800-847-4836, to speak to one of our service professionals.
- Visit [Thrivent.com](https://www.thrivent.com) to find a local Thrivent Financial professional.

To learn more about:

- **Being wise with money**, visit [Thrivent.com/wise-with-money-journey](https://www.thrivent.com/wise-with-money-journey).
- **Membership and benefit information**, visit [Thrivent.com/about-us/membership-and-benefits](https://www.thrivent.com/about-us/membership-and-benefits).

Thrivent Federal Credit Union

If you'd like guidance in making wise savings, spending and borrowing decisions, visit [Thriventcu.com](https://www.thriventcu.com).

Tools and calculators

To use free online saving and spending calculators, visit [Thrivent.com/tools/calculators](https://www.thrivent.com/tools/calculators).

Digital guidance

To guide your personalized journey, brightpeak offers innovative digital love and money solutions. Visit [brightpeak.com](https://www.brightpeak.com).

Student resources

Thrivent Student Resources helps students and their families as they plan for their future, pay for college and prepare for life after graduation. Visit [ThriventStudentResources.com](https://www.thriventstudentresources.com).

EVALUATION

Workshop: _____ Date: _____

1. How likely is it that you would recommend a Thrivent event like this one to a friend or family member?

Please answer on a scale from zero to 10, where 10 means “extremely likely to recommend” and zero means “not at all likely to recommend.” [Circle one.]

Not at all likely 0 1 2 3 4 5 6 7 8 9 10 Extremely likely

2. What is the primary reason for the score that you gave?

3. Would you say that this event:

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
A. Was a good use of my time.	5	4	3	2	1
B. Provided me with information I can use.	5	4	3	2	1
C. Improved my perception of Thrivent.	5	4	3	2	1
D. Provided tools to help me look at my spending differently.	5	4	3	2	1
E. Motivated me to make and manage a balanced spending plan.	5	4	3	2	1

4. What one thing will you do differently because of attending this event?



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