**2025 Themes and Goals January 2025 Leadership Call Resources**

**What is a yearly theme?** A yearly theme is a broad concept you create to guide you in an ever-changing trip towards the change you want to make in your life. For example:

* The “year of health” instead of “I will lose 10 pounds” or “Go to the gym 3 times each week”
* The “year of reading” instead of “I will read one book a week” or “I will read 5 non fiction books this year”
* The “year of learning” instead of “I will learn to play guitar” or “I will learn a language”

Yearly themes let you adapt and change during all the bumps you experience in the year while still succeeding in moving forward in the desired direction you originally choose.

**How to create your theme and ideal outcomes**

1. Write “Year of...” and brainstorm different ideas for your theme. Once you find one insert it after “year of”. Your theme could also be more than one word, or a short phrase.
2. Write a description of your theme so you remember what you meant 6 months later.
3. Write some broad ideal outcomes that will help you know you are achieving your theme.

**Jeremie’s professional example for 2025**

Theme: Year of Responding

Description: RAFT has been doing a great job of listening to requests from advocates and organizations and creating the support that is needed. For 2025 I want to lean into this responding-strength and spend more time listening to people and providing the support they need.

Ideal outcomes:

* Respond faster to challenges the team is facing
* Continue with team reflection reports
* Continue with team coaching meetings
* Create special workshops and support calls based on advocate and organization needs
* Use appreciative inquiry more internally and externally to support the RAFT team, advocates, and organizations
* Feel like I took some risks by responding to requests outside of my and RAFT’s comfort zone
* Respond to my own need for rest and recovery so my energy levels stay high

**Goal Setting and Accomplishment**

(personal and professional)

1. Spend time thinking about what you really want. Don’t set frivolous goals. Don’t base your goals on others' expectations or the status quo.
2. Set SMART Goals
   1. Specific
   2. Measurable
   3. Achievable
   4. Relevant
   5. Time Bound
3. Create a plan for accomplishing your goals
4. Track and check in regularly on your progress.
5. Reward yourself as you go along the path to achieving the goal. It helps keep up motivation and momentum.
6. Celebrate success.
7. For any goals you don’t accomplish, review the goal, the plan and the process. Consider ways to improve next time.

Joy’s Goals for 2025

|  |  |
| --- | --- |
| Personal | Professional |
| Finish My Memoir | Write 6 blogs this year for RAFT |
| Read 10 books this year | Coordinate 3 podcasts |
|  |  |
|  |  |

**Soon, Next, Later**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Group 1** | **Group 2** | **Group 3** | **Group 4** |
| **Soon** |  |  |  |  |
| **Next** |  |  |  |  |
| **Later** |  |  |  |  |

**Plan of Action**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Plan of action for**: | | | |  |
| **What will be done? (stages and steps of the project**) | **Who is responsible? (Name members of group and the point person)** | **Completion date** | **Help needed from specific people.** | **Resources needed.** |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |