

Metropolis of Atlanta Statement of WHY

The Greek Orthodox Metropolis of Atlanta welcomes all people seeking salvation, love, truth and fulfillment.

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**Metropolis of Atlanta MISSION**

*The Metropolis of Atlanta’s mission is to: energize, cultivate and guide the faithful in the Southeastern United States by proclaiming the Faith and Gospel of Christ, and teaching and spreading the Orthodox Christian Faith.*

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Metropolis of Atlanta VISION

We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as witnesses of our faith through loving, faithful and purposeful Orthodox Christian communities focused on: worship, education, stewardship, philanthropy, and fellowship.

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**Metropolis of Atlanta CORE VALUES**

- *Christ-centered*
- *Love*
- *Sacred Apostolic tradition*
- *Education, training and leadership development*
- *Outreach and evangelism*
- *Integrity, accountability and transparency*
- *Family*
- *Service and philanthropy*
- *Stewardship*
- *Hospitality, acceptance, welcoming and embracing*
- *Spiritual growth*

# **Metropolis of Atlanta Final 34 SMART Strategic Goals**

## **1. Administration**

### **1.1 Parish Strategic Planning**

- a) Within 12 months, we will develop a *Parish Strategic Planning* process; and
- b) Within 3 years thereafter, we teach and implement the Parish Strategic Planning process in the Parishes.

### **1.2 Ministry Accountability and Performance**

Within 18 months, we will develop and begin teaching a *Ministry Accountability and Performance* process for assessing and evaluating the performance of Parish and Metropolis ministries and programs, with a remediation process to address any issues identified.

### **1.3 Risk Management**

Within 12 months, we will develop and begin teaching a *Risk Management* evaluation tool and process for Parish and Metropolis programs, ministries and procedures.

### **1.4 Metropolis Administration**

Within 18 months, we will independently evaluate the current Metropolis administration structure, programs and staff, and implement a structure, program and staffing plan.

### **1.5 Council of Ministries**

Within 2 years, we will establish a Metropolis Council of Ministries that will establish and work effectively with a Council of Ministries at the Parishes.

## **2. Clergy**

### **2.1 Clergy Development Program**

- a) Within 18 months, we will develop a *Clergy Development Program* with a comprehensive continuing education, mentoring and leadership development program for our Clergy; and
- b) Within 24 months thereafter, we will implement our Clergy Development Program to aid Clergy in their professional, spiritual and personal growth and effectiveness.

### **2.2 Clergy Transition Plan**

- a) Within 8 months, will develop a *Clergy Transition Plan* with a comprehensive plan to effectively manage Clergy transitions at Parishes; and
- b) Within 12 months, we will implement our Clergy Transition Plan.

### **2.3 Clergy Evaluation Program**

- a) Within 12 months, we will develop a *Clergy Evaluation Program* with specific and comprehensive criteria for Clergy evaluation; and
- b) Within 6 months thereafter, we will fully implement our Clergy Evaluation Program.

## **3. Communications**

### **3.1 Strategic Plan Communication**

- a) Within 6 months, we will develop a plan for communicating our *Metropolis Strategic Plan, Statement of Why, Vision, Mission, Core Values and Strategic Goals*; and

- b) Within 9 months thereafter, we will implement our Strategic Plan Communication program on a continuous basis to measure and describe achievement of key milestones.

### **3.2 Metropolis Communications Plan**

Within 18 months, we will create and implement a *Metropolis Communications Plan* for both internal and external communications of our Metropolis and Orthodox Faith that will be best suited for our Parishes and parishioners.

### **3.3 Communications Director**

- a) Within 12 months, we will identify an interim *Communications Director*; and
- b) Within 18 months, we will identify and retain a permanent *Communications Director* for the Metropolis and its programs and ministries.

## **4. Education**

### **4.1 Best Education Materials**

Within 18 months, we will create and train the best Educational Materials for use by Parishes and parishioners of different ages that we will make available on an electronic *Metropolis Resource Center Portal*.

### **4.2 Orthodox Leadership Training**

Within 18 months, we will make available a best practices *Orthodox Leadership Training* program for our Parish and Ministry leaders, future leaders and youth, focusing on increasing meaningful results, leadership succession, community involvement and Parish interaction.

## **5. Family**

### **5.1 Early Parenting**

- a) Within 12 months, we will develop and teach an *Orthodox Building Blocks* step-by-step process to assist parents in bringing up spiritually healthy Orthodox children; and
- b) Within 8 months thereafter, we will implement and begin teaching the *Orthodox Building Blocks* program in the Parishes.

### **5.2 Newly Married Couples**

- a) Within 9 months, we will develop a program to connect newly married couples to each other and to the community; and
- b) Within 15 months thereafter, we will implement the newly married couples program in the Parishes and Metropolis.

### **5.3 Orthodox Home**

Within 14 months, we will create a program that aids families in creating an Orthodox Home family environment.

### **5.4 Seniors Programs**

- a) Within 12 months, we will develop a Seniors ministry that will address their physical, emotional, personal, and spiritual well-being; and
- b) Within 6 months thereafter, we will begin to train and implement the Seniors ministry in our Parishes and Metropolis.

## **6. Finance**

### **6.1 Diakonia Retreat Center Debt Reduction**

Within 3 years, we will pay down the Diakonia Retreat Center debt by \$1 million.

### **6.2 Metropolis Endowment**

Within 18 months, we will establish a Metropolis Endowment of \$250,000 that will grow to \$1,500,000 within 3 years, to provide financial support for selected ministries and programs, seminarian internships, and Parishes experiencing temporary financial hardship.

### **6.3 Parish Financial Vitality Tools**

Within 18 months, we will develop the tools to measure Parish financial vitality and to achieve financial transparency across the Metropolis.

## **7. Outreach, Evangelism and Philanthropy**

### **7.1 Parish Outreach, Evangelism and Philanthropy Ministry and Resource Center**

Within 2 years, we will establish an Outreach, Evangelism and Philanthropy Ministry in our Parishes, that will:

- (a) energize an effective Welcoming Ministry to improve outreach and growth;
- (b) plan and execute specific local and regional Parish outreach events; and
- (c) implement at least one signature missions, Outreach Evangelism or Philanthropic Ministry.

### **7.2 Parish Mentoring**

Within 12 months, we will implement a comprehensive program for effective Parishes to mentor and work with new, mission and challenged Parishes to establish together strong, effective and purposeful Orthodox communities.

## **8. Spiritual Growth**

### **8.1 Spiritual Education Resources**

- a) Within 12 months, we will identify or develop at least 52 *Spiritual Growth Resources* that provide educational audio or video-based content related to personal spiritual growth; and
- b) Within 12 months thereafter, we will deliver and communicate the *Spiritual Growth Resources* on a weekly basis.

### **8.2 Congregational Singing**

Within 12 months, we will develop a music program that allows entire Parish communities to actively participate in the singing of the most common hymns of our Faith.

## **9. Stewardship**

### **9.1 Comprehensive Stewardship Program**

Within 3 years, each Parish will begin to implement our Metropolis' comprehensive *Igniting The Flame Of Stewardship* program, including a youth stewardship program, adapted to the needs of the Parishes.

### **9.2 Skills Matching Process**

Within 2 years, we will establish a process and a resource for collecting and matching parishioners' skills and talents with Parish and Metropolis needs.

### **9.3 Re-Formulation of Church Fund Raisers**

Within 18 months, we will establish a program to re-tool, re-dedicate, and re-purpose church fundraising activities to focus on external charitable outreach, evangelism, and hospitality.

## **10. Technology**

### **10.1 Metropolis Website**

- (a) Within 6 months we will complete a comprehensive analysis of the Metropolis and its ministries web site and on-line needs; and
- (b) Within 6 months thereafter we will redesign and implement a new web site and APPS for the Metropolis and its ministries.

### **10.2 Social Media Ministry**

- a) Within 12 months, we will develop and implement a *Social Media Ministry* that will include resources, a best practices center and policies; and
- b) Within 12 months thereafter, we will complete training for Clergy and Parish leaders throughout the Metropolis regarding this *Social Media Ministry*.

### **10.3 Best Practices Metropolis Resource Center Portal**

- a) Within 6 months we will develop and implement a web-based Best Practices Resource Center Portal to deliver Metropolis Task Force programs and materials; and
- b) Within 24 months, we will develop and implement a comprehensive strategy for the full and effective use of available tools, technologies, and resources in our Parishes and Metropolis.

## **11. Youth**

### **11.1 Regional Youth Summit**

Within 1 year, we will establish a series of annual regional *Youth Summits* in major geographic regions of the Metropolis where we offer multi-Parish youth activities, programs, mentoring, training and fellowship.

### **11.2 Youth Worker Program**

Within 12 months, we will develop and implement a comprehensive online and in-person *Youth Worker Training Program* and materials, including compliance and youth protection issues, that thereafter will be regularly taught throughout the Metropolis through the regional Youth Summits.

### **11.3 Youth Ministry Best Practices Resources Center**

Within 18 months, we will develop a comprehensive Parish youth ministry best practices center compiling online meaningful, effective and successful youth ministry information, materials, programs and implementation and evaluations processes, that thereafter will be regularly taught throughout the Metropolis through the regional Youth Summits

### **11.4 Young Adult Ministry Programs**

- a) Within 1 year, we will complete an assessment and evaluation of the most meaningful and successful college and working age programs and ministries; and
- b) Within 2 years thereafter, we will implement these programs and ministries in our Metropolis along with metrics to monitor their effectiveness.