



# Ministries Task Force 2 WIGS, Lag and Lead Measures and Compelling Scoreboard

“For everyone to whom much is given, from him much will be required.”  
Luke 12:48

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## Ministries Team – WIG 1



### Parish Ministry & Liturgical Life Engagement

- ~ **WIG wording = from X to Y by when**
- ~ **X = “define, research & develop an effective Parish Ministry & Liturgical Life Engagement Program and train the parish trainers”**
- ~ **Y = “deliver the Parish Ministry & Liturgical Life Engagement Program to at least 14 of the Diocese parishes”**
- ~ **BY = “all within 24 months from start”**



# **Ministries Wildly Important Goal 1**



**Develop and implement an effective Parish Ministry & Liturgical Life Management Program in at least 14 ( $\approx 50\%$ ) of the Diocese parishes within 24 months.**



# Prelim Lag Measures WIG 1



- **LAG 1:** Define, research the most effective Parish Ministry & Liturgical Life Programs (the “Engagement Program”) within 2 months
- **LAG 2:** Develop the most effective Engagement Program within 4 months
- **LAG 3:** Recruit and train the parish trainers within 2 months
- **LAG 4:** Recruit, deliver and implement the Engagement Program in at least 14 of the Diocese parishes within 12 months
- **LAG 5:** Compile the results of the Engagement Program and provide a report within 4 months

## Ministries WIG1:

“Develop and implement an effective Parish Ministry & Liturgical Life Engagement Program in at least 14 of the Diocese parishes within 24 months.”



# Prelim Lead Measures WIG 1



- **LEAD 1:**

- A: recruit team

- B: define “parish ministry engagement” and “liturgical life engagement” and develop process plan

- C: ID at least 5 similar Engagement Programs to consider

- **LEAD 2:**

- A: evaluate Engagement Programs for effectiveness / validity

- B: modify Engagement Program for use in our diocese

- C: finalize Engagement Program

- **LEAD 3:**

- A: identify number and names of potential trainers

- B: develop training program

- C: implement training program

- **LEAD 4:**

- A: identify & recruit at least 14 parishes of various characteristics to implement the Engagement Program

- B: assign trainers to respective parishes

- C: schedule and implement an Engagement Program training for all 14 parishes

- **LEAD 5:**

- A: obtain data from parish Engagement Program implementation assessments

- B: compile all data

- C: finalize and deliver Engagement Program report

- **LAG 1:** Define, research the most effective Parish Ministry & Liturgical Life Program (the “Engagement Program”) within 2 months

- **LAG 2:** Develop the most effective Engagement Program within 4 months

- **LAG 3:** Recruit and train the parish trainers within 2 months

- **LAG 4:** Recruit, deliver and implement the Engagement Program in at least 14 of the Diocese parishes within 12 months

- **LAG 5:** Compile the results of the Engagement Program and provide a report within 4 months



# **Ministries Wildly Important Goal 1**



**Develop and complete an effective Parish Ministry & Liturgical Life Engagement Program in at least 14 (~50%) of the Diocese parishes within 24 months.**



# Ministries Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
1. Form Diocese of New England Wildly Important Goal Team 1 (Ministry Team 1).	Strategic Planning Team and Goal co-Captains	Prior to Start Date	Ministry Team 1 team members agree to serve
<b><u>LAG 1: Research the most effective parish ministry engagement and liturgical life engagement program within 2 months</u></b>			
2. Define “parish ministry engagement” and “liturgical life engagement” and research and develop and roll out process plan and how success will be determined.	Ministry Team 1	1 month after start date	Definitions and process plan are completed
3. Identify at least 5 Parish Ministry & Liturgical Life Programs (an “Engagement Program”) to evaluate and consider from both inside and outside the Orthodox ecosystem).	Ministry Team 1	1 month after step 2	At least 5 Engagement Programs are identified for study
<b><u>LAG 2: Develop the most effective Engagement Program within 4 months</u></b>			
4. Evaluate and study all Parish Engagement Programs to determine their effectiveness and validity to DNE parishes based on criteria of success determined in step 2.	Ministry Team 1	2 months after step 3	Evaluation of alternative Engagement Programs is completed
5. Modify as necessary and finalize the creation of official DNE Engagement Program for use.	Ministry Team 1	2 months after step 4	Engagement Program is finalized



# Ministries Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve <u>Strategic WIG 1</u>	Responsible <u>Party</u>	Deadline <u>Timetable</u>	Completion <u>Confirmation Test</u>
<b><u>LAG 3: Recruit and train the parish trainers within 2 months</u></b>			
6. Identify the number and names of potential trainers (“Trainers”) who can teach the Engagement Program in the parishes and recruit trainers.	Ministry Team 1	1 month after step 5	Trainers are recruited
7. Develop training program for Trainers and train the Trainers selected in step 6.	Ministry Team 1	1 month after step 6	Trainers are trained in training program
<b><u>LAG 4: Recruit, deliver and complete the Engagement Program training in at least 14 of the Parishes within 12 months</u></b>			
8. Provide notice of availability of Engagement Program to all parishes and recruit at least 14 parishes of all types and geographies and various demographics and characteristics (the “Parishes”).	Trainers and Ministry Team 1	3 months after step 7	At least 14 DNE Parishes agree to implement the Engagement Program
9. Schedule and train all Parishes on the Engagement Program.	Trainers	9 months after step 8	Engagement Program is implemented in all 14 Parishes





# Ministries Wildly Important Goal 1 Action Plan



<b>Key Actions Necessary To Achieve <u>Strategic WIG 1</u></b>	<b>Responsible <u>Party</u></b>	<b>Deadline <u>Timetable</u></b>	<b>Completion <u>Confirmation Test</u></b>
<b><u>LAG 5: Compile the results of the Parish Engagement Program assessment and provide a report within 4 months</u></b>			
<b>10. Obtain and compile data from all Parish Engagement Program implementations.</b>	<b>Trainers and Ministry Team 1</b>	<b>3 months after step 9</b>	<b>Parish Engagement Program implementation assessments are compiled</b>
<b>11. Finalize and deliver comprehensive Parish Engagement Program implementation assessment report to Hierarch and DNE Diocese Council.</b>	<b>Ministry Team 1</b>	<b>1 month after step 10</b>	<b>Parish Engagement Program implementation assessment report is completed and delivered</b>



# Ministries Wildly Important Goal 1 Compelling Scoreboard



<b>Lead Measure Action</b>	<b>Deadline Date</b>	<b>Status: Percent Complete and Date</b>
<b>1. Form Ministry Team 1</b>	<b>Start date</b> _____	
<b>2. Develop Process Plan</b>	<b>1 month</b> _____	
<b>3. Research Engagement Programs</b>	<b>1 month</b> _____	
<b>4. Evaluate Engagement Programs</b>	<b>2 month</b> _____	
<b>5. Finalize Diocese Engagement Program</b>	<b>2 month</b> _____	
<b>6. Identify Trainers</b>	<b>1 month</b> _____	
<b>7. Train Trainers</b>	<b>1 month</b> _____	
<b>8. Recruit 14 Parishes</b>	<b>3 months</b> _____	
<b>9. Implement Engagement Program</b>	<b>9 months</b> _____	
<b>10. Obtain Date From Engagement Plan Implementation</b>	<b>3 months</b> _____	
<b>11. Deliver Comprehensive Parish Engagement Program Implementation Assessment Report</b>	<b>1 month</b> _____	

# Ministries Wildly Important Goal 1

## Compelling Scoreboard Parish Assignments



Parish	Trainer	Start Date	Percent Complete and Date
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
12			
14			



## Ministries Team – WIG 2



### Leadership Development

- ~ **WIG wording = from X to Y by when**
- ~ **X = “research & develop an effective leadership training program and train the parish trainers”**
- ~ **Y = “deliver the leadership training program to at least 21 (≈75%) of the Diocese parishes”**
- ~ **BY = “all within 24 months from start”**



# **Ministries Wildly Important Goal 2**



**Develop and implement an effective Leadership Training Program in at least 21 ( $\approx 75\%$ ) of the Diocese parishes within 24 months.**



# Prelim Lag Measures WIG 2



- **LAG 1:** Research the most effective leadership training program (the “Leadership Training Program”) within 2 months
- **LAG 2:** Develop the most effective Leadership Training Program within 4 months
- **LAG 3:** Recruit and train the parish trainers within 2 months
- **LAG 4:** Recruit, deliver and implement the Leadership Training Program in at least 21 of the Diocese parishes within 14 months
- **LAG 5:** Compile the results of the Leadership Training Program and provide a report within 2 months

## Ministries WIG2:

**“Develop and implement an effective Leadership Training Program in at least 21 of the Diocese parishes within 24 months.”**



# Prelim Lead Measures WIG 2



- **LEAD 1:**

- A: recruit team

- B: develop process plan

- C: ID at least 5 Leadership Programs to consider

- **LEAD 2:**

- A: evaluate leadership training programs for effectiveness / validity

- B: modify leadership training programs for utilization in our diocese

- C: finalize “Leadership Training Program”

- **LEAD 3:**

- A: identify number and names of potential trainers

- B: develop training program

- C: implement training program

- **LEAD 4:**

- A: identify & recruit at least 21 parishes of various characteristics to implement the Leadership Training Program

- B: assign trainers to respective parishes

- C: schedule and complete a parish implementation of the Leadership Training Program in all 21 parishes

- **LEAD 5:**

- A: obtain data from Leadership Training Program assessments

- B: compile all data

- C: finalize and deliver Leadership Program report

- **LAG 1:** Research the most effective Leadership Program within 2 months

- **LAG 2:** Develop the most effective Leadership Program within 4 months

- **LAG 3:** Recruit and train the parish trainers within 2 months

- **LAG 4:** Recruit, deliver and implement the Leadership Program in at least 21 of the Diocese parishes within 14 months

- **LAG 5:** Compile the results of the Leadership Training Program and provide a report within 2 months



# **Ministries Wildly Important Goal 2**



**Develop and implement an effective Leadership Training Program in at least 21 ( $\approx 75\%$ ) of the Diocese parishes within 24 months.**





# Ministries Wildly Important Goal 2 Action Plan



<b>Key Actions Necessary To Achieve Strategic WIG 2</b>	<b>Responsible Party</b>	<b>Deadline Timetable</b>	<b>Completion Confirmation Test</b>
<b>1. Form Diocese of New England Wildly Important Goal Team 2 (Ministry Team 2).</b>	Strategic Planning Team and Goal co-Captains	Prior to Start Date	Ministry Team 2 team members agree to serve
<b><u>LAG 1: Research the most effective parish Leadership Training Program within 2 months</u></b>			
<b>2. Develop and roll out process plan and how success will be determined.</b>	Ministry Team 2	1 month after start date	Process plan completed
<b>3. Identify at least 5 Parish leadership training programs to evaluate and consider from both inside and outside the Orthodox ecosystem).</b>	Ministry Team 2	1 month after step 2	At least 5 leadership training programs are identified for study
<b><u>LAG 2: Develop the most effective Leadership Training Program within 4 months</u></b>			
<b>4. Evaluate and study all Parish leadership training programs to determine their effectiveness and validity to DNE parishes based on criteria of success determined in step 2.</b>	Ministry Team 2	2 months after step 3	Evaluation of alternative leadership training programs is completed
<b>5. Modify as necessary and finalize the creation of official DNE “Leadership Training Program” for use.</b>	Ministry Team 2	2 months after step 4	Leadership Training Program is finalized



# Ministries Wildly Important Goal 2 Action Plan



Key Actions Necessary To Achieve Strategic WIG 2	Responsible Party	Deadline Timetable	Completion Confirmation Test
<b><u>LAG 3: Recruit and train the parish trainers within 2 months</u></b>			
6. Identify the number and names of potential trainers (“Trainers”) who can teach the Leadership Training Program in the parishes and recruit trainers.	Ministry Team 2	1 month after step 5	Trainers are recruited
7. Develop training program for Trainers and train the Trainers selected in step 6.	Ministry Team 2	1 month after step 6	Trainers are trained in training program
<b><u>LAG 4: Recruit, deliver and complete the Engagement Program training in at least 21 of the Parishes within 12 months</u></b>			
8. Provide notice of availability of Leadership Training Program to all parishes and recruit at least 21 parishes of all types and geographies and various demographics and characteristics (the “Parishes”).	Trainers and Ministry Team 2	3 months after step 7	At least 21 DNE Parishes agree to implement the Leadership Training Program
9. Schedule and train all Parishes on the Leadership Training Program.	Trainers	9 months after step 8	Leadership Training Program is implemented in all 21 Parishes



# Ministries Wildly Important Goal 2 Action Plan



<b>Key Actions Necessary To Achieve <u>Strategic WIG 2</u></b>	<b>Responsible <u>Party</u></b>	<b>Deadline <u>Timetable</u></b>	<b>Completion <u>Confirmation Test</u></b>
<b><u>LAG 5: Compile the results of the Parish Leadership Training Program assessment and provide a report within 4 months</u></b>			
<b>10. Obtain and compile data from all Parish Leadership Training Program implementations.</b>	<b>Trainers and Ministry Team 2</b>	<b>3 month after step 9</b>	<b>Parish Leadership Training Program implementation assessments are compiled</b>
<b>11. Finalize and deliver comprehensive Parish Leadership Training Program implementation assessment report to Hierarch and DNE Diocese Council.</b>	<b>Ministry Team 2</b>	<b>1 month after step 10</b>	<b>Parish Leadership Training Program implementation assessment report is completed and delivered</b>



# Ministries Wildly Important

## Goal 2

### Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Ministry Team 1	Start date _____	
2. Develop Process Plan	1 month _____	
3. Research Leadership Training Programs	1 month _____	
4. Evaluate Leadership Training Programs	2 month _____	
5. Finalize Diocese Leadership Training Program	2 month _____	
6. Identify Trainers	1 month _____	
7. Train Trainers	1 month _____	
8. Recruit 21 Parishes	3 months _____	
9. Implement Leadership Training Program	9 months _____	
10. Obtain Date From Engagement Plan Implementation	3 months _____	
11. Deliver Comprehensive Parish Leadership Training Program Implementation Assessment Report	1 month _____	

# Ministries Wildly Important Goal 2

## Compelling Scoreboard Parish Assignments

Parish	Trainer	Start Date	Percent Complete and date
1			
2			
3			
4			
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6			
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12			
12			
14			



# Ministries Wildly Important Goal 2 Compelling Scoreboard Parish Assignments



Parish	Trainer	Start Date	Percent Complete and date
15			
16			
17			
18			
19			
20			
21			



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