



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



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 ($\approx 75\%$) of the Diocese parishes”**
- ~ **BY = “all within 24 months from start”**



Ministries Wildly Important Goal 1



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 1



- **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 for DNE 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 WIG 1:

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



Prelim Lead Measures WIG 1



- **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 1



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 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
<u>LAG 1: Research the most effective parish Leadership Training Program within 2 months</u>			
2. Develop and roll out process plan and how success will be determined.	Ministry Team 1	1 month after start date	Process plan completed
3. Identify at least 5 Parish leadership training programs to evaluate and consider from both inside and outside the Orthodox ecosystem.	Ministry Team 1	1 month after step 2	At least 5 leadership training programs are identified for study
<u>LAG 2: Develop the most effective Leadership Training Program within 4 months</u>			
4. Evaluate and study the identified Parish leadership training 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 leadership training programs is completed
5. Modify as necessary and finalize the creation of official DNE “Leadership Training Program” for use.	Ministry Team 1	2 months after step 4	Leadership Training Program is finalized



Ministries Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>LAG 3: Recruit and train the parish trainers within 2 months</u>			
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 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
<u>LAG 4: Recruit, deliver and complete the Engagement Program training in at least 21 of the Parishes within 14 months</u>			
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 1	4 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	10 months after step 8	Leadership Training Program is implemented in all 21 Parishes



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>
<u>LAG 5: Compile the results of the Parish Leadership Training Program assessment and provide a report within 2 months</u>			
10. Obtain and compile data from all Parish Leadership Training Program implementations as to the effectiveness and success of the Leadership Program and areas for improvement.	Trainers and Ministry Team 1	1 month after step 9	Parish Leadership Training Program implementation assessments are compiled
11. Finalize and deliver comprehensive Parish Leadership Training Program implementation assessment report (including all refinements necessary to make the Leadership Program more effective) to Hierarch and all Diocese Parishes.	Ministry Team 1	1 month after step 10	Parish Leadership Training Program implementation assessment report is completed and delivered



Ministries Wildly Important

Goal 1

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 months _____	
5. Finalize Diocese Leadership Training Program	2 months _____	
6. Identify Trainers	1 month _____	
7. Train Trainers	1 month _____	
8. Recruit 21 Parishes	4 months _____	
9. Implement Leadership Training Program	10 months _____	
10. Obtain Data From Engagement Plan Implementation	1 month _____	
11. Deliver Comprehensive Parish Leadership Training Program Implementation Assessment Report	1 month _____	

Ministries Wildly Important Goal 1

Compelling Scoreboard Parish Assignments

Parish	Trainer	Parish Implementation Start Date	Percent Complete and date
1			
2			
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14			



Ministries Wildly Important Goal 1 Compelling Scoreboard Parish Assignments



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



Ministries Team – WIG 2



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 2



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



Prelim Lag Measures WIG 2



- **LAG 1:** Define, research the most effective Parish Ministry & Liturgical Life Programs (the “Engagement Program”) within 3 months
- **LAG 2:** Develop the most effective Engagement Program within 3 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 WIG 2:

“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 2



- **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 3 months

- **LAG 2:** Develop the most effective Engagement Program within 3 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 2



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 2 Action Plan



Key Actions Necessary To Achieve Strategic WIG 2	Responsible Party	Deadline Timetable	Completion Confirmation Test
1. Form Diocese of New England Wildly Important Goal Team 2 (Ministry Team 2).	Strategic Planning Team and Goal co-Captains	Prior to Start Date	Ministry Team 2 team members agree to serve
<u>LAG 1: Research the most effective parish ministry engagement and liturgical life engagement program within 3 months</u>			
2. Define “parish ministry engagement” and “liturgical life engagement” and develop roll out process plan and determine how success will be measured.	Ministry Team 2	1 month after start date	Definitions and process plan and determination of success metrics are completed
3. Research and 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 2	2 month after step 2	At least 5 Engagement Programs are identified for study
<u>LAG 2: Develop the most effective Engagement Program within 3 months</u>			
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 2	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 2	1 months after step 4	Engagement Program is finalized

Ministries Wildly Important Goal 2 Action Plan



Key Actions Necessary To Achieve <u>Strategic WIG 2</u>	Responsible <u>Party</u>	Deadline <u>Timetable</u>	Completion <u>Confirmation Test</u>
<u>LAG 3: Recruit and train the parish trainers within 2 months</u>			
6. Identify the number and names of potential trainers (“Trainers”) who can teach the Engagement 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
<u>LAG 4: Recruit, deliver and complete the Engagement Program training in at least 14 of the Parishes within 12 months</u>			
8. Provide notice of availability of Engagement Program to all parishes with the goal of eventually recruiting at least 14 parishes of all types and geographies and various demographics and characteristics (the “Parishes”).	Trainers and Ministry Team 2	3 months after step 7	Availability of Engagement Program is announced and promoted
9. (a) Recruit, train and implement Engagement Program in at least 5 Parishes; (b) Recruit, train and implement Engagement Program in at least 5 additional Parishes; (c) Recruit, train and implement Engagement Program in at least 4 additional Parishes.	Trainers and Ministry Team 2	9(a) 3 month after step 8 9(b) 3 months after step 9(a) 9(c) 3 months after step 9(b)	Engagement Program is implemented in at least all 14 Parishes on the outlined 3 month staggered schedule



Ministries Wildly Important Goal 2 Action Plan



Key Actions Necessary To Achieve <u>Strategic WIG 2</u>	Responsible <u>Party</u>	Deadline <u>Timetable</u>	Completion <u>Confirmation Test</u>
<u>LAG 5: Compile the results of the Parish Engagement Program assessment and provide a report within 4 months</u>			
10. Obtain and compile data from all Parish Engagement Program implementations as to the effectiveness and success of the Engagement Program and areas for improvement.	Trainers and Ministry Team 2	3 months after step 9	Parish Engagement Program implementation assessments are compiled
11. Finalize and deliver comprehensive Parish Engagement Program implementation assessment report (including all refinements necessary to make the Engagement Program more effective) to Hierarch and all Diocese Parishes.	Ministry Team 2	1 month after step 10	Parish Engagement Program implementation assessment report is completed and delivered



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 Engagement Programs	2 month _____	
4. Evaluate Engagement Programs	2 month _____	
5. Finalize Diocese Engagement Program	1 month _____	
6. Identify Trainers	1 month _____	
7. Train Trainers	1 month _____	
8. Recruit 14 Parishes	3 months _____	



Ministries Wildly Important Goal 2 Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
9(a). Implement Engagement Program in at least 5 Parishes	3 months _____	
9(b). Implement Engagement Program in at least 5 Parishes	3 months _____	
9(c). Implement Engagement Program in at least 4 Parishes	3 months _____	
10. Obtain Data From Engagement Plan Implementation	3 months _____	
11. Deliver Comprehensive Parish Engagement Program Implementation Assessment Report	1 month _____	



Ministries Wildly Important Goal 2 Compelling Scoreboard Parish Assignments



Parish	Trainer	Parish Implementation Start Date	Percent Complete and Date
1			
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Send questions to: Bill@stewardshipcalling.com



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Luke 12:48

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