



Statement of WHY, SWOT, Core Values, Mission Statement and Strategic Wildly Important Goals and Action Plan

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

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**Stewardship
Calling**

Helping people and parishes discover and live their stewardship callings so that they may have a good account before the awesome judgment seat of Christ

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**ORTHODOX
MINISTRY
SERVICES**



Statement of WHY

**To be transformed in
Christ's joy, peace and
sacrificial love, so that
all may become one
with God and others.**



Strengths

- ~ **Diocese Leadership & Hierarch**
- ~ **Fiscal Solvency & Parish Percentage Giving**
- ~ **Orthodoxy**
- ~ **Use of English & Less Emphasis on Ethnicity**
- ~ **Diocese Size & Quality**



Weaknesses

- ~ Lack of Engagement in Ministries**
- ~ Stewardship & Fundraising**
- ~ Clergy Support & Development**
- ~ Diocese Resources & Size**
- ~ Resistance / Reluctance To Change**
- ~ Lack Of Strategic Plan**



Opportunities

~ **Many Seekers**

~ **Technology And Communications**



Threats

- ~ **Covid & Other Crises**
- ~ **Political Divisiveness**
- ~ **Secularism & Hostility To Churches & Christianity**
- ~ **Cultural Antagonisms**



Core Values

- ~ **Christ-Centered & Welcoming & Loving**
- ~ **Generous Stewards**
- ~ **Outreach & Evangelism**
- ~ **Integrity, Transparency & Accountability**
- ~ **Faithful to Orthodox & Liturgical Tradition**



Mission Statement

**Uniting the faithful of the Diocese
of the Midwest to discover a
Christ-centered life
welcoming all to worship in
the Orthodox Christian Faith.**



Wildly Important Goal Categories

1. Clergy Formation

2. Laity Engagement, Stewardship & Education



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ORTHODOX CHURCH IN AMERICA

Clergy Formation WIG 1

Lead & Lag Measures



CLERGY

- ~ **WIG wording = from X to Y by when**
- ~ **X = research & develop an effective Clergy Formation Program (“CFP”)**
- ~ **Y = all Diocese clergy participate in at least one CFP activity**
- ~ **BY = within 20 months from start**



Clergy Wildly Important Goal 1



Develop and implement an effective Clergy Formation Program (“CFP”) in which all Diocese clergy participate in at least one CFP activity within 20 months.



Lag Measures Clergy WIG 1



- **LAG 1:** Research the most critical elements of an effective Clergy Formation Program (CFP) and survey clergy regarding their CFP needs within 5 months
- **LAG 2:** Develop the most effective CFP for DOM within 3 months
- **LAG 3:** Recruit the trainers for each CFP activity within 3 months
- **LAG 4:** Each clergy participates in at least one CFP activity within 7 months
- **LAG 5:** Compile the results of each CFP activity and complete improvements to CFP within 2 months

WIG 1 – Clergy Formation
Develop and implement an effective Clergy Formation Program (CFP”) in which all Diocese clergy participate in at least one CFP activity within 20 months.



Lead Measures Clergy WIG 1



- **LEAD 1:**

- A: recruit team and allocate work**

- B: ID at least 5 existing CFPs to consider**

- C: develop, distribute and process clergy survey**

- **LEAD 2:**

- A: evaluate researched CFP programs and survey results**

- B: identify principal goals of CFP, specific activities to be included and metrics that define successful achievement of each activity**

- C: develop each CFP activity program**

- **LEAD 3:**

- A: identify and recruit internal and external DOM resources that can train CFP activities**

- B: coordinate the formation of training for each CFP activity**

- **LEAD 4:**

- A: announce schedule of each CFP activity and recruit clergy to participate**

- B: Complete all CFP activities for which clergy have signed up**

- **LEAD 5:**

- A: compile assessment data from each CFP activity**

- B: make any necessary improvements to CFP**

- **LAG 1:** Research the most critical elements of an effective Clergy Formation Program (CFP) and survey clergy regarding their CFP needs within 5 months
- **LAG 2:** Develop the most effective CFP for DOM within 3 months
- **LAG 3:** Recruit the trainers for each CFP activity within 3 months
- **LAG 4:** Each clergy participates in at least one CFP activity within 7 months
- **LAG 5:** Compile the results of each CFP activity and complete improvements to CFP within 2 months



Clergy Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1

Responsible Party

Deadline Timetable

Completion Confirmation Test

LAG 1: Research the most effective parish Clergy Formation Program within 5 months

<p>1. Recruit Diocese of Midwest Wildly Important Goal Team 1 (Clergy Team 1) and allocate work.</p>	<p>Strategic Planning Team and Goal Co-Captains</p>	<p>1 month after start date</p>	<p>Clergy Team 1 team members agree to serve and work is allocated</p>
<p>2. Identify at least 5 Clergy Formation Programs (“CFP”) to evaluate and consider from both inside and outside the Orthodox ecosystem.</p>	<p>Clergy Team 1</p>	<p>2 months after step 1</p>	<p>At least 5 CFPs are identified for study</p>
<p>3. Develop, distribute and process clergy survey to identify clergy formation needs and desires.</p>	<p>Clergy Team 1</p>	<p>2 months after step 2</p>	<p>Clergy survey is developed, distributed and returned</p>

LAG 2: Develop the most effective Clergy Formation Program within 3 months

<p>4. Evaluate and study the identified CFPs and clergy survey results to determine the most critical needs for DOM clergy.</p>	<p>Clergy Team 1</p>	<p>2 months after step 3</p>	<p>Evaluation of alternative CFPs and clergy survey results is completed</p>
<p>5. Identify principal goals of CFP and specific activities to be included and metrics that define successful achievement of each activity.</p>	<p>Clergy Team 1</p>	<p>1 month after step 4</p>	<p>CFP goals, activities and metrics are determined</p>



Clergy 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 3: Recruit the trainers for each CFP activity within 3 months</u>			
6. Recruit the necessary internal and external DOM potential trainers (“Trainers”) who can teach the CFP activities.	Clergy Team 1	1 month after step 5	Trainers are recruited
7. Develop and complete training program for all Trainers for all CFP activities.	Clergy Team 1	2 months after step 6	Training program is developed and Trainers are trained in assigned CFP activities
<u>LAG 4: Each clergyman participates in at least one CFP activity within 7 months</u>			
8. Announce schedule of each CFP activity and recruit all clergy to sign up to participate in at least one CFP activity.	Trainers and Clergy Team 1	2 months after step 7	All clergy have signed up to participate in at least 1 CFP activity
9. Complete all CFP activities for which clergy have signed up.	Trainers	5 months after step 8	All clergy have participated in at least 1 CFP activity



Clergy 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 each CFP activity and complete improvements to CFP within 2 months</u>			
10. Obtain and compile activity assessment data from all CFP activities and identify improvements to all CFP activities.	Trainers and Clergy Team 1	1 month after step 9	CFP activity assessments are compiled and improvements identified
11. Finalize improvements to all CFP activities based on assessment results.	Clergy Team 1	1 month after step 10	All CFP activities have been improved



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Clergy WIG 1

Compelling Scoreboard



Clergy Wildly Important Goal 1 Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: % Complete and Date
1. Form Clergy WIG 1Team and allocate work	_____	
2. Research Clergy Formation Programs	_____	
3. Complete clergy survey	_____	
4. Evaluate CFPs and survey results	_____	
5. Finalize CFP goals and metrics	_____	
6. Develop each CFP activity	_____	
7. Recruit CFP Trainers	_____	
8. Develop training program for each CFP activity	_____	
9. Clergy participate in CFP activities	_____	
10. Compile assessment data from each CFP activity	_____	
11. Improve CFP based on assessment data	_____	



Clergy Wildly Important Goal 1

Compelling Scoreboard Parish Assignments



<u>Clergyman</u>	<u>CFP Activities</u>	<u>Start Date</u>	<u>Completion Date</u>
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
12			
Continue for all clergy			



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**Laity Parish Ministry and
Liturgical Life Engagement
Program - WIG 2
Lead & Lag Measures**

LAITY 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 17 of the Diocese parishes**
- ~ **BY = within 24 months from start**



Laity Wildly Important Goal 2



Develop and implement an effective Parish Ministry & Liturgical Life Engagement Program in at least 17 of the Diocese parishes within 24 months.



Lag Measures Laity WIG 2



- **LAG 1:** Define, research the most effective Parish Ministry & Liturgical Life Programs (the “Engagement Program”) within 6 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 17 of the Diocese parishes within 9 months
- **LAG 5:** Compile the results of the Engagement Program and improve it accordingly within 3 months

Laity WIG 2:

“Develop and implement an effective Parish Ministry & Liturgical Life Engagement Program in at least 17 of the Diocese parishes within 24 months.”



Lead Measures Laity 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 17 of 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 recruited parishes
 - **LEAD 5:**
 - A: obtain data from parish Engagement Program implementation assessments
 - B: compile all data
 - C: improve Engagement Program based on data
- **LAG 1:** Define, research the most effective Parish Ministry & Liturgical Life Program (the “Engagement Program”) within 6 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 17 of the Diocese parishes within 9 months
 - **LAG 5:** Compile the results of the Engagement Program and improve it accordingly within 3 months



Laity Wildly Important Goal 2 Action Plan



Key Actions Necessary To Achieve <u>Strategic WIG 2</u>	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>LAG 1: Research the most effective parish ministry engagement and liturgical life engagement program within 6 months</u>			
1. Form Diocese of Midwest Wildly Important Goal Team 2 (Laity Team 2).	Strategic Planning Team and Goal co-Captains	1 month after start date	Laity Team 2 team members agree to serve
2. Define “parish ministry engagement” and “liturgical life engagement” and preliminarily determine how success will be measured.	Laity Team 2	2 months after step 1	Definitions and process plan and determination of success metrics are completed
3. Research and identify at least 5 parish ministry & liturgical life engagement programs (an “Engagement Program”) to evaluate and consider from both inside and outside the Orthodox ecosystem.	Laity Team 2	3 months after step 2	At least 5 Engagement Programs are identified for study
<u>LAG 2: Develop the most effective Engagement Program within 4 months</u>			
4. Evaluate and study all Engagement Programs to determine their effectiveness and validity to DOM parishes based on criteria of success determined in step 2.	Laity Team 2	2 months after step 3	Evaluation of alternative Engagement Programs is completed



Laity 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>
5. Modify as necessary and finalize the creation of official DOM Engagement Program for use.	Laity Team 2	2 months after step 4	Engagement Program is finalized
<u>LAG 3: Recruit and train the parish trainers within 2 months</u>			
6. Recruit the number and names of potential trainers (“Trainers”) who can teach the Engagement Program in the parishes and recruit trainers and schedule training.	Laity Team 2	1 month after step 5	Trainers are recruited
7. Develop training program for Trainers and train the Trainers selected in step 6.	Laity 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 17 of the parishes within 9 months</u>			
8. Provide notice of availability of Engagement Program to all parishes with the goal of recruiting at least 17 parishes of all types and geographies and various demographics and characteristics (the “Parishes”) and begin training for Parishes as they are ready.	Trainers and Laity Team 2	2 months after step 7	Availability of Engagement Program is announced and promoted




Laity 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>
<p>9. (a) Recruit, train and implement Engagement Program in at least <u>10%</u> Parishes; (b) Recruit, train and implement Engagement Program in at least <u>15%</u> additional Parishes; (c) Recruit, train and implement Engagement Program in at least <u>25%</u> additional Parishes.</p>	<p>Trainers and Laity Team 2</p>	<p>9(a) 2 months after step 8 9(b) 2 months after step 9(a) 9(c) 3 months after step 9(b)</p>	<p>Engagement Program is implemented in at least the stated percent of Parishes on the outlined 7-month staggered schedule</p>
<p><u>LAG 5: Compile the results of the Engagement Program assessment and improve Engagement Program within 3 months</u></p>			
<p>10. Obtain and compile data from all Engagement Program implementations as to the effectiveness and success of the Engagement Program and areas for improvement.</p>	<p>Trainers and Laity Team 2</p>	<p>2 months after step 9</p>	<p>Engagement Program implementation assessments are compiled</p>
<p>11. Improve Engagement Program based on all experiential data and prepare it for further implementation.</p>	<p>Laity Team 2</p>	<p>1 month after step 10</p>	<p>Engagement Program is improved based on data</p>



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**Laity Parish Ministry and
Liturgical Life Engagement
Program
WIG 2
Compelling Scoreboard**



Laity Wildly Important Goal 2 Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Laity Team 2	_____	
2. Develop Process Plan	_____	
3. Research Engagement Programs	_____	
4. Evaluate Engagement Programs	_____	
5. Finalize Diocese Engagement Program	_____	
6. Identify Trainers	_____	
7. Train Trainers	_____	
8. Recruit 17 Parishes	_____	



Clergy Wildly Important Goal 2 Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
9(a). Implement Engagement Program in at least <u>10%</u> of Parishes	_____	
9(b). Implement Engagement Program in at least <u>15%</u> of Parishes	_____	
9(c). Implement Engagement Program in at least <u>25%</u> of Parishes	_____	
10. Obtain & Compile Data From Engagement Plan Implementation	_____	
11. Improve Engagement Program Based on Experiential Data and Improve Program for further implementation	_____	



Laity Wildly Important Goal 2

Compelling Scoreboard Parish Assignments

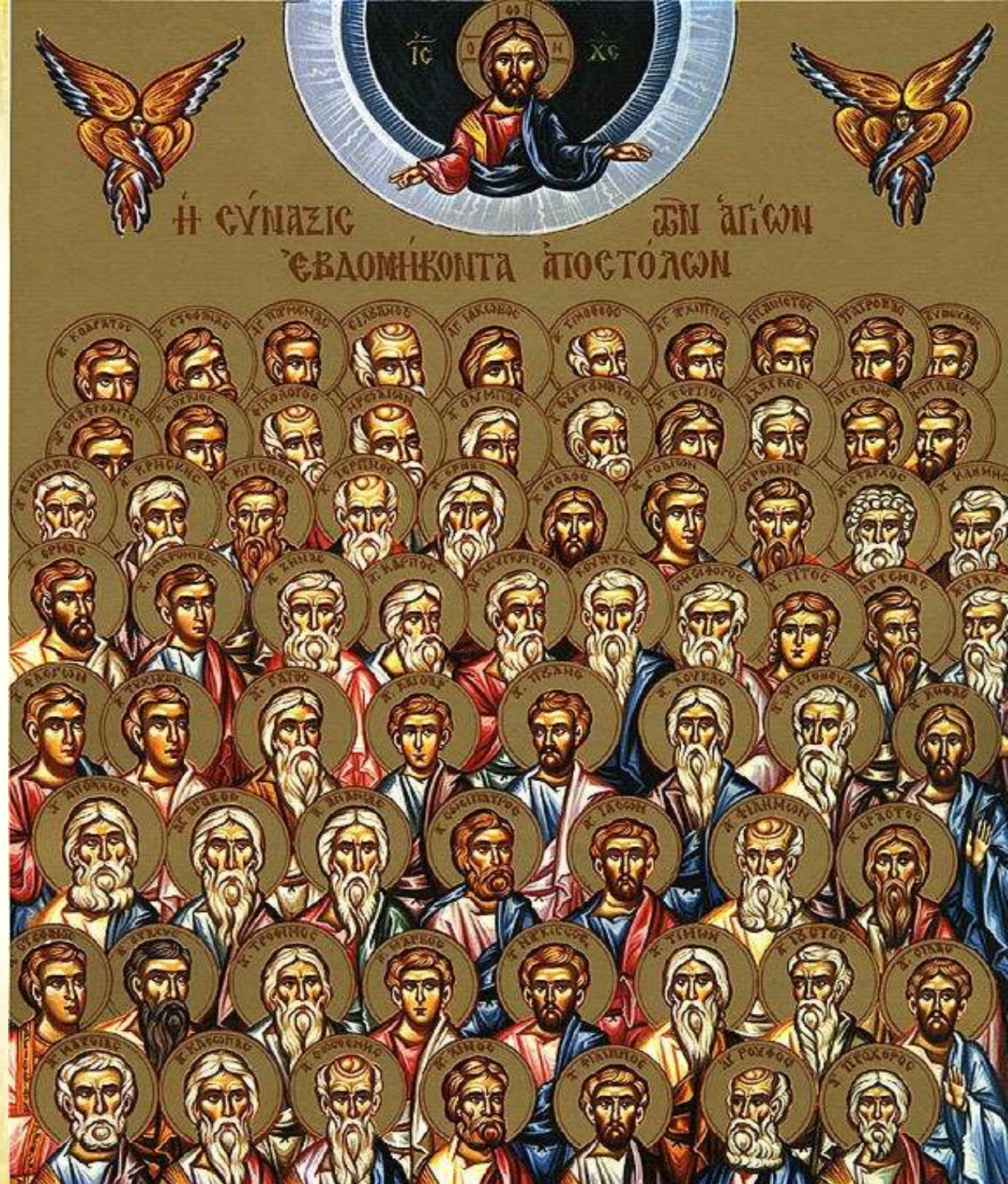


Parish	Trainer	Parish Implementation Start Date	Percent Complete and Date
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			



*You have
now been
called as
one of
the 70
Disciples*

Luke 10:1





Statement of WHY, SWOT, Core Values, Mission Statement and Strategic Wildly Important Goals and Action Plan

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

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