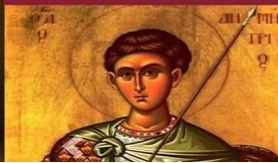




Greek Orthodox Metropolis of Detroit
St. Demetrios Greek Orthodox Church
Saginaw, MI



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Stewardship Calling & OMS

Consensus Vision and 4DX Strategic Planning Process

July 24, 2021

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



STEWARDSHIP
CALLING

Bill Marianes

www.stewardshipcalling.com

Bill@stewardshipcalling.com



ORTHODOX
MINISTRY
SERVICES



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Statement of WHY

**To unite all in Christ's
love, so that all may find
salvation.**



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Strengths

Great Ministries

Welcoming Community

Church Services & Theology

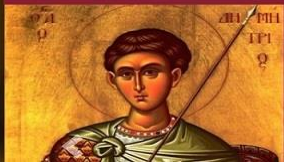
Diversity

Building & Grounds

Clergy

Technology

Talent



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Weaknesses

Stewardship & Engagement
Church Services And Liturgical Engagement
Youth Ministry
Faith Education (Adults And Youth)
Outreach And Evangelism
Cultural Transition Issues
Church Facilities
Aging Parishioners
Unwelcoming
Driving People Away
Social Interaction / Inreach Issues
Outward Philanthropy



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Opportunities

Outreach & Evangelism

Technology

Philanthropic Opportunities



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Threats

Pandemics - Covid

**Secularism & Antagonism To
Religion**

Lack Of Knowledge Of Orthodoxy

People Leaving Saginaw Area

Local Economy

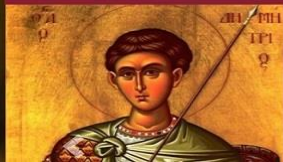
Other Churches / Religions



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Core Values

Welcoming & Loving Community for all
Christ - Centered Orthodox Faith
Charitable
Integrity & Truthfulness



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Mission Statement

The Mission of St. Demetrios is to be a welcoming, Christ-centered community serving others in love, proclaiming and living the Orthodox Christian faith in pursuit of salvation.



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Heat Mapped Weaknesses





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Wildly Important Goal Categories Heat Mapped





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WIGs - Wildly Important Goal

- 1. Stewardship and Engagement**
- 2. Adult and Youth Education**
- 3. Welcoming, Outreach & Evangelism**



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Stewardship & Engagement **Wildly Important Goal 1**

Develop and implement effective Stewardship, Ministry, and Liturgical Engagement Programs (collectively, the “Engagement Programs”) that within 36 months will achieve the following “Engagement Targets”:

- (a) Increase liturgical engagement by 50% or more;**
- (b) Increase ministries engagement by 50% or more;**
- (c) Increase the parishioner financial stewardship so that all operating expenses are paid through stewardship.**



Prelim Lag Measures WIG 1



- **LAG 1:** Research the most effective stewardship, ministry, and liturgical engagement programs (the “Engagement Programs”) within 4 months
- **LAG 2:** Develop the most effective Engagement Programs within 4 months
- **LAG 3:** Recruit and train the parish “Engagement Ambassadors” within 2 months
- **LAG 4:** Implement the Engagement Programs to achieve the Engagement Targets within 24 months
- **LAG 5:** Compile and assess the results of the Engagement Programs and make necessary improvements within 2 months

- Ministries WIG 1:**
Develop and implement effective Stewardship, Ministry, and Liturgical Engagement Programs (the “Engagement Programs”) that within 36 months will achieve the following “Engagement Targets”:
- (a) Increase liturgical engagement by 50% or more;
 - (b) Increase ministries engagement by 50% or more;
 - (c) Increase the parishioner financial stewardship so that all operating expenses are paid through stewardship.



Prelim Lead Measures WIG 1



- **LEAD 1:**

A: recruit team

B: determine stewardship , ministry, and liturgical engagement key definitions and effectiveness metrics

C: analyze the parish baseline on those key effectiveness metrics and identify parish impediments to success

D: identify at least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs to consider

- **LEAD 2:**

A: evaluate researched Stewardship, Ministry and Liturgical Engagement programs for effectiveness against key performance metrics and parish baselines

B: modify Stewardship, Ministry and Liturgical “Engagement Programs” for utilization at St Demetrios

C: finalize parish Engagement Programs and establish quarterly and/or monthly performance benchmarks

- **LEAD 3:**

A: identify numbers and names of Engagement Programs Engagement Ambassadors

B: develop Engagement Ambassadors training programs

C: train the Engagement Ambassadors

- **LEAD 4:**

A: implement Engagement Programs based on determined monthly and quarterly performance benchmarks

B: continue Ambassadors’ follow-up with parishioners until Engagement Targets are achieved

- **LEAD 5:**

A: obtain qualitative and quantitative data from Engagement Programs effectiveness

B: analyze all data and finalize Engagement Programs assessment and make all necessary improvements

- **LAG 1: Research the most effective stewardship, ministry and liturgical engagement programs (the “Engagement Programs”) within 4 months**

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

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

- **LAG 4: Implement the Engagement Programs to achieve the Engagement Targets within 24 months**

- **LAG 5: Compile and assess the results of the Engagement Programs and make necessary improvements within 2 months**



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Stewardship & Engagement Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>LAG 1: Research the most effective stewardship, and ministry and liturgical engagement programs (the “Engagement Programs”) within 4 months</u>			
1. Form Parish Wildly Important Goal Team 1 (“Engagement Ministry Team 1”).	Strategic Planning Team and Goal co-Captains	1 month after Start Date	Engagement Ministry Team 1 members agree to serve
2. Determine stewardship and ministry and liturgical engagement key definitions and effectiveness metrics.	Engagement Ministry Team 1	2 month after step 1	Engagement definitions and metrics determined
3. Analyze the parish baseline on those key stewardship and engagement effectiveness metrics and survey/research parish impediments to achieving increased stewardship and ministry and liturgical engagement success	Engagement Ministry Team 1	1 months after step 2	Parish baselines and parish impediments are finalized
4. ID at least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs to consider from both inside and outside the Orthodox ecosystem.	Engagement Ministry Team 1	Simultaneous with steps 2 & 3	At least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs examined



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Stewardship & Engagement 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 2: Develop the most effective Engagement Programs within 4 months</u>			
5. Evaluate researched Stewardship, Ministry and Liturgical Engagement programs for effectiveness against key performance metrics and parish baselines based on criteria of effectiveness determined in step 2.	Engagement Ministry Team 1	2 months after step 4	Evaluation of alternative Stewardship, Ministry and Liturgical Engagement programs is completed
6. Modify Engagement Programs for utilization at St. Demetrios and finalize parish Engagement Programs and establish quarterly and/or monthly performance benchmarks.	Engagement Ministry Team 1	2 months after step 5	Engagement Programs are finalized
<u>LAG 3: Recruit and train the parish Engagement Ambassadors within 2 months</u>			
7. Identify and recruit the “Engagement Ambassadors” who can implement the Engagement Programs.	Engagement Ministry Team 1	1 month after step 6	Engagement Ambassadors are recruited
8. Develop Engagement Ambassadors training program and train the Engagement Ambassadors selected in step 7.	Engagement Ministry Team 1	1 month after step 7	Engagement Ambassadors are trained



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Stewardship & Engagement Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>LAG 4: Implement the Engagement Programs to achieve the targeted goals within 24 months</u>			
9. Implement Engagement Programs based on monthly and/or quarterly performance benchmarks determined in step 6 with continual Ambassador follow-up with parishioners until Engagement Targets are achieved.	Engagement Ambassadors	24 months after step 8	Established quarterly and/or monthly Engagement Targets are achieved
<u>LAG 5: Compile and assess the results of the Parish Engagement Programs and make necessary improvements within 2 months</u>			
10. Obtain and compile qualitative and quantitative data from Engagement Programs and compile as to the effectiveness and success (based on criteria established in step 2) and areas for improvement.	Engagement Ambassadors and Engagement Ministry Team 1	1 month after step 9	Engagement Programs assessments are completed
11. Finalize and deliver improvements to Engagement Programs assessment analysis report, and make all refinements necessary to make those Ministries more effective based on information identified in step 10, and revise and improve them accordingly.	Engagement Ambassadors and Engagement Ministry Team 1	1 month after step 10	Engagement Programs implementation analysis is completed, and Engagement Programs are refined accordingly



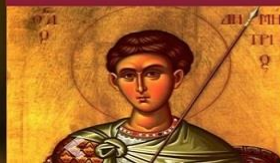
Stewardship & Engagement WIG 1 Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Engagement Ministry Team 1	1 month ___-21	
2. Develop definitions and effectiveness metrics	2 months ___-21	
3. Analyze parish baselines and engagement success impediments	1 month ___-21	
4. Research Engagement Programs	1 month ___-21	
5. Evaluate Engagement Programs	2 months ___-22	
6. Finalize Engagement Programs	2 months ___-22	
7. Identify and recruit Engagement Ambassadors	1 month ___-22	
8. Train Engagement Ambassadors	1 month ___-22	
9. Implement Engagement Programs and manage to interim quarterly and monthly targets	24 months ___-24	
10. Obtain Data from Engagement Programs Implementation	1 month ___-24	
11. Improve Engagement Programs based lessons learned in step 10	1 month ___-24	



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Adult & Youth Education Wildly Important Goal 2

**Develop and implement an effective
Adult and Youth Education Ministry
Program for ALL adults and youth
that will be completed within 20
months by:**

- (a) at least 33% of adults; and**
- (b) at least 66% of youth.**



Prelim Lag Measures WIG 2



- **LAG 1: Research the most effective Adult & Youth Education Programs within 3 months**
- **LAG 2: Develop the most effective Education Ministry Program for St. Demetrios adults and youth (the “Education Program ”) within 3 months**
- **LAG 3: Identify delivery modalities and recruit and train the Education Program Educators within 3 months**
- **LAG 4: Deliver the Education Program to at least 33% of adult stewards and 66% of youth within 9 months**
- **LAG 5: Compile and assess the results of the Education Program and make necessary improvements within 2 months**

Ministries WIG 2:

Develop and implement an effective Adult and Youth Education Ministry Program that at least 33% of adult stewards and 66% of youth complete within 20 months.



Prelim Lead Measures WIG 2



- **LEAD 1:**

- A: recruit team
- B: research and identify metrics to determine effectiveness and success
- C: Identify at least 5 Education Programs to consider

- **LEAD 2:**

- A: evaluate Education Programs for effectiveness
- B: modify and/or develop Education Programs for utilization at St. Demetrios
- C: finalize “Education Program” and effectiveness measurement metrics

- **LEAD 3:**

- A: identify delivery modalities (technology and “Educators”)
- B: develop Educator training program, delivery modalities and interim effectiveness assessment process
- C: recruit and train Educators

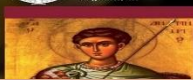
- **LEAD 4:**

- A: identify, recruit and educate at least the “Target Number” of 33% of Parish adults and 66% of Parish youth in the Education Program
- B: assign Educators to respective adults and youth
- C: schedule and complete a parish implementation of the Education Program to all Target Number of adults and youth

- **LEAD 5:**

- A: obtain qualitative and quantitative data from Education Program effectiveness
- B: analyze all data and finalize and deliver Education Program assessment and make all necessary improvements

- **LAG 1:** Research the most effective Adult & Youth Education Programs within 3 months
- **LAG 2:** Develop the most effective Education Program for St. Demetrios adults and youth (the “Education Program”) within 3 months
- **LAG 3:** Identify delivery modalities and recruit and train the Education Program Educators within 3 months
- **LAG 4:** Deliver the Education Program to at least 33% of adult stewards and 66% of youth within 9 months
- **LAG 5:** Compile and assess the results of the Education Program and make necessary improvements within 2 months



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Adult & Youth Education Wildly Important Goal 2 Action Plan



Key Actions Necessary To Achieve
Strategic WIG 2

Responsible Party | Deadline | Timetable

Completion
Confirmation Test

LAG 1: Research the most effective Education Program within 3 months

1. Form Parish Wildly Important Goal Team 2 (Education Ministry Team 2).	Strategic Planning Team and Goal co-Captains	1 month after start date	Education Ministry Team 2 members agree to serve
2. Research and identify metrics to determine effectiveness and how success will be determined for each targeted demographic of youth and adults.	Education Ministry Team 2	2 months after step 1	Success and effectiveness metrics are finalized
3. Identify at least 5 Adult and 5 Youth Education programs to evaluate and consider from both inside and outside the Orthodox ecosystem.	Education Ministry Team 2	Simultaneous with step 2	At least 5 Education training programs are identified for study

LAG 2: Develop the most effective Education Program within 3 months

4. Evaluate and study the Parish Education Programs identified in step 3 to determine their effectiveness and applicability to St. Demetrios based on criteria of effectiveness and success determined in step 2.	Education Ministry Team 2	1 month after step 3	Evaluation of alternative Education Programs is completed
5. Modify researched programs, or develop new curriculum, as necessary, to finalize the creation of official St. Demetrios Adult and Youth "Education Program" for use. Identify potential "Educators" who can teach the Education Program.	Education Ministry Team 2	2 months after step 4	Adult and Youth Education Program is finalized



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Adult & Youth Education 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: Identify delivery modalities and recruit and train the Education Program Educators within 3 months</u>			
6. (a) identify the best ways to deliver the Education Program; (b) identify delivery modalities and materials (technology, live education, etc.); (c) recruit potential Educators; and (d) schedule training for Educators.	Education Ministry Team 2	1 months after step 5	Education Program delivery modalities determined and Educators are recruited and trained
7. (a) Develop training program for Educators; (b) determine interim effectiveness assessment measurement process; (c) train the Educators selected in step 6; and (d) implement and establish all delivery modalities and materials.	Education Ministry Team 2	3 months after step 5 (concurrent with step 6)	Educators are trained in training program, interim assessment process determined and all delivery modalities are set up
<u>LAG 4: Deliver the Education Program to at least 33% of adults and 66% of youth within 9 months</u>			
8. Identify, recruit and educate at least 33% of Parish adult stewards and 66% of Parish youth in each targeted demographic of adults and youth (the "Target Numbers") in the Education Program.	Educators and Education Ministry Team 2	Concurrent with step 7	At least the Target Numbers of Adult and Youth Parishioners agree to participate in the Education Program
9. At least the Target Number of Adult and Youth Parishioners will complete the Education Program.	Educators	9 months after steps 7 & 8	Education Program is implemented to at least the Target number of Parishioners



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Adult & Youth Education 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><u>LAG 5: Compile and assess the results of the Parish Education Program and make necessary improvements within 2 months</u></p>			
<p>10. Obtain and compile qualitative and quantitative data from Parish Education Program implementations as to the effectiveness and success of the Education Program (based on criteria established in step 2) and identify areas for improvement.</p>	<p>Educators and Education Ministry Team 2</p>	<p>1 months after step 9</p>	<p>Parish Education Program implementation assessments are compiled</p>
<p>11. Finalize and deliver Education Program effectiveness assessment analysis and make all refinements necessary to make the Education Program more effective based on information identified in step 10, and revise and improve the Education Program accordingly.</p>	<p>Educators and Education Ministry Team 2</p>	<p>1 months after step 10</p>	<p>Parish Education Program implementation assessment analysis is completed and Education Program is refined accordingly</p>

Adult & Youth Education Goal 2 Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Education Ministry Team 2	(1 month) ____-21	
2. Research and Identify metrics to determine effectiveness and success	(2 months) ____ -21	
3. Research Education Programs	Simultaneous with step 2) ____-21	
4. Evaluate Education Programs	(1 month) ____-21	
5. Finalize Parish Education Program	(2 months) ____-21	
6. Identify delivery modalities and Educators	(1 month) ____-22	
7. Train Educators and implement delivery modalities	(3 months) ____-22	
8. Recruit 33% Adults + 66% Youth	Concurrent with step 7) ____-21	
9. Implement Education Program to Target Numbers	(9 months) ____-22	
10. Obtain and compile effectiveness data from Education Program implementation	(1 month) ____ -22	
11. Compile the results of the Education Program effectiveness assessment and improve the Education Program accordingly	(1 month) ____-22	



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Welcoming, Outreach & Evangelism Wildly Important Goal 3

**Develop and implement within 23 months
an effective:**

- (a) Welcoming Ministry in which 100% of
visitors actively complete the parish
comprehensive welcoming process;
and**
- (b) Outreach & Evangelism Ministry that
achieves a 20% increase in the number
of engaged stewards from the prior
year.**



Prelim Lag Measures WIG 3



- **LAG 1:** Research the most effective Welcoming Ministry and Outreach & Evangelism Ministry within 3 months
- **LAG 2:** Develop the most effective Welcoming Ministry and Outreach & Evangelism Ministry within 3 months
- **LAG 3:** Identify the modalities, processes and procedures to welcome 100% of visitors and achieve the 20% engagement growth rate (collectively, the “Targets”) within 3 months
- **LAG 4:** Implement the Welcoming Ministry and Outreach & Evangelism Ministry to achieve the Targets within 12 months
- **LAG 5:** Compile and assess the results of the Welcoming and Outreach & Evangelism Ministry and make necessary improvements within 2 months

Ministries WIG 3:

“Develop and implement within 23 months an effective:

(a) Welcoming Ministry in which 100% of visitors complete the parish comprehensive welcoming process; and

(b) Outreach & Evangelism Ministry that achieves a 20% increase in the number of engaged stewards from the prior year.



Prelim Lead Measures WIG 3



- **LEAD 1:**

- A: recruit team**

- B: research and identify metrics to determine effectiveness of welcoming and outreach and evangelism**

- C: Identify at least 5 Welcoming Ministries and 5 Outreach & Evangelism Ministries to consider**

- **LEAD 2:**

- A: evaluate researched programs for effectiveness**

- B: modify and/or develop Welcoming and Outreach & Evangelism Ministries for utilization at St. Demetrios**

- C: finalize “Welcoming Ministry” and “Outreach & Evangelism Ministry” and effectiveness metrics**

- **LEAD 3:**

- A: identify implementation modalities (technology and ministry participants)**

- B: develop ministry participant training program and ministry delivery modalities and materials**

- C: recruit and train ministry participants**

- **LEAD 4:**

- A: implement the Welcoming Ministry and Outreach & Evangelism Ministry**

- B: monthly track and report on the achievement of the Targets and identify how to overcome impediments to success**

- **LEAD 5:**

- A: obtain qualitative and quantitative data from Welcoming Ministry and Outreach & Evangelism Ministry effectiveness**

- B: analyze all data and finalize Welcoming Ministry and Outreach & Evangelism Ministry assessment and make all necessary improvements**

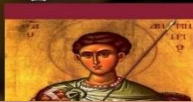
- **LAG 1: Research the most effective Welcoming Ministry and Outreach & Evangelism Ministry within 3 months**

- **LAG 2: Develop the most effective Welcoming Ministry and Outreach & Evangelism Ministry within 3 months**

- **LAG 3: Identify the processes and procedures to welcome 100% of visitors and achieve 20% increase in the number of engaged stewards (collectively, the “Targets”) from the prior year within 3 months**

- **LAG 4: Implement the Welcoming Ministry and Outreach & Evangelism Ministry to achieve the Targets within 12 months**

- **LAG 5: Compile and assess the results of the Welcoming and Outreach & Evangelism Ministries and make necessary improvements within 2 months**



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Welcoming, Outreach & Evangelism Wildly

Important Goal 3 Action Plan



Key Actions Necessary To Achieve Strategic WIG 3	Responsible Party	Deadline Timetable	Completion Confirmation Test
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LAG 1: Research the most effective Welcoming Ministry and Outreach & Evangelism Ministry within 3 months

1. Form Parish Wildly Important Goal Team 3 (W&OE Ministry Team 3).	Strategic Planning Team and Goal co-Captains	1 month after start date	W&OE Ministry Team 3 members agree to serve
2. Research and identify definitions of engaged stewards, metrics to determine effectiveness and how success will be determined.	W&OE Ministry Team 3	2 months after start step 1	Effectiveness metrics determined
3. Identify at least 5 Welcoming Ministries and at least 5 Outreach & Evangelism Ministries to evaluate and consider from both inside and outside the Orthodox ecosystem.	W&OE Ministry Team 3	Simultaneous with step 2	At least 5 Welcoming Ministries and Outreach & Evangelism Ministries are identified for study

LAG 2: Develop the most effective Welcoming and Outreach & Evangelism Ministries within 3 months

4. Analyze the parish baseline on those key welcoming and engagement effectiveness metrics and evaluate and study the Welcoming Ministries and Outreach & Evangelism Ministries identified in step 3 to determine their effectiveness and applicability to St. Demetrios based on criteria of effectiveness and success determined in step 2.	W&OE Ministry Team 3	1 month after step 3	Evaluation of alternative Welcoming Ministries and Outreach & Evangelism Ministries is completed
5. Modify researched programs, or develop new elements, as necessary, to finalize the creation of official St. Demetrios Welcoming Ministry and Outreach & Evangelism Ministry.	W&OE Ministry Team 3	2 months after step 4	Welcoming Ministry and Outreach & Evangelism Ministry is finalized



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Welcoming, Outreach & Evangelism Wildly Important Goal 3 Action Plan



Key Actions Necessary To Achieve Strategic WIG 3	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 3: Identify implementation modalities and processes and recruit Ministry Teams within 3 months			
6. Identify best implementation modalities (technology, ministry participants, etc.) to achieve the 100% Welcoming Ministry and 20% Outreach & Evangelism Ministry "Targets" and recruit and train ministry participants ("W&OE Disciples").	W&OE Ministry Team 3	1 months after step 5	Welcoming Ministry and Outreach & Evangelism Ministry Program delivery modalities determined and W&OE Team are recruited
7. Develop Welcoming Ministry and Outreach & Evangelism Ministry implementation training programs and prepare ministry delivery modalities and materials.	W&OE Ministry Team 3 and W&OE Disciples	3 months after step 5 (and concurrent with step 6)	W&OE Disciples are trained, and all delivery modalities are set up
LAG 4: Implement the Welcoming Ministry and Outreach & Evangelism Ministry Programs and Achieve the Targets within 12 months			
8. Implement the Welcoming Ministry and Outreach & Evangelism Ministry to achieve the Welcoming and Outreach & Evangelism Targets.	W&OE Disciples	12 months after step 7	Achieve at least the Targets in welcoming and outreach & evangelism
9. Track and report on the achievement of the Targets on a monthly basis and implement improvements to Ministries to overcome impediments to success.	W&OE Ministry Team 3 and W&OE Disciples	Concurrent with step 8	W&OE Target achievement is reported monthly and Ministry improvements are implemented



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Welcoming, Outreach & Evangelism Wildly

Important Goal 3 Action Plan



Key Actions Necessary To Achieve <u>Strategic WIG 3</u>	Responsible Party	Deadline Timetable	Completion Confirmation Test
<p><u>LAG 5: Compile and assess the results of the Parish Welcoming Ministry and Outreach & Evangelism Ministry and make necessary improvements within 2 months</u></p>			
<p>10. Obtain and compile qualitative and quantitative data from Welcoming Ministry and Outreach & Evangelism Ministry implementation as to the effectiveness and success (based on criteria established in step 2) and areas for improvement.</p>	<p>W&OE Ministry Team 3 and W&OE Disciples</p>	<p>1 months after step 9</p>	<p>Welcoming Ministry and Outreach & Evangelism Program assessments are compiled</p>
<p>11. Finalize and deliver Welcoming Ministry and Outreach & Evangelism Ministry assessment analysis report, make all refinements necessary to make those Ministries more effective based on information identified in step 10, and revise and improve them accordingly.</p>	<p>W&OE Ministry Team 3 and W&OE Disciples</p>	<p>1 months after step 10</p>	<p>Parish Welcoming Ministry and Outreach & Evangelism Ministry implementation assessment analysis is completed, and Ministries are refined accordingly</p>



Welcoming, Outreach & Evangelism

Wildly Important Goal 3

Compelling Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form W&OE Ministry Team 3	(1 month) ____-21	
2. Research and Identify metrics to determine effectiveness	(2 months) ____-21	
3. Research Welcoming Ministry and Outreach & Evangelism Ministry	Simultaneous with step 2) ____-21	
4. Evaluate Welcoming Ministry and Outreach & Evangelism Ministry Programs	(1 month) ____-21	
5. Finalize Welcoming Ministry and Outreach & Evangelism Ministry Programs	(2 months) ____-21	
6. Identify Delivery Best Implementation Modalities	(1 month) ____-22	
7. Train W&OE Team and Implement Delivery Modalities	(3 months from step 5) ____-22	
8. Implement the Welcoming Ministry and Outreach & Evangelism Ministry	(12 months) ____-22	



Welcoming, Outreach & Evangelism Wildly Important Goal 3 Compelling Scoreboard

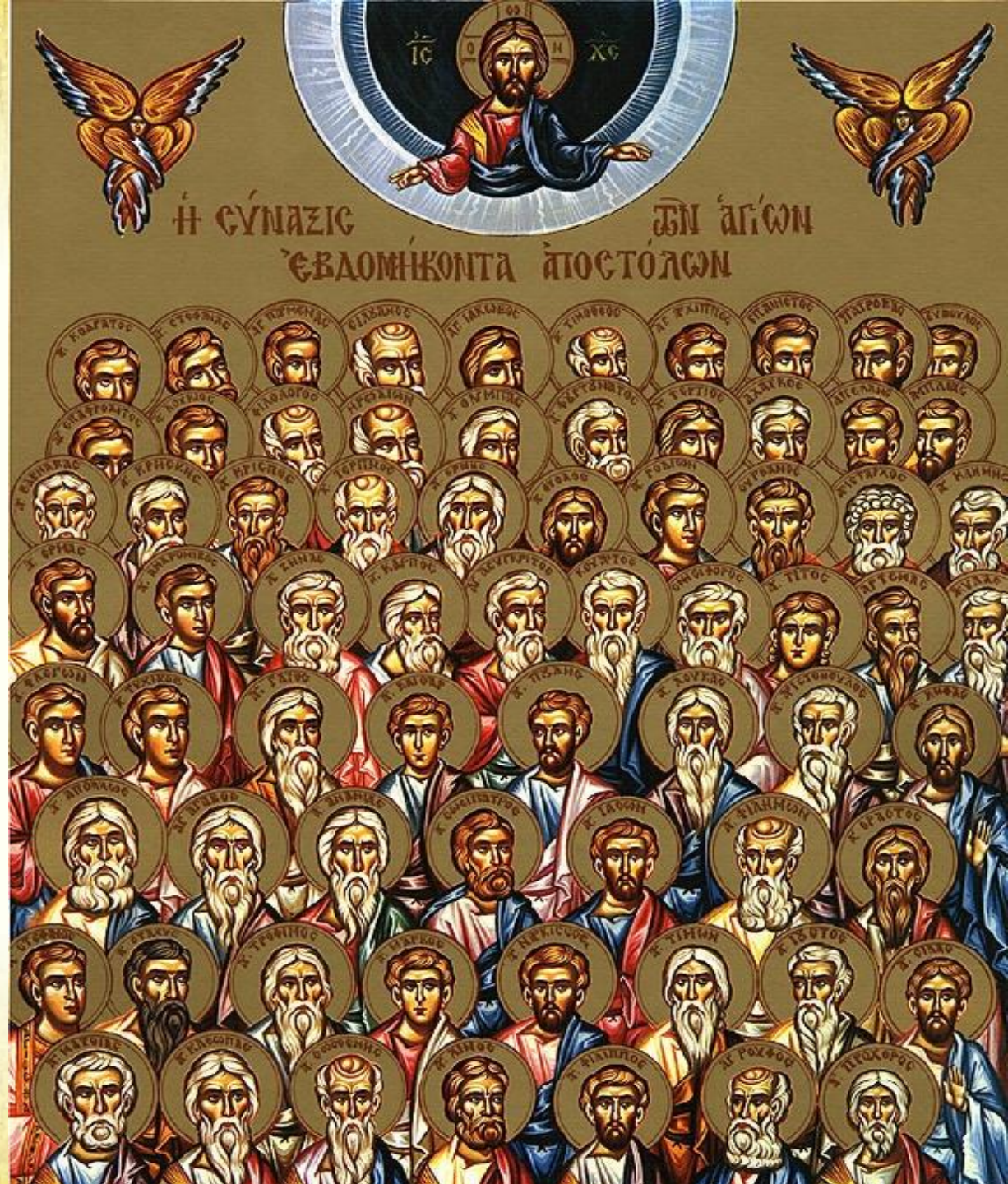


Lead Measure Action	Deadline Date	Status: Percent Complete and Date
9. Track and report on the achievement of the Targets on a monthly basis and make necessary improvements	(12 months) ____-22	
10. Obtain and compile effectiveness data from Welcoming Ministry and Outreach & Evangelism Ministry implementation	(1 month) ____ -22	
11. Compile the results of the Welcoming Ministry and Outreach & Evangelism Ministry effectiveness assessment and improve the Welcoming Ministry and Outreach & Evangelism Ministry accordingly	(1 month) ____-22	



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

Luke 10:1





Greek Orthodox Metropolis of Detroit
St. Demetrios Greek Orthodox Church
Saginaw, MI



OUR PATRON SAINT:
GREAT-MARTYR DEMETRIOS
"THE MYRRH-STREAMER"



Stewardship Calling & OMS

Consensus Vision and 4DX Strategic Planning Process

July 24, 2021

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



STEWARDSHIP
CALLING

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