Welcome to Holy Trinity Greek Orthodox Cathedral

Final Strategic Plan

> "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

Statement of WHY

To glorify God and experience His unconditional love.

SWOT ANALYSIS

Welcome to Holy Trinity Greek Orthodox Cathedral

	Helpful to achieving the objective	Harmful to achieving the objective
Internal origin (attributes of the organization)	Strengths	Weaknesses
External origin (attributes of the environment)	Opportunities	Threats

Facilities & Iconography
Parishioners
Church Services & Theology
Financial Stability
Clergy
Welcoming
Ministries & Programs
Technology & Communications
Leadership

Stewardship & Engagement (Time & Treasures)

Youth & Young Adults Ministries

Parishioner In-reach, Retention & Engagement

Outreach & Evangelism

Leadership & Complacency

Facilities

Religious Education

Unwelcoming

Community Outreach & Partnerships
- Partnerships Based On Location
- Community Outreach & Service
- Partnerships With Other Orthodox Communities In Area
- Partnerships With Other Religious (Non-Orthodox) Communities

Evangelism / Many Seekers

Technology
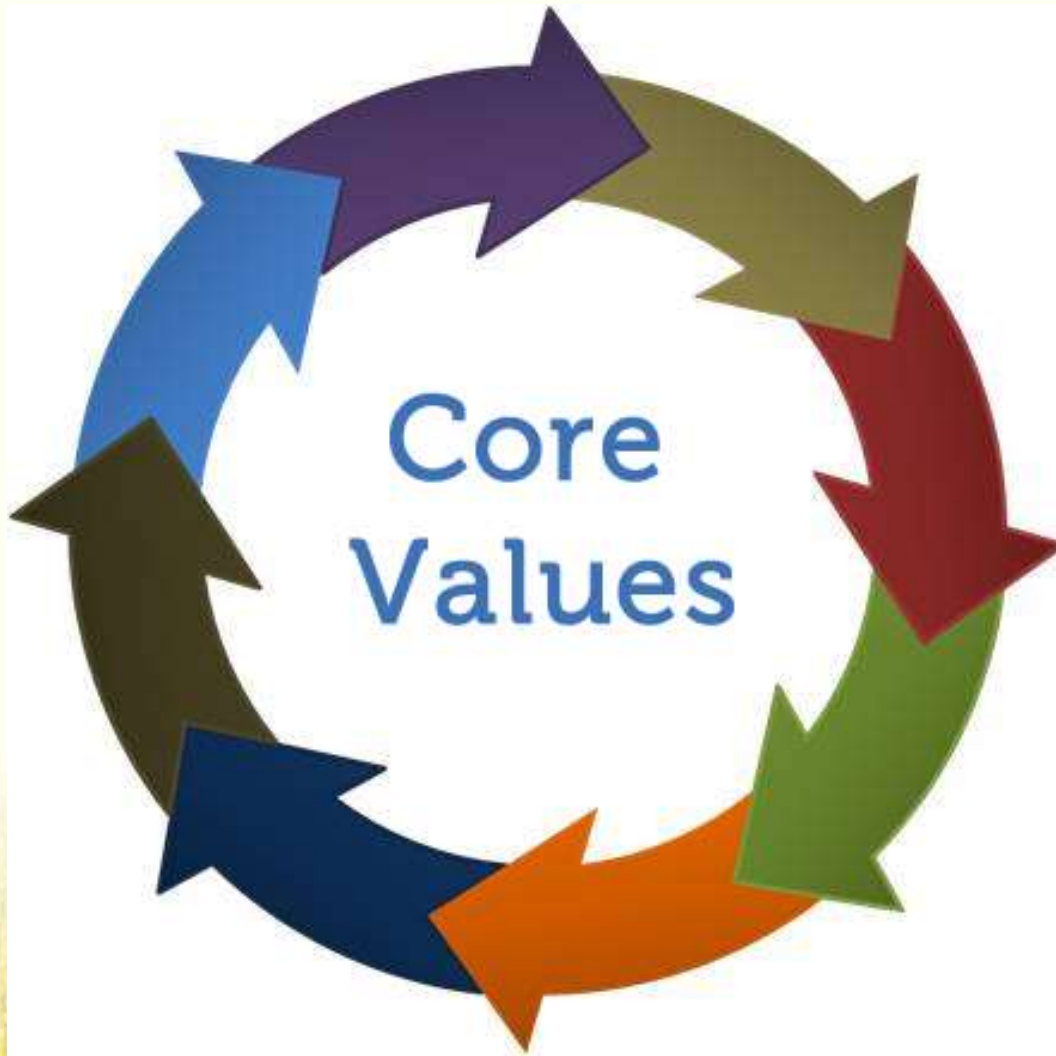
Threats

Secular & Societal Issues
Youth Engagement Challenges
Pandemic And Other Crises
Hostility To Religion & Its Perceived
     Unimportance
Other Churches

Welcome to Holy Trinity Greek Orthodox Cathedral

Core Values

Loving & Welcoming

Christ-Centered & Godly Faithful
Orthodox

Philanthropic Charitable &
Compassionate

Integrity

Welcome to Holy Trinity Greek Orthodox Cathedral

Mission Statement

Mission Statement

The Mission of HOLY TRINITY Greek Orthodox Cathedral is to be a Christ-centered community welcoming all people to grow spiritually in the fullness of the Orthodox Christian faith through love, worship, and service.

Welcome to Holy Trinity Greek Orthodox Cathedral

Vision Statement

Vision Statement

Within 3 years, HOLY TRINITY Greek Orthodox Cathedral will materially and measurably improve youth and adult:

1. Stewardship & Engagement;

2. Welcoming, Outreach, In-Reach & Evangelism; and

3. Religious Education & Liturgical Engagement.

STEWARDSHIP & ENGAGEMENT
Wildly Important Goal 1

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

Develop and implement effective youth and adult "Stewardship & Ministry Engagement Programs," gain membership growth, and enhance our financial position so that within 36 months, we will achieve the following "Engagement Targets":

(a) **Increase ministries engagement by 50% or more across each age demographic;**

(b) **Net increase of 30 or more new steward families per year; and**

(c) **Increase parish stewardship financial giving to fund 100% of the parish approved budget (including parish approved ministry expenses); provided that 10% or more of that parish approved budget is to be spent on community philanthropic outreach.**

Welcome to Holy Trinity Greek Orthodox Cathedral

- **LAG 1:** Research the most effective youth and adult Stewardship & Ministry Engagement Programs within 4 months

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

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

- **LAG 4:** Implement the Stewardship & Ministry Engagement Programs to achieve the "Engagement Targets" within 24 months

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

Stewardship & Engagement WIG 1:

Develop and implement effective youth and adult "Stewardship & Ministry Engagement Programs," gain membership growth, and enhance our financial position so that within 36 months, we will achieve the following "Engagement Targets":

(a) Increase ministries engagement by 50% or more across each age demographic;

(b) Net increase of 30 or more new steward families per year; and

(c) Increase parish stewardship financial giving to fund 100% of the parish approved budget (including parish approved ministry expenses); provided that 10% or more of that parish approved budget is to be spent on community philanthropic outreach.

- **LEAD 1:**
  - A: recruit team
  - B: determine stewardship and ministry engagement key definitions and effectiveness metrics for each age demographic of youth and adults
  - C: analyze the parish baseline on those key effectiveness metrics and identify parish impediments to success
  - D: identify effective Stewardship & Ministry Engagement Programs to consider

- **LEAD 2:**
  - A: evaluate researched stewardship &ministry engagement programs for effectiveness against key performance metrics and parish baselines
  - B: modify and/or develop Stewardship & Ministry Engagement Programs for implementation at Holy Trinity
  - C: finalize parish Stewardship & Engagement Programs and establish quarterly and/or monthly performance benchmarks

- **LEAD 3:**
  - A: define Engagement Champions role and responsibilities
  - B: identify numbers and names of Engagement Champions
  - C: develop Engagement Champions training programs
  - D: train the Engagement Champions

- **LEAD 4:**
  - A: implement Stewardship & Ministry Engagement Programs based on determined monthly and quarterly performance benchmarks
  - B: continue Engagement Champions' follow-up with parishioners until Engagement Targets are achieved

- **LEAD 5:**
  - A: obtain qualitative and quantitative data from Stewardship & Engagement Programs effectiveness
  - B: analyze all data and finalize Stewardship & Engagement Programs assessment and make all necessary improvements

- **LAG 1:** Research the most effective youth and adult stewardship and Stewardship & Ministry Engagement Programs within 4 months

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

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

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

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

Stewardship & Engagement 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 stewardship and ministry Engagement Programs within 4 months			
1. Form Stewardship & Ministry Engagement Team 1 ("S&ME Team 1").	Strategic Planning Team and Goal co-Captains	1 month after Start Date	S&ME Team 1 members agree to serve
2. Determine stewardship and ministry engagement key definitions of engagement success and effectiveness metrics for each age demographic of youth and adults.	S&ME Team 1	2 month after step 1	Key stewardship and ministry definitions and key effectiveness metrics are determined
3. Analyze the parish baseline on those key effectiveness metrics and identify parish impediments to success.	S&ME Team 1	1 month after step 2	Parish baseline and impediments have been determined.
4. Identify successful Stewardship & Ministry Engagement Programs to consider 5 or more Orthodox and 5 or more non-Orthodox programs.	S&ME Team 1	Simultaneously during step 2 and 3	Targeted number of programs have been identified

Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 2: Develop the most effective Engagement Programs within 4 months			
5. Evaluate researched Stewardship & Ministry Engagement programs for effectiveness against definitions of engagement success and effectiveness metrics determined in step 2.	S&ME Team 1	2 month after step 4	Stewardship & Ministry Engagement programs effectiveness evaluation completed
6. Create or modify youth and adult Stewardship & Ministry Engagement Programs for implementation at Holy Trinity (the "Stewardship & Engagement Programs") and establish quarterly and/or monthly Stewardship & Engagement Programs performance benchmarks in order to achieve Engagement Targets.	S&ME Team 1	2 month after step 5	Stewardship & Ministry Engagement Programs have been developed and quarterly or monthly effectiveness measurement benchmarks have been determined
LAG 3: Recruit and train the parish Engagement Champions within 2 months			
7. Define roles and responsibilities for team to implement the Stewardship & Ministry Engagement Programs (the "Engagement Champions") and identify numbers and names of Engagement Champions.	S&ME Team 1	1 month after step 6	Engagement Champions are identified along with roles and responsibilities

Stewardship & Engagement WIG 1 Action Plan

Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
8. Develop Engagement Champions training programs to teach them how to implement the Stewardship & Ministry Engagement Programs and train Engagement Champions.	S&ME Team 1	1 month after step 7	Stewardship & Ministry Engagement Programs Training plan/manual and training completed
LAG 4: Implement the Stewardship & Ministry Engagement Programs to achieve the Engagement Targets within 24 months			
9. Implement Stewardship & Ministry Engagement Programs based on determined monthly and quarterly performance benchmarks in order to fully achieve the Engagement Targets.	Engagement Champions	24 month after step 8	Stewardship & Ministry Engagement Programs are implemented to achieve or exceed the Engagement Targets
10. Ongoing monthly/quarterly reviews of results of Stewardship & Ministry Engagement Programs with Engagement Champions.	Engagement Champions	Monthly during 24 months of implementation	Stewardship & Ministry Engagement Programs assessments are compiled

Stewardship & Engagement WIG 1 Action Plan

Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 5: Compile and assess the results of the Stewardship & Ministry Engagement Programs and make necessary improvements within 2 months			
11. Obtain and analyze qualitative and quantitative data from Stewardship & Ministry Engagement Programs effectiveness (based on criteria established in step 2) and make all necessary program improvements.	Engagement Champions and S&ME Team 1	2 month after step 10	Review data and make necessary changes to Stewardship & Ministry Engagement Programs

Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Stewardship & Ministry 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 months ___-22	
4. Research Stewardship & Ministry Engagement Programs	1 month ___-22	
5. Evaluate Stewardship & Ministry Engagement Programs	2 months ___-22	
6. Finalize Stewardship & Ministry Engagement Programs	3 months ___-22	
7. Identify and recruit Engagement Champions	1 month _____-22	
8. Train Engagement Champions	2 months _____-22	
9. Implement Stewardship & Ministry Engagement Programs and manage to interim quarterly and monthly targets	12 months ___-23	
10. Obtain Data from Stewardship & Ministry Engagement Programs Implementation	1 month_____-24	
11. Improve Stewardship & Ministry Engagement Programs based lessons learned in step 10 and revamp	2 months _____-24	

Welcome to Holy Trinity Greek Orthodox Cathedral

Welcome to Holy Trinity Greek Orthodox Cathedral

WELCOMING OUTREACH, IN-REACH, AND EVANGELISM
Wildly Important Goal 2

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

Develop and implement an effective youth and adult Welcoming, Outreach, In-reach, & Evangelism Ministries (the "WOI&E Ministries") that within 36 months will achieve the following "Target Goals":

(a) **Welcoming Ministry in which 100% of visitors actively complete a comprehensive welcoming process;**

(b) **52 or more unaffiliated Orthodox or non-Orthodox are welcomed in the parish each year; and**

(c) **In-reach Ministries will achieve a 20% or more increase in the number of youth and adults engaged in parish activities or ministries from the prior year.**

Welcoming, Outreach, In-reach, & Evangelism WIG 2 Lag Measures

- **LAG 1:** Research the most effective youth and adult Welcoming, Outreach, In-reach, & Evangelism Ministries within 3 months

- **LAG 2:** Develop the most effective Holy Trinity Welcoming, Outreach, In-reach, & Evangelism Ministries (the "WOI&E Ministries") within 3 months

- **LAG 3:** Identify the modalities, processes and procedures to achieve "Target Goals" in the WOI&E Ministries within 3 months

- **LAG 4:** Implement the WOI&E Ministries to achieve the Target Goals within 24 months

- **LAG 5:** Compile and assess the results of the WOI&E Ministries and make necessary improvements within 2 months

Ministries WIG 2:

Develop and implement an effective youth and adult Welcoming, Outreach, In-reach, & Evangelism Ministries (the "WOI&E Ministries") that within 36 months will achieve the following "Target Goals":

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

(b) 52 or more unaffiliated Orthodox or non-Orthodox are welcomed in the parish each year; and

(c) In-reach Ministries will achieve a 20% or more increase in the number of youth and adults engaged in parish activities or ministries from the prior year.

Welcoming, Outreach, In-reach, & Evangelism WIG 2 Lead Measures

- **LEAD 1:**
  A: Recruit team
  B: Research and identify definitions and metrics to determine effectiveness of youth and adult Welcoming, Outreach, In-reach, & Evangelism Ministries
  C: Identify 5 or more Welcoming Ministries and 5 or more ministries for each of the following: Outreach, In-Reach, & Evangelism Ministries to consider

- **LEAD 2:**
  A: Evaluate researched programs for effectiveness
  B: Modify and/or develop final Welcoming, Outreach, In-reach, & Evangelism Ministries (the "WOI&E Ministries") for utilization at Holy Trinity
  C: Finalize WOI&E Ministries effectiveness metrics

- **LEAD 3:**
  A: Identify WOI&E Ministries implementation modalities and ministry participants ("WOI&E Disciples").
  B: Develop WOI&E Disciples training program and delivery modalities and materials
  C: Recruit and train WOI&E Disciples

- **LEAD 4:**
  A: Implement the WOI&E Ministries
  B: Track and report monthly, on the achievement of the Target Goals" and identify how to overcome impediments to success

- **LEAD 5:**
  A: Obtain qualitative and quantitative data from WOI&E Ministries effectiveness
  B: Analyze all data and finalize WOI&E Ministries and make all necessary improvements

- **LAG 1:** Research the most effective youth and adult Welcoming, Outreach, In-reach, & Evangelism Ministries within 3 months

- **LAG 2:** Develop the most effective Holy Trinity Welcoming, Outreach, In-reach, & Evangelism Ministries (the "WOI&E Ministries") within 4 months

- **LAG 3:** Identify the modalities, processes and procedures to achieve "Target Goals" in the WOI&E Ministries within 3 months

- **LAG 4:** Implement the WOI&E Ministries to achieve the Target Goals within 24 months

- **LAG 5:** Compile and assess the results of the WOI&E Ministries and make necessary improvements within 2 months

Welcoming Ministry and Outreach, In-Reach, and Evangelism WIG 2 Action Plan

Key Actions Necessary To Achieve Strategic WIG 2	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 1: Research the most effective Welcoming Ministry and Outreach, In-Reach, and Evangelism Ministries (the "WOI&E Ministries") within 3 months			
1. Form Welcoming, Outreach, In-reach, & Evangelism Ministries Team 2 (WOI&E Team 2).	Strategic Planning Team and Goal co-Captains	1 month after start date	WOI&E Team 2 members agree to serve
2. Research and identify definitions of youth and adult welcoming, outreach, in-reach and evangelism and metrics to determine effectiveness and how success will be determined.	WOI&E Team 2	2 months after step one starts	Definitions and effectiveness metrics determined
3. Identify 5 or more Welcoming Ministries and 5 or more Outreach, In-Reach & Evangelism Ministries for both youth and adults to evaluate and consider from both inside and outside the Orthodox ecosystem.	WOI&E Team 2	Simultaneous with step 2	5 or more Welcoming, Outreach, In-reach, & Evangelism Ministries are identified for study

Welcoming Ministry and Outreach, In-Reach, and Evangelism WIG 2 Action Plan

Key Actions Necessary To Achieve <u>Strategic WIG 2</u>	Responsible Party	Deadline <u>Timetable</u>	Completion <u>Confirmation Test</u>
LAG 2: Develop the most effective Welcoming ,Ministry and Outreach, In-Reach, and Evangelism Ministries within 4 months			
4. Analyze the Holy Trinity baseline on key Welcoming, Outreach, In-reach, & Evangelism Ministries effectiveness metrics. Evaluate and study the Welcoming, Outreach, In-reach, & Evangelism Ministries identified in step 3 to determine their effectiveness and applicability to the Holy Trinity based on definitions and criteria of effectiveness and success determined in step 2.	WOI&E Team 2	1 month after step 3	Evaluation of alternative Welcoming, Outreach, In-reach, & Evangelism Ministries are completed
5. Modify researched programs, or develop new programs or elements, as necessary, to finalize the creation of official Holy Trinity youth and adult Welcoming, Outreach, In-reach, & Evangelism Ministries (the "WOI&E Ministries")	WOI&E Team 2	3 months after step 4	Welcoming, Outreach, In-reach, & Evangelism Ministries are finalized

Welcoming Ministry and Outreach, In-Reach, and Evangelism WIG 2 Action Plan

Key Actions Necessary To Achieve Strategic WIG 2	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 3: Identify implementation modalities and processes and recruit Welcoming, Outreach, In-reach, & Evangelism Ministries Teams within 3 months			
6. Identify best implementation modalities (technology, ministry participants, etc.) to achieve the Target Goals and recruit and train Welcoming, Outreach, In-reach, & Evangelism Ministries participants ("WOI&E Disciples").	WOI&E Team 2	1 month after step 5	WOI&E Ministries Welcoming Ministry and Outreach, In-Reach & Evangelism Ministries Program, delivery modalities are determined, and WOI&E Disciples are recruited
7. Develop WOI&E Ministries implementation training programs and delivery modalities and materials and train WOI&E Disciples.	WOI&E Team 2 and WOI&E Disciples	3 months after step 5 (and concurrent with step 6)	WOI&E Disciples are trained, and all delivery modalities are set up

Welcoming Ministry and Outreach, In-Reach, and Evangelism WIG 2 Action Plan

Key Actions Necessary To Achieve Strategic WIG 2	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 4: Implement the Welcoming Ministry and Outreach, In-Reach & Evangelism Ministries Programs and Achieve the "Intended" within 24 months			
8. Implement the WOI&E Ministries to achieve the Target Goals	WOI&E Disciples	24 months after step 7	Achieve or exceed the Target Goals in welcoming and outreach & evangelism
9. Track and report on the achievement of the Target Goals on a monthly basis and implement improvements to WOI&E Ministries to overcome impediments to success.	WOI&E Team 2 and WOI&E Disciples	Concurrent with step 8	WOI&E Target Goals achievement is reported monthly and WOI&E Ministries improvements are implemented

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

Welcoming, Outreach, In-Reach, & Evangelism WIG2 Compelling Scoreboard

Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form WOI&E Team 2	1 month _____-21	
2. Research and identify metrics to determine effectiveness	2 months _____ -22	
3. Research Welcoming, Outreach, In-reach, & Evangelism Ministries	Simultaneous with step 2 _____-22	
4. Evaluate Welcoming, Outreach, In-reach, & Evangelism Ministries Programs	1 month _____-22	
5. Finalize Welcoming, Outreach, In-reach, & Evangelism Ministries Programs	3 months _____-22	
6. Identify Delivery Best Implementation Modalities	1 month _____-22	
7. Train WOI&E Disciples and Implement Delivery Modalities	3 months from step 5 _____-22	
8. Implement the WOI&E Ministries	24 months _____-24	

Welcoming, Outreach, In-Reach, & Evangelism WIG2
Compelling Scoreboard

Lead Measure Action	Deadline Date	Status: Percent Complete and Date
9. Track and report on the achievement of the "Target Goals" on a monthly basis and make necessary improvements	12 months ____-24	
10. Obtain and compile effectiveness data from WOI&E Ministries implementation	1 month ____ -24	
11. Compile the results of the WOI&E effectiveness assessment and improve accordingly	1 month ____-24	

Welcome to Holy Trinity Greek Orthodox Cathedral

RELIGIOUS EDUCATION AND LITURGICAL ENGAGEMENT
Wildly Important Goal 3

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

Adult & Youth Religious Education and Liturgical Engagement Wildly Important Goal 3

Develop and implement an effective Religious Education and Liturgical Engagement ("RELE") Program for youth and adults that will be completed within 20 months by the following "Education Targets":

(a) 25% or more of parish adults; and

(b) 75% or more of parish youth;

(c) 50% or more of unaffiliated Orthodox or non-Orthodox are fully welcomed by the parish.

Adult & Youth RELE
Lag Measures WIG 3

- **LAG 1:** Research the most effective adult and youth Religious Education and Liturgical Engagement ("RELE Program") within 3 months

- **LAG 2:** Develop the most effective RELE Program for Holy Trinity adults and youth (the "RELE Program ") within 3 months

- **LAG 3:** Identify delivery modalities and recruit and train the RELE Program "Educators" within 3 months

- **LAG 4:** Deliver the RELE Program to the Education Targets within 9 months

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

Adult & Youth RELE WIG 3:

Develop and implement an effective Religious Education and Liturgical Engagement ("RELE") Program for youth and adults that will be completed within 20 months by the following "Education Targets":

(a) 25% or more of parish adults; and

(b) 75% or more of parish youth.

(c) 50% or more of unaffiliated Orthodox or non-Orthodox are fully welcomed by the parish.

Adult & Youth RELE Lead Measures WIG 3

- **LEAD 1:**
  - A: recruit team
  - B: define how RELE success will be determined research and identify metrics to determine effectiveness and success for both adults and youth
  - C: Identify 5 or more Religious Education and 5 or more Liturgical Engagement Programs to consider
- **LEAD 2:**
  - A: evaluate all RELE Programs for effectiveness
  - B: modify and/or develop RELE Programs for utilization at Holy Trinity
  - C: finalize "RELE Programs" and effectiveness measurement metrics
- **LEAD 3:**
  - A: identify RELE delivery modalities technology and "Educators"
  - B: develop RELE Educator training program, delivery modalities and interim effectiveness assessment process
  - C: recruit and train Educators
- **LEAD 4:**
  - A: identify, recruit and educate the "Education Targets " of of parish adults and youth in the RELE Programs
  - B: assign Educators to respective adults and youth
  - C: schedule and complete a parish implementation of the RELE Programs to all Education Targets of adults and youth
- **LEAD 5:**
  - A: obtain qualitative and quantitative data from RELE Programs effectiveness
  - B: analyze all data and finalize and deliver RELE Programs assessment and make all necessary improvements

- **LAG 1:** Research the most effective youth and adult Religious Education and Liturgical Engagement ("RELE Program") within 3 months
- **LAG 2:** Develop the most effective RELE Program for Holy Trinity youth and adults (the "RELE Program") within 3 months
- **LAG 3:** Identify delivery modalities and recruit and train the RELE Program "Educators" within 3 months
- **LAG 4:** Deliver the RELE Program to the Education Targets or more of adult stewards and youth within 9 months
- **LAG 5:** Compile and assess the results of the RELE Program and make necessary improvements within 2 months

Adult & Youth RELE WIG 3 Action Plan

Welcome to Holy Trinity Greek Orthodox Cathedral

Key Actions Necessary To Achieve Strategic WIG 3	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 1: Research the most effective RELE Program within 3 months			
1. Form parish Religious Education and Liturgical Engagement ("RELE") Team 3 ("RELE Team 3").	Strategic Planning Team and Goal co-Captains	1 month after start date	RELE Team 3 members agree to serve
2. Research and define how RELE success will be determined for each targeted demographic of adults and youth and identify metrics to determine effectiveness.	RELE Team 3	2 months after step 1	Success and effectiveness metrics are finalized
3. Identify 5 or more Religious Education and 5 or more Liturgical Engagement Programs for both adults and youth to evaluate and consider from both inside and outside the Orthodox ecosystem.	RELE Team 3	Simultaneous with step 2	5 or more Religious Education and 5or more Liturgical Engagement training programs are identified for study

Key Actions Necessary To Achieve Strategic WIG 3	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 2: Develop the most effective RELE Program within 3 months			
4. Evaluate and study the RELE Programs identified in step 3 to determine their effectiveness and applicability to Holy Trinity based on criteria of effectiveness and success determined in step 2.	RELE Team 3	1 month after step 3	Evaluation of alternative RELE Programs is completed
5. Modify researched RELE programs, or develop new curriculum or programs, as necessary, to finalize the creation of official Holy Trinity adult and youth RELE Program for use. Identify potential "Educators" who can teach the RELE Program to each age demographic.	RELE Team 3	2 months after step 4	Adult and Youth RELE Program is finalized

Key Actions Necessary To Achieve Strategic WIG 3	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 3: Identify delivery modalities and recruit and train the RELE Program Educators within 3 months			
6. (a) identify the best ways to deliver the RELE Program for both adults and youth; (b) identify delivery modalities and materials (technology, live education, etc.); (c) recruit potential Educators for each age demographic; and (d) schedule training for Educators.	RELE Team 3	1 months after step 5	RELE Program delivery modalities determined, and Educators are recruited and trained
7. (a) Develop RELE 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.	RELE Team 3	3 months after step 5 (concurrent with step 6)	Educators are trained in RELE training program, interim assessment process determined, and all delivery modalities are set up

Adult & Youth RELE WIG 3 Action Plan

Key Actions Necessary To Achieve Strategic WIG 3	Responsible Party	Deadline Timetable	Completion Confirmation Test
LAG 4: Deliver the RELE Program to the Education Targets or more of adults and youth within 9 months			
8. Identify, recruit and educate the "Education Targets" or more of parish adults and youth in each targeted demographic in the RELE Program.	Educators and RELE Team 3	Concurrent with step 7	The Education Targets of Adult and Youth Parishioners or more participate in the RELE Program
9. The Education Target numbers or more of adults and youth in each targeted demographic will complete the RELE Program.	Educators	9 months after steps 7 & 8	RELE Program is implemented to achieve or exceed the Education Targets of Parishioners
LAG 5: Compile and assess the results of the parish RELE Program and make necessary improvements within 2 months			
10. Obtain and compile qualitative and quantitative data from RELE Program implementations as to the effectiveness and success (based on criteria established in step 2) and identify areas for improvement.	Educators and RELE Team 3	1 months after step 9	RELE Program implementation assessments are compiled
11. Finalize and deliver RELE Program effectiveness assessment analysis and make all refinements necessary to make the RELE Program more effective based on information identified in step 10.	Educators and RELE Team 3	1 months after step 10	RELE Program is refined accordingly based on results of implementation

Adult & Youth RELE
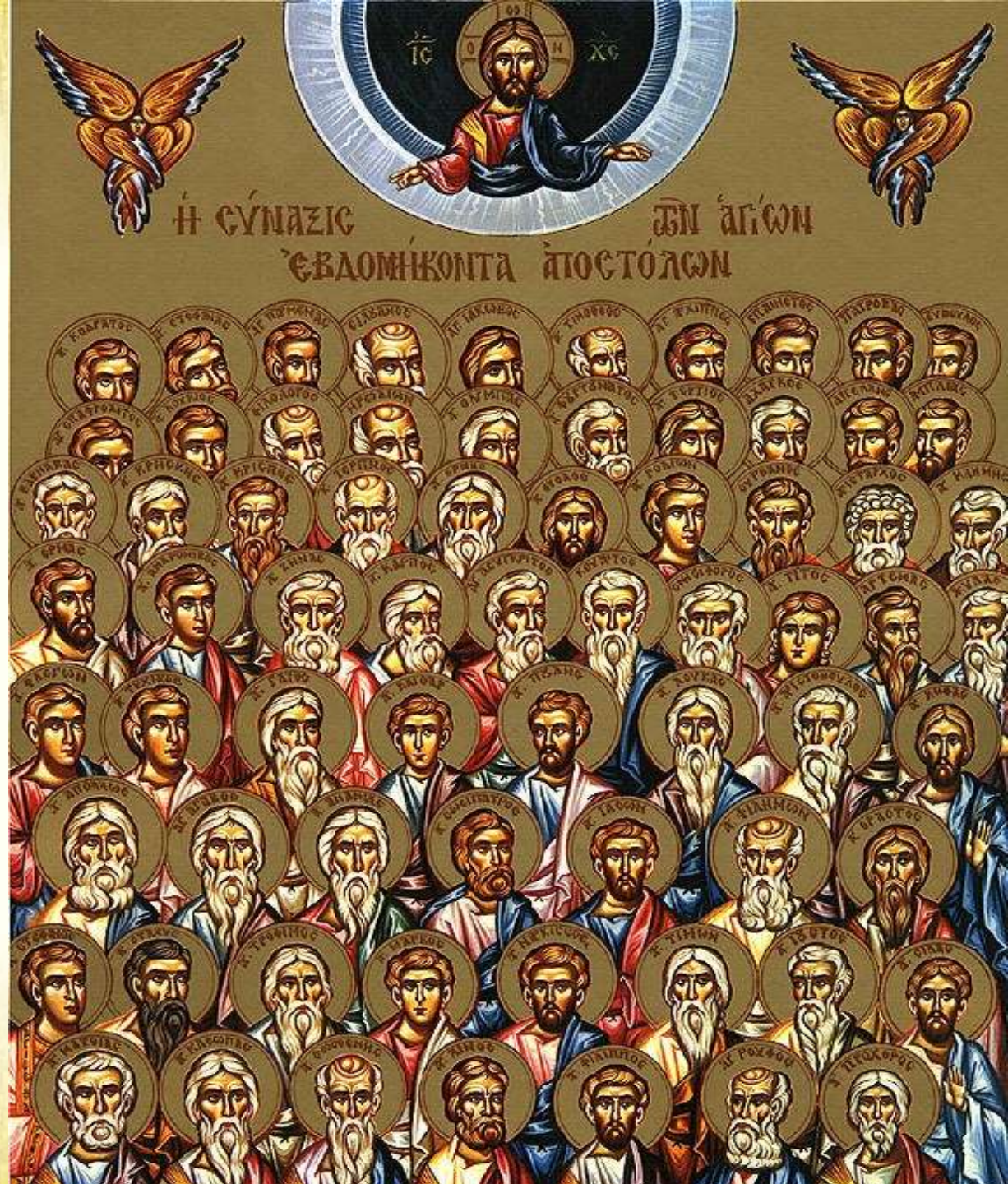# WIG 3 Compelling Scoreboard

Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form RELE Team 3	1 month _____-22	
2. Research and Identify metrics to determine effectiveness and success	2 months _____ -22	
3. Research RELE Programs	Simultaneous with step 2 _____-22	
4. Evaluate RELE Programs	1 month _____-22	
5. Finalize RELE Program	2 months _____-22	
6. Identify delivery modalities and Educators	1 month _____-22	
7. Train Educators and implement delivery modalities	3 months _____-22	
8. Recruit Target Numbers of adults and youth to participate in RELE Program	Concurrent with step 7 _____-21	
9. Implement RELE Program to the Education Targets	9 months _____-23	
10. Obtain and compile effectiveness data from RELE Program implementation	1 month _____ -23	
11. Compile the results of the RELE Program effectiveness assessment and improve the RELE Program accordingly	1 month _____-23	

You have now been called as one of the 70 Disciples

Luke 10:1

Welcome to Holy Trinity Greek
Orthodox Cathedral

Final Strategic Plan

"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