



***Religious
Formation &
Worship
Participation
Goal & Action Plan***

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**STEWARDSHIP
CALLING**

Religious Formation & Worship Participation SMART Goal

We will research, develop, and implement best practices and effective “Religious Formation Programs” in each of the following eight areas with a comprehensive communications plan where within 47 months we will achieve the following “Religious Formation Targets” after implementation of the following Religious Formation Programs:

1. A “Bible Study & Religious Text Program” will be offered live, via Zoom, and recorded with: (i) at least 50 parishioners regularly attending by the end of year 1, (ii) at least 75 parishioners regularly attending by the end of year 2, and (iii) at least 100 parishioners regularly attending by the end of year 3; and (iv) at least 30 parishioners agreeing to completely read the Bible each year.
2. A parish “Religious Formation Media Center” will be created that engages at least 50 parishioners at least weekly by providing on the parish website, email, text messaging and social media and other platforms at least 75 items of Religious Formation and spiritual growth content over the course of each year with specific metrics of delivery, opening, viewing, reading, and engaging to be determined in step 2 of the Action Plan.
3. The parish will implement a “Congregational Singing Ministry” engaged in by at least 55% of parishioners attending Sunday Divine Liturgy within 12 months of implementation.
4. At least one personal prayer life education program will be delivered that at least 50 parishioners complete each year, with 75% of participants self-reporting in an annual qualitative survey that they have experienced a material increase in their prayer life effectiveness.
5. Increase regular Sunday Divine Liturgy attendance to: (a) at least 175 parishioners by the end of year one, (b) at least 200 parishioners by the end of the year two, and (c) at least 250 parishioners by the end of the year three.
6. Increase regular Sunday Orthos attendance to: (a) at least 40 parishioners by the end of year one, (b) at least 60 parishioners by the end of the year two, and (c) at least 75 parishioners by the end of the year three.
7. Increase average attendance at church service other than Sunday Divine Liturgy to: (a) at least 40 parishioners by the end of year one, (b) at least 60 parishioners by the end of the year two, and (c) at least 75 parishioners by the end of the year three.
8. Increase the percentage of parishioners attending the Divine Liturgy who will take Holy Communion to: (a) at least 75% by the end of year one, (b) at least 80% by the end of the year two, and (c) at least 85% by the end of the year three.

Religious Formation Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research the most effective Religious Formation Programs within 3 months			
1. Form Religious Formation Team (RFT).	SPT and RFT Co-Captains	1 month after Start Date	RFT members agree to serve
2. Determine Religious Formation key definitions and effectiveness metrics for each of the eight SMART Goal religious formation (collectively the “Religious Formation Programs”).	RFT	1 months after step 1	Religious Formation Programs key definitions and metrics determined for all eight elements
3. Analyze the parish baseline on those key Religious Formation effectiveness metrics and survey parishioners to determine what Religious Formation content they need and what delivery modalities they will use regularly and how best to achieve the Religious Formation Targets	RFT	1 month after step 2	Parish baselines, and content delivery vehicle and frequency of Religious Formation content is finalized
4. Identify at 2-3 best practices examples of <u>each</u> of the Religious Formation Programs from both inside and outside the Orthodox ecosystem.	RFT	Simultaneous with steps 2 & 3	At least 2-3 alternatives of each of the eight elements of the Religious Formation Program are examined

Religious Formation Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 2: Develop the most effective Religious Formation Programs within 4 months</u>			
5. Evaluate all the researched Religious Formation Programs items from step 4 for effectiveness against key performance metrics and parish baselines based and criteria of effectiveness determined in step 2 and determine details of every Religious Formation program and modalities.	RFT	2 months after step 4	Evaluation of alternative Religious Formation Programs is completed
6. Finalize development of all eight Religious Formation Programs and establish monthly performance benchmarks to achieve each of the Religious Formation Targets.	RFT	2 months after step 5	Religious Formation Programs are finalized, and monthly performance benchmarks are determined
<u>Interim Goal 3: Recruit and train Religious Formation Educators Leaders within 2 months</u>			
7. Identify and recruit Religious Formation Programs “Educators” who can help teach and implement each of the Religious Formation Programs	RFT	1 month after step 6	Educators are recruited
8. Train Educators to implement the Religious Formation Programs.	RFT	1 month after step 7	Educators are trained

Religious Formation Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 4: Implement the Religious Formation Program to achieve the Religious Formation Targets within 36 months</u>			
9. Implement Religious Formation Programs to achieve the Religious Formation Targets.	Educators	Continuously over 36 months after step 8	Religious Formation Programs are fully launched
10. Track and report on monthly performance benchmarks determined in step 6 and continue Educators follow-up with parishioners until Religious Formation Targets are achieved.	Educators	Contemporaneous with step 9	Established monthly Religious Formation Targets are achieved

Religious Formation Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 5: Compile and assess the results of the Religious Formation Program and make necessary improvements within 2 months</u>			
11. Obtain and compile qualitative and quantitative data from Religious Formation Programs and determine effectiveness and success (based on criteria established in step 2) and identify areas for improvement.	Educators and RFT	1 month after step 10	Religious Formation Program assessments are completed
12. Finalize and deliver Religious Formation Programs assessment analysis report, and make all refinements necessary to make the Religious Formation Programs more effective based on information identified in step 11.	Educators and RFT	1 month after step 11	Analysis is completed, and Religious Formation Program is refined accordingly

Parochial School Action Plan – Part 2

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research interest in Parochial School and alternatives within 9 months			
1. Form Parochial School Team (PST).	SPT and PST Co-Captains	1 month after Start Date	PST members agree to serve
2. Determine Parochial School (PS) desired outcomes and effectiveness metrics	PST	2 months after step 1	PS metrics determined
3. Survey and analyze parish interest in developing some form of PS solution and optimum alternative approaches.	PST	2 months after step 2	Parish interest in PS and alternatives are determined
4. Assuming sufficient interest in step 3, identify at least 3-5 existing parochial schools to examine, including Holy Trinity Academy in Warren, Ohio, and St. Constantine School in Houston, TX. Conduct site visits and interviews with all such schools, their administration and Boards and conduct due diligence. Research specific action plan to create a parish PS solution.	PST	4 months after step 3	At least 3-5 alternative PS models are diligenced along with the necessary steps to develop the parish's PS solution.

Parochial School Action Plan – Part 2

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 2: Develop the most effective PS alternative within 9 months</u>			
5. Evaluate all the researched parochial school alternatives and develop a specific proposal and submit it to the parish for approval.	PST	3 months after step 4	Evaluation of alternative PS alternatives and proposal submitted to the parish for approval
6. If approved by the parish, select initial Board of Directors (Board) and Headmaster and crate a strategic, operational and financial plan for the preferred PS alternative.	PST	6 months after step 5	PS Board and Headmaster selected, and strategic, operational and financial plan developed
<u>Interim Goal 3: Implement Plan to be prepared for opening within 6 months</u>			
7. Implement strategic, operational, and financial plan to prepare for opening of preferred PS alternative in time for the next available academic year opportunity.	Board and Headmaster	6 months after step 6	PS alternative opened
8. Track and report on monthly performance benchmarks determined in strategic, operational, and financial plan.	Board and Headmaster	Each month during PS operation	Monthly reports of progress released
<u>Interim Goal 4: Compile and assess the results of the PS and make necessary improvements within 2 months</u>			
9. Obtain and compile qualitative and quantitative data of PS effectiveness, identify areas for improvement, and make all refinements necessary.	Board and Headmaster	At least annually	Assessment and remediation plans created and implemented

Religious Formation Action Plan

<u>Lead Measure Action</u>	<u>Deadline Date</u>	<u>% Complete and Date</u>
1. Form Religious Formation Program Team		
2. Develop definitions and effectiveness metrics		
3. Analyze parish baselines and engagement success impediments		
4. Research Religious Formation Programs		
5. Evaluate Religious Formation Programs		
6. Finalize Religious Formation Programs		
7. Identify and recruit Educators		
8. Train Educators		
9. Implement Religious Formation Programs and manage to interim monthly targets		
10. Track performance Data from Religious Formation Programs Implementation		
11. Obtain qualitative and quantitative assessment data from Religious Formation Programs		
12. Improve Religious Formation Programs based lessons learned in step 11		