

***Youth & Young
Adult Goal &
Action Plan***

Dr. Bill Marianes



**STEWARDSHIP
CALLING**



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Stewardship Calling
What are you doing with all of the gifts God has given you?

Strategic Planning

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WHY?	STEWARDSHIP	STRATEGIC PLANNING	INTERNET RADIO & PODCASTS	KEYNOTES & LEADERSHIP	RESOURCES
PERSONAL		HOLY ORTHODOX CHURCH OF UGANDA			
		ST. SOPHIA JEFFERSONVILLE, PA STRATEGIC PLAN			
		SAMPLE S.M.A.R.T GOAL & ACTION PLANS			
		BOSTON METROPOLIS – THRIVING CONGREGATIONS TRAINING PROGRAMS ON PARISH STRATEGIC PLANNING			
		ST. SOPHIA UKRAINIAN SEMINARY			

St. Sophia Jeffersonville
By the grace of God, the transformational and collaborative work of Father Symeon Williams and an additional 40+ parishioners Strategic Planning Team

...IA, Ss. FAITH, HOPE & AGAPE
...RTHODOX CHURCH OF VALLEY FORGE
...a Greek Orthodox Church in Jefferson, PA. is undertaking a planning process. This incredible work is under the inspired leadership of a dedicated Core Team. This Core Team will be supplemented with an Strategic Planning Team. The ongoing work of our very diverse and extensive

<https://stewardshipcalling.com/st-sophia-jefferson-pa-strategic-plan/>



ST. SOPHIA, SS. FAITH, HOPE & AGAPE
GREEK ORTHODOX CHURCH

WHY Statement

To glorify God, serve all through love, and live a purposeful life in Christ.

Youth & Young Adults SMART Goal

We will research, develop, and implement best practices and effective youth and young adults “Youth & Young Adults Programs” in each of the following 7 areas with a comprehensive communications plan where after development of the following best practices programs and materials, such that within 47 months we will achieve the following “Youth & Young Adults Targets” :

- (a) At least 90% of parish youth will complete their grade level curriculum revamped full academic year “Youth Sunday School Program,” each year and achieve measurable outcomes identified in step 2 of the Action Plan;**
- (b) Each year the parish YAL will collaborate and engage with a different parish YAL to on at least one service project and at least one social interaction activity with at least: (i) 65% of St. Sophia young adults participating in year 1; (ii) 75% of St. Sophia young adults participating in year 2; and (iii) 85% St. Sophia young adults participating in year 3;**
- (c) Joy, Hope, GOYA parish and Metropolis meetings and events will achieve at least: (i) 50% participating in year 1; (ii) 75% of participating in year 2; and (iii) 85% participating in year 3;**
- (d) A parish Bible Camp for youngsters and at least one high school retreat twice a year with at least: (i) 65% participation of relevant youth and high schoolers in year 1; and (ii) 75% participation of relevant youth and high schoolers in year 2; and (iii) 75% participation of relevant youth and high schoolers in year 2;**
- (e) After the first year, each: (i) YAL member will have a trained adult mentor, (ii) GOYA member will have a trained YAL mentor, and (iii) Hope member will have a trained GOYA mentor;**
- (f) Within 12 months, at least once a quarter, a Children’s choir will participate with the adult choir in singing during a Divine Liturgy or other church service; and**
- (g) Within 12 months, we will hire a full-time youth and young adult director staff member to help plan and lead all youth and young activities.**

Youth & Young Adults Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research the most effective Youth & Young Adults Action Programs within 3 months			
1. Form Youth & Young Adults Team (Y2AT).	SPT and Y2AT Co-Captains	1 month after Start Date	Y2AT members agree to serve
2. Determine religious education key definitions and effectiveness metrics for adults and youth for each of the 7 SMART Goal Youth & Young Adults objectives (collectively the “Youth & Young Adults Programs”).	Y2AT	1 months after step 1	Youth & Young Adults Programs key definitions and metrics determined for all six elements
3. Analyze the parish baseline on those key Youth & Young Adults Ministry effectiveness metrics and survey parishioners to determine what religious education content they need and what delivery modalities they will use regularly.	Y2AT	1 month after step 2	Parish baselines, and content delivery vehicle and frequency of religious education content is finalized
4. Identify at 2-3 of each of youth and young adult programs to consider from both inside and outside the Orthodox ecosystem.	Y2AT	Simultaneous with steps 2 & 3	At least 2-3 alternatives of each of the 7 elements of the Youth & Young Adults Programs are examined

Youth & Young Adults 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 Youth & Young Adults Education Programs within 4 months</u>			
5. Evaluate all the researched Youth & Young Adults 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 Youth & Young Adults topics, programs, and modalities.	Y2AT	2 months after step 4	Evaluation of alternative Youth & Young Adults Programs is completed
6. Develop each of the new 7 Youth & Young Adult Programs and establish monthly performance benchmarks to achieve each of the Religious Education Targets.	Y2AT	2 months after step 5	Youth & Young Adults Programs are finalized, and monthly performance benchmarks are determined
<u>Interim Goal 3: Recruit and train Religious Educators Leaders within 2 months</u>			
7. Identify and recruit Youth & Young Adults Programs “Educators” who can teach and implement each of the Youth & Young Adults Programs	Y2AT	1 month after step 6	Educators are recruited
8. Train Educators to implement the Religious Education Programs.	Y2AT	1 month after step 7	Educators are trained

Youth & Young Adults Action Plan

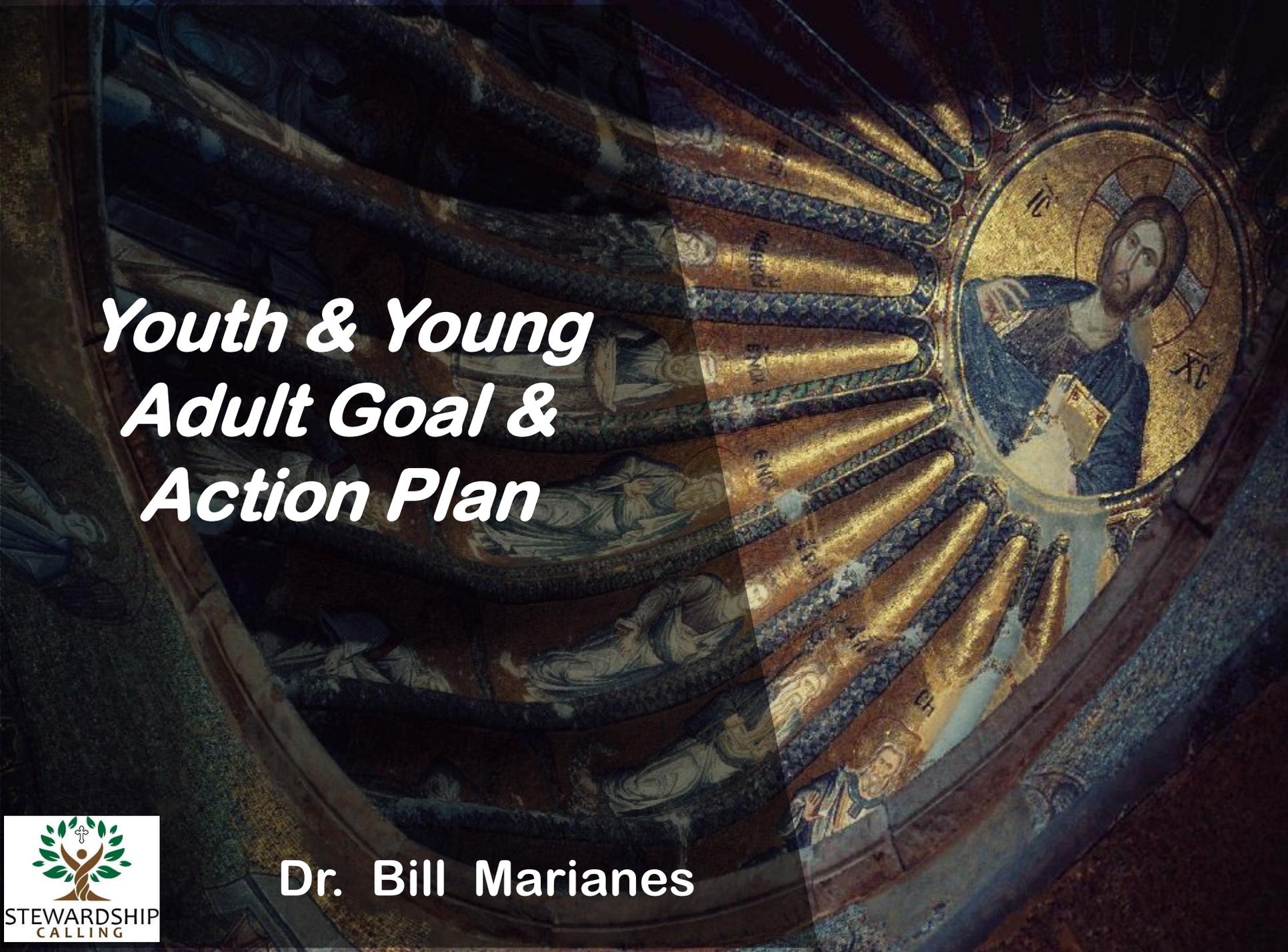
<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 4: Implement the Youth & Young Adults Program to achieve the Youth & Young Adults Targets within 36 months</u>			
9. Implement Youth & Young Adults Programs to achieve the Religious Education Targets.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

Youth & Young Adults 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 Education Program and make necessary improvements within 2 months</u>			
11. Obtain and compile qualitative and quantitative data from Religious Education Programs and determine effectiveness and success (based on criteria established in step 2) and identify areas for improvement.	Educators and Y2AT	1 month after step 10	Religious Education Program assessments are completed
12. Finalize and deliver Religious Education Programs assessment analysis report, and make all refinements necessary to make the Religious Education Programs more effective based on information identified in step 11.	Educators and Y2AT	1 month after step 11	Analysis is completed, and Religious Education Program is refined accordingly

Youth and Young Adult Action Plan

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



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