

St. Stephen Orthodox Church

Religious Formation

Dr. Bill Marianes



STEWARDSHIP
CALLING

St. Stephen Orthodox Church

WHY Statement

**To be faithfully transformed in
communion with God and others.**

Religious Formation S.M.A.R.T. Goal

We will research, develop, and implement best practices and effective adult and youth “Religious Formation Programs” with a comprehensive communications plan that will achieve the following “Religious Formation Targets ” within 35 months:

- (a) At least 80% of parish youth in year 1 after implementation, and 90% of parish youth in year 2, will complete a revamped full academic year “Youth Religious Formation School Program” each year and achieve measurable outcomes identified in step 2 of the Action Plan;**
- (b) At least 60% of parish adults and youth will participate in at least one of the new quarterly Orthodox education catechesis, religious education, and spiritual formation programs that integrate one’s faith with daily life and contemporary issues;**
- (c) At least 30% of parish adults and youth in year 1 after implementation, and 50% of adult and youth parishioners in year 2, will actively participate in a new weekly (or bi-weekly) small group ministry focusing on both spiritual formation and interpersonal engagement and mentoring.**
- (d) At least annually separate adult and youth spiritual retreats will be held in which at least 15% of adults and youth participate in year 1 and at least 35% of adults and youth participate in year 2;**
- (e) A youth group organization will be formed one year after implementation begins in which at least 35% parish youth actively participate;**
- (f) At least 55 parishioners in year 1, and 90 parishioners in year 2, will actively participate in a personal prayer life education program in which at least 85% of participants self-report in an annual qualitative survey that they have experienced a material increase in their prayer life effectiveness.**

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 six 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 six 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 six 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 six 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 24 months</u>			
9. Implement Religious Formation Programs to achieve the Religious Formation Targets.	Educators	Continuously over 24 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		



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SAMPLE S.M.A.R.T GOAL & ACTION PLANS

BOSTON METROPOLIS -

Strategic Planning

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St. Stephen Orthodox

By the grace of God, I am blessed to be a member of the parish of St. Stephen Orthodox Church in Longwood, Florida, through strategic planning. This is the

ing parish of St. Stephen Orthodox Church in Longwood, Florida, through



***Core Values,
Mission Statement,
and Strategic
Areas of Focus***

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