

FAMILY Goal 5.1

EARLY PARENTING

- a) Within 12 months, we will develop an *Orthodox Building Blocks* step-by-step process to assist parents in bringing up spiritually healthy Orthodox children; and
- b) Within 8 months thereafter, we will implement and begin teaching the *Orthodox Building Blocks* program in the Parishes.

| FAMILY GOAL 5.1 ACTION PLAN | | | |
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| Specific Key Actions Necessary To Achieve Family Goal 5.1 | Who Must Do Each Action | Timetable: How Many Months or Days To Finish Action From Previous Action | How Will We Know When This Action Has Been Completed |
| 1. Recruit Orthodox Family Goal 1 Task Force (“FAMTF1”) | Family Strategic Planning Task Force and the Goal Captain | 1 month after Start Date | FAMTF1 members agree to serve |
| 2. Identify, research and analyze successful Mommy & Me, Daddy & Me and similar young children programs throughout the Metropolis, Archdiocese and in other denominations | FAMTF1 | 3 month after step 1 | Research completed and findings determined |
| 3. Based on best practices findings, develop an Orthodox Building Blocks (“OBB”) program template (“OBB Program”) that provides a step-by-step process to assist parents in bringing up spiritually healthy Orthodox Children (birth to 5) | FAMTF1 | 4 months after step 2 | OBB Program Template completed |
| 4. Develop an OBB Training program based on research and information gathered from steps 2 & 3 | FAMTF1 | 2 months after step 3 | OBB Program Training Program is finalized |
| 5. Contact each Parish (Clergy, family ministry and Parish Council) and identify members to lead OBB program within Parish and provide materials, information and training for OBB Program | FAMTF1 | Simultaneously with step 3 (i.e., 4 months after step 2) | Confirmation received from Parishes of OBB leaders. |
| 6. Load OBB Program onto Metropolis Resource Center Portal (“Portal”) and establish OBB Program Best Practices Portal blog on Metropolis Website to facilitate information from all programs to share | FAMTF1 and TTF | Beginning 1 month after step 4 and continuously thereafter | OBB Program loaded to Portal and blog is completed and linked to Metropolis Website |
| 7. Start to deliver OBB training to Parishes and Parish OBB program leaders (and at Metropolis meetings/gatherings (e.g., Clergy laity assemblies) | FAMTF1 and recruited trainers | Beginning 4 months after step 6 and continuously thereafter | Regional training has been delivered at least twice in every region throughout the Metropolis |
| 8. Create feedback mechanism to measure effectiveness of OBB Program and OBB Training and make changes to OBB Program as needed | FAMTF1 | 3 months after step 7 and continuously thereafter | Feedback mechanism made a part of Portal and OBB Programs are revised |

FAMILY Goal 5.2

NEWLY MARRIED COUPLE MENTORING

- a) Within 9 months, we will develop a program to connect newly married couples to each other and to the community; and
- b) Within 15 months thereafter, we will implement the *Newly Married Couple Mentoring* program in the Parishes and Metropolis.

| FAMILY GOAL 5.2 ACTION PLAN | | | |
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| Specific Key Actions Necessary To Achieve Family Goal 5.2 | Who Must Do Each Action | Timetable: How Many Months or Days To Finish Action From Previous Action | How Will We Know When This Action Has Been Completed |
| 1. Recruit Marital Mentoring Family Goal 2 Task Force (“ FAMTF2 ”) to include Clergy and Laity interested in the field of Marital Mentoring | Family Strategic Planning Task Force and the Goal Captain | 1 month after Start Date | FAMTF2 members agree to serve |
| 2. Identify, research and analyze successful marital mentoring programs throughout the Metropolis, Archdiocese and in other denominations | FAMTF2 | 2 month after step 1 | Research completed and several aligned programs are identified. |
| 3. Develop and deliver a survey for Clergy and Parish family ministry programs, and include selected telephone and other interviews | FAMTF2 | 2 months after step 2 | Surveys are completed and received from Parishes |
| 4. Compile data from surveys and interviews and draw conclusions regarding specific needs and concerns | FAMTF2 | 1 month after step 3 | Top 5 needs and concerns are determined from survey. |
| 5. Based on marital mentoring research, surveys and interviews, develop a best practices web-based and in person Marital Mentoring Program and Training program (“ MMP ”) (both in-person and on-line) | FAMTF2 | 3 months after step 4 | Marital Mentoring Program and Training developed |
| 6. Load Marital Mentoring Program onto Metropolis Resource Center Portal (“ Portal ”) | FAMTF2 and TTF | 1 month after step 5 | Marital Mentoring Program loaded on Portal |
| 7. Contact each Parish (Clergy, family ministry and Parish Council) and identify members to lead MMP program within Parish and provide materials, information and training for online part of MMP | FAMTF2 | Simultaneously with step 6 (i.e., 1 month after step 5) | Confirmation received from Parishes of MMP leaders. |
| 8. Work with CTF to market and promote MMP through Portal, Metropolis website and both online program and directed to web page | FAMTF2 | Beginning 1 month after step 7 and continuously thereafter | FAMTF2 and Parish MMP representatives |
| 9. Organize Marital Mentoring Program regional in-person training sessions and workshops for bi-annual training of the Mentors and sharing of best practices | FAMTF2 | Beginning 1 month after step 6 and continuously thereafter | Regional training has been delivered at least twice in every region throughout the Metropolis |

| FAMILY GOAL 5.2 ACTION PLAN | | | |
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| Specific Key Actions Necessary To Achieve Family Goal 5.2 | Who Must Do Each Action | Timetable: How Many Months or Days To Finish Action From Previous Action | How Will We Know When This Action Has Been Completed |
| 10. Parish MMP representatives obtain additional training in Marital Mentoring and receive Certificate of completion and are assigned to newly married couples in each participating Parish | FAMTF2 | Continuously after step 9 | Recorded confirmation of Certification. |
| 11. Create feedback mechanism to measure effectiveness of MMP and Training and make changes to MMP as needed | FAMTF2 | 3 months after step 9 and continuously thereafter | Feedback mechanism made a part of Portal and MMP Programs are revised |



FAMILY Goal 5.3

ORTHODOX HOME

Within 14 months, we will create a program that aids families in creating an *Orthodox Home* family environment.

| FAMILY GOAL 5.3 ACTION PLAN | | | |
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| Specific Key Actions Necessary To Achieve Family Goal 5.3 | Who Must Do Each Action | Timetable: How Many Months or Days To Finish Action From Previous Action | How Will We Know When This Action Has Been Completed |
| 1. Recruit an Orthodox Home Family Goal 3 Task Force (“FAMTF3”) | Family Strategic Planning Task Force and the Goal Captain | 1 month after Start Date | FAMTF3 members agree to serve |
| 2. Research available experts and sources to determine the core attributes and values essential to a healthy Orthodox home environment and specific issues affecting today’s modern families and compile into a report of findings | FAMTF3 | 3 months after step 1 | Research completed and findings determined |
| 3. Based on research and findings and identified best practices, develop an Orthodox Home Family Environment Program (“OHFEP”) and template that provides a step-by-step process to assist families create a healthy orthodox home environment | FAMTF3 | 3 months after step 2 | OHFEP developed |
| 4. Load OHFEP onto Metropolis Resource Center Portal (“Portal”) and Metropolis Website to facilitate sharing | FAMTF3 and TFC | 1 month after step 3 | OHFEP available on Portal and Metropolis website |
| 5. Conduct OHFEP training of Parish representatives at multiple selected regional sites throughout the Metropolis and collect assessment questionnaire at each training | FAMTF3 and recruited trainers | First training conducted within 4 months of step 3 | Regional training has been delivered at least twice in every region throughout the Metropolis |
| 6. Prepare a follow up evaluation review within 30 days after each OHFEP training and revise program and training content and materials accordingly (evaluation based upon attendance, engagement, survey feedback, & achievement of previously identified goals) | FAMTF3 | Beginning 1 month after each Training Program | Programs are evaluated and revised |
| 7. Work with Spiritual Growth Task Force to create daily/weekly bullets addressing these OHFEP core values and needs for the entire year and distribute through available social media and other communication vehicles | FAMTF3 working with CTF | 2 months after step 4 | Posting or distribution of daily/weekly bullets |
| 8. Create an Orthodox Home Family “APP” for relevant content and material to be available | FAMTF3 working with CTF | 4 months after step 4 | APP is available |

FAMILY Goal 5.4

SENIORS PROGRAMS

- a) Within 12 months, we will develop a *Seniors* ministry that will address their physical, emotional, personal, and spiritual well-being; and
- b) Within 6 months thereafter, we will begin to train and implement the *Seniors* ministry in our Parishes and Metropolis.

| FAMILY GOAL 5.4 ACTION PLAN | | | |
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| Specific Key Actions Necessary To Achieve Family Goal 5.4 | Who Must Do Each Action | Timetable: How Many Months or Days To Finish Action From Previous Action | How Will We Know When This Action Has Been Completed |
| 1. Recruit Senior Outreach Committee Task Force (“ FAMTF4 ”) | Family Strategic Planning Task Force and the Goal Captain | 1 month after Start Date | FAMTF4 members agree to serve |
| 2. Recruit Clergy or local seniors ministries at each Parish to identify a local “ Parish Representative ” to work with FAMTF4 | GC and FAMTF4 | 1 month after step 1 | Parish representatives are identified and agree to serve |
| 3. Research available experts and sources to determine the best seniors ministry programs and activities and summarize findings | FAMTF4 | 2 months after step 2 | Research completed and findings determined |
| 4. Prepare, distribute and analyze a survey regarding the issues and needs of the senior citizens while working with CTF for distribution | FAMTF4 and Parish representatives and TTF | 3 months after step 3 | Survey is returned and analyzed |
| 5. Based on research, surveys and other findings, prepare a best practices plan and handbook (the “ Seniors Ministry Handbook ”) to address issues and needs of seniors | FAMTF4 | 4 months after step 4 | Seniors Ministry Handbook is developed |
| 6. Load Seniors Ministry handbook onto Metropolis Resource Center Portal (“ Portal ”) to facilitate sharing | FAMTF4 and TFC | 1 month after step 5 | Seniors Ministry Handbook is available on Portal |
| 7. Conduct Seniors Ministry Handbook training at multiple selected regional sites throughout the Metropolis and collect assessment questionnaire at each training | FAMTF4 and recruited trainers | first training conducted within 4 months of step 6 | Regional training has been delivered at least twice in every region throughout the Metropolis |
| 8. Create a Seniors Ministry Best Practices portal blog and regularly post new ideas and programs and create an interactive space on the portal blog for the Seniors Ministry Parish representatives to exchange information and ideas | FAMTF4 | 2 months after step 7 | Blog appears on Metropolis website. |
| 9. Prepare an evaluation plan for reviewing the performance of the Senior ministry programs and revise/update Seniors program as necessary | FAMTF4 | At least annually | Annual evaluation is completed and changes made based on the results |