

CLERGY Goal 2.1

CLERGY DEVELOPMENT PROGRAM

- a) Within 18 months, we will develop a *Clergy Development Program* with a comprehensive continuing education, mentoring and leadership development program for our Clergy; and
 b) Within 24 months thereafter, we will implement our *Clergy Development Program* to aid Clergy in their professional, spiritual and personal growth and effectiveness.

CLERGY GOAL 2.1 ACTION PLAN			
Specific Key Actions Necessary To Achieve Clergy Goal 2.1	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 Clergy Task Force for Goal 1 (“CLTF1”), including members for each Goal 1 subcommittee (“CL1-SC”) area (a) continuing education, (b) mentor-ing, (c) leadership development)	Clergy Strategic Planning Task Force and the Goal Captain	2 months after Start Date	CLTF1 members agree to serve
2. Identify Thought Leaders (“TL”), including seminary faculty, for each of the three subcommittee areas to advise on content objectives for their area of focus	CLTF1, Goal Captain (“GC”), Chancellor	1 month after step 1	Thought leaders (TL) identified and agree to serve
3. Each CL1-SC & TL identify interested stakeholders (“IS”) and develop a list of relevant questions to ask IS	CLTF1, GC, CL1-SC, Chancellor & TL	2 months after step 2	Stakeholders identified & survey questions developed
4. Survey IS on needs and issues in the three areas of (a) continuing education, (b) mentoring, (c) leadership development	GC & CL1-SC	3 months after step 3	Surveys completed and analyzed
5. Research best practices from other Parishes, Metropolises, Archdiocese and other Christian entities in all 3 areas	CLTF1, GC and TL	Simultaneously with step 4 (3 months after step 3)	Other best practices completed and summarized
6. Consolidate list to most important items to address for each of three subcommittees	CLTF1, GC, CL1-SC, Chancellor, TL	2 months after step 4	Topics identified for each SC
7. Develop specific programs and training for each of three subcommittees	CLTF1, CL1-SC & TL, Chancellor, Metropolitan	3 months after step 5	Programs developed for each subcommittee
8. Load content on Metropolis Resource Center Portal (“Portal”) and identify other best delivery modes for particular content	CLTF1, GC, TL, CL1-SC	1 month after step 7	Content loaded on Portal and other delivery modes identified
9. Develop pretests, post test and program evaluations (“PTPE”)	GC & CL1-SC	1 month after step 8	PTPE done
10. Begin regional training programs throughout Metropolis to introduce continuing education process and begin programming when available	CLTF1, & CL1-SC and recruited trainers	2 months after step 8	Regional training has been delivered at least twice in every region throughout the Metropolis
11. Review and revise program and training content and materials accordingly	CLTF1 & CL1-SC	Beginning 1 month after step 10 and continuously thereafter	Programs are revised

CLERGY Goal 2.2

CLERGY TRANSITION PLAN

- a) Within 8 months, we will develop a *Clergy Transition Plan* with a comprehensive plan to effectively manage Clergy transitions at Parishes; and
- b) Within 12 months thereafter, we will implement our *Clergy Transition Plan*.

CLERGY GOAL 2.2 ACTION PLAN			
Specific Key Actions Necessary To Achieve Clergy Goal 2.2	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 Clergy Goal 2 Task Force ("CLTF2")	Clergy Strategic Planning Task Force and the Goal Captain	1 month after Start Date	CLTF2 members agree to serve
2. Identify experienced interested stakeholder ("IS") individuals who can identify Clergy transition issues (new Clergy, new parish assignments, retirement, etc.), including recently retired clergy and presbyteres	GC & CLTF2, Chancellor, Clergy Syndesmos representatives, Sisterhood of Presbyteres	1 month after step 1	IS identified
3. Interview IS & develop a list of the most important Clergy & Parish transition issues	CLTF2	2 months after step 2	Interviews completed
4. Develop training and other programs to assist with Clergy transitions	CLTF2	4 months after step 3	Programs developed
5. Make programs available on Metropolis Resource Center Portal ("Portal") and develop regional training programs for Parishes	CLTF2	1 months after step 4	Programs loaded on Portal
6. Identify talented and experienced individuals who can provide training to Clergy and Parishes	CLTF2, GC, Chancellor, Clergy Syndesmos	Simultaneously with step 5	Trainers identified
7. Start to deliver training to Clergy and Parishes, including at least: (a) to each new Metropolis Clergy member (whether new priest or newly transferred into Metropolis); and (b) each Parish in which Clergy transition is taking place	CLTF2 and recruited trainers	Beginning 1 month after both steps 4 and 6 are completed and continuously thereafter	Regional training has been delivered to each new Clergy member and Parish at least once in every region throughout the Metropolis
8. Create feedback mechanism to measure effectiveness of programs, make changes to program as needed and follow up with IS	CLTF2	4 months after step 7 and continuously thereafter	Feedback mechanism made a part of Portal and programs are revised

CLERGY Goal 2.3

CLERGY EVALUATION PROGRAM

- a) Within 12 months, we will develop a *Clergy Evaluation Program* with specific and comprehensive criteria for Clergy evaluation; and
- b) Within 12 months thereafter, we will fully implement our *Clergy Evaluation Program*.

CLERGY GOAL 2.3 ACTION PLAN			
<u>Specific Key Actions Necessary To Achieve Clergy Goal 2.3</u>	<u>Who Must Do Each Action</u>	<u>Timetable: How Many Months or Days To Finish Action From Previous Action</u>	<u>How Will We Know When This Action Has Been Completed</u>
1. Recruit of Clergy Goal 3 Task Force (“CTF3”) (including Metropolis Senior Clergy/Lay leaders)	Clergy Strategic Planning Task Force and the Goal Captain	1 month after Start Date	CLTF3 members agree to serve
2. Identify Key Stakeholders/Decision Makers (“KS/DM”) to determine Clergy Success Measures (“CSM”)	TFC, GC & Metropolis Senior Clergy and Lay Leaders	1 month after step 1	10 initial individuals identified to be interviewed
3. KS/DM Interviewed to identify the What (Clergy performance / goals check-in) and the How (the effective Clergy management styles, leadership approach and skills)	CTF3	4 months after step 2	All interviews complete and notes formatted
4. Indices are compiled and a broader scope of KS/DM are identified and surveyed (online) to narrow down indices and create a draft management / leadership model	CTF3	4 months after step 3	All surveys administered and completed
5. 3 hour workshop with initial KS/DM to finalize the Clergy management / leadership model and finalize Clergy performance / goals check-in	CTF3, Metropolis and KS/DM	2 months after step 4	Competency model and clear Clergy goals completed and evaluated by Metropolis
6. Train Clergy evaluators in evaluation process	CTF3	6 months after step 5	Training completed
7. Set a timetable and process for evaluating Clergy on the What and How on a regular basis	CTF3	3 months after step 6	Clergy are evaluated on a regular basis , in a timely manner
8. Create a feedback mechanism to determine effectiveness of the process and tools.	CTF3	3 months after step 7	Feedback mechanism embedded in evaluation process