

YOUTH Goal 11.1

REGIONAL YOUTH SUMMITS

Within 1 year, we will establish a series of annual *Regional Youth Summits* in major geographic regions of the Metropolis where we offer multi-Parish youth activities, programs, mentoring, training and fellowship.

YOUTH GOAL 11.1 ACTION PLAN			
Specific Key Actions Necessary To Achieve Youth Goal 11.1	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 a Youth goal 1 Task Force (“YTF1”), including (1) Clergy and (2) lay leaders in each of the Metropolises conferences/regions to represent their areas for youth activities	Youth Strategic Planning Task Force and the Goal Captain, Vicars and Metropolis Youth Coordinator	1 month after Start Date	YTF1 members agree to serve
2. Develop a comprehensive questionnaire targeted to different youth constituencies (including teens 13-18 years old and young adults) regarding their interests, needs, questions and issues	YTF1, Metropolis Youth Coordinator	2 months after step 1	Survey is finalized and approved
3. Develop a questionnaire targeted to Clergy and parents regarding their interests, needs, questions and issues regarding youth and young adults	YTF1, Chancellor, & Metropolis Youth Coordinator	Simultaneously with step 2 (i.e., 2 months after step 1)	Survey is finalized and approved
4. Circulate, collect and analyze the questionnaires identified in steps 2 and 3, and establish goals and plans based on needs targeted from review of questionnaires	YTF1 and Metropolis Youth Coordinator	2 months after steps 2 and 3	Achieved statistically significant response rate (given numbers of surveys circulated) and analysis complete
5. Solicit and set up a targeted teen and young adult audience for quarterly review (or as needed) via the Metropolis online and/or social media resources or conference calls	YTF1 and Metropolis Youth Coordinator	First quarterly review to start after survey analysis of step 4	Annual schedule publicly established and announced
6. Develop a program and plan for a Youth Summit Program based on research gathered from steps 2 – 5, youth programs from other Christian organizations and Parish Youth Directors	YTF1 and Metropolis Youth Coordinator	4 months after step 5	Program and plan is finalized
7. Identify talented and experienced individuals who can provide training	YTF1	Simultaneously with step 6	Trainers identified
8. Train the Trainers identified in step 7	YTF1	1 month after step 7	Trainers trained
9. Conduct Youth Summits at multiple selected regional sites throughout the Metropolis (possibly in conjunction with other regional Metropolis training events) and collect assessment questionnaire at each Summit	YTF1 and recruited trainers	First Youth Summit Conference within 1 year from Start Date	Regional training has been delivered at least twice in every region throughout the Metropolis

YOUTH GOAL 11.1 ACTION PLAN			
Specific Key Actions Necessary To Achieve Youth Goal 11.1	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
10. Prepare and execute a follow up evaluation review within 30 days after each Summit, review and revise program and training content and materials accordingly (evaluation based upon attendance, engagement, survey feedback, & achievement of previously identified goals)	YTF1 and trainers	Beginning 1 month after each Summit	Programs are evaluated and revised



YOUTH Goal 11.2

YOUTH WORKER TRAINING PROGRAM

Within 12 months, we will develop and implement a comprehensive online and in-person *Youth Worker Training Program* and materials, including compliance and youth protection issues, that thereafter will be regularly taught throughout the Metropolis through regional Youth Summits.

YOUTH GOAL 11.2 ACTION PLAN			
Specific Key Actions Necessary To Achieve Youth Goal 11.2	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 a Youth goal 2 Task Force (“YTF2”), including (1) Clergy and (2) lay leaders programs including individuals with youth training, legal compliance and online web building skills to create Youth Training Program	Youth Strategic Planning Task Force and the Goal Captain	1 month after Start Date	YTF2 members agree to serve
2. Research and compile a complete listing of existing compliance materials and resources, youth protection issues and training programs available	YTF2, Metropolis Youth Coordinator, Metropolis Legal Counsel	3 months after step 1	Research is compiled and organized and approved by required parties and plan posted on Metropolis website and online resources.
3. Coordinate with YTF1, an online comprehensive questionnaire to identify issues (positive & negative) with youth workers	YTF2, Metropolis Youth Coordinator, Metropolis Legal Counsel	3 months after step 2	Survey conducted and analyzed
4. Develop a Youth Worker Training program based on research and information gathered from steps 2 – 3 and recruit experienced trainers	YTF2 and Metropolis Youth Coordinator	4 months after step 5	Program and plan is finalized and trainers identified
5. Conduct Youth Worker Training at multiple selected regional sites throughout the Metropolis (possibly in conjunction with other regional Metropolis training events) and collect assessment questionnaire at each Training	YTF2 and recruited accredited trainers	First Worker Training conducted within 1 year from Start Date	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 Youth Worker Training and revise program and training content and materials accordingly (evaluation based upon attendance, engagement, survey feedback, & achievement of previously identified goals)	YTF2	Beginning 1 month after each Training Program	Programs are evaluated and revised
7. Create a comprehensive Calendar of events and training opportunities with Regional Youth Summit leaders	YTF2 and Youth Summit leaders	Continuously after step 6	Calendar available online
8. Prepare a follow up evaluation review within 6 months after the first evaluation of each Youth Worker Training conducted in step 6 and revise program and training content and materials accordingly	YTF2	6 months after each Training Program evaluation conducted in step 6	Programs are evaluated and revised

YOUTH Goal 11.3

YOUTH MINISTRY BEST PRACTICES RESOURCE CENTER

Within 18 months, we will develop a comprehensive Parish *Youth Ministry Best Practices Resource Center* compiling online meaningful, effective and successful youth ministry information, materials, programs and implementation and evaluation processes, that thereafter will be regularly taught throughout the Metropolis through the Regional Youth Summits.

YOUTH GOAL 11.3 ACTION PLAN			
Specific Key Actions Necessary To Achieve Youth Goal 11.3	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 a Youth goal 3 Task Force (“YTF3”), including (1) Clergy and (2) lay leaders programs including individuals with youth training, legal compliance and online web building skills to create Youth Training Program	Youth Strategic Planning Task Force and the Goal Captain	1 month after Start Date	YTF3 members agree to serve
2. Develop a survey to send to Clergy, youth directors and youth advisors and Sunday School teachers in order to collect best and worst practices (things that are working and things that are not working at present in their youth ministries). Coordinate surveys with YTF1, 2, & 4, with respect to timing and content	YTF3 (in cooperation with YTF1, 2 and 4)	Two months after step 1	Survey is ready to be sent out
3. Send survey to priests, youth directors and youth advisors asking them to share their best practices, as well as successful retreat outlines, sessions from youth group meetings, Sunday school curriculum, etc. Coordinate with ETF1 and with surveys from YTF1, 2 & t4 and with C3TF	YTF3 (together with Education Task Force 1 surveys)	2 weeks after step 2	Survey is sent out.
4. Conduct and compile independent research of meaningful, effective and successful youth ministry information, materials, programs	YTF3	3 months after step 3	Research is completed and compiled
5. Receive, review and analyze survey data and organize materials according to age group, subject, in order to make the best and most coherent presentation of materials and “ Comprehensive Youth Manual ”	YTF3	Simultaneously with step 4 (i.e., within 3 months of step 3)	Data is analyzed
6. Create Comprehensive Youth Manual of meaningful, effective and successful youth ministry information, materials, programs	YTF3	3 months after step 5	Comprehensive Youth Manual is completed and developed

YOUTH GOAL 11.3 ACTION PLAN

Specific Key Actions Necessary To Achieve Youth Goal 11.3	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
7. Comprehensive Youth Manual will be made available in both printed form (a written manual) as well as electronic form to be placed on Metropolis website and Metropolis Resource Center Portal (“Portal”)	YTF3	1 month after step 6	Comprehensive Youth Manual is on Metropolis website portal. Portal and ready in hard copy for distribution to Clergy, youth workers, etc.
8. Comprehensive Youth Manual will be distributed, and be a part of the training, at Regional Youth Summits and other Metropolis regional training events and programs	YTF3 and Metropolis Youth Coordinator	At each Youth Summit and with other Metropolis training programs	Comprehensive Youth Manual is distributed and training begins at Youth Summits



YOUTH Goal 11.4

YOUNG ADULT MINISTRY PROGRAMS

- a) Within 1 year, we will complete an assessment and evaluation of the most meaningful and successful college and working age programs and ministries; and
- b) Within 2 years thereafter, we will implement these programs and ministries in our Metropolis along with metrics to monitor their effectiveness.

YOUTH GOAL 11.4 ACTION PLAN			
Specific Key Actions Necessary To Achieve Youth Goal 11.4	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 a Youth goal 4 Task Force (“YTF4”), to determine issues and needs of our Metropolis young adults, including at least one person with a marketing background, at least one clergyman and at least 3 young adults from throughout the Metropolis who are active in their communities	Youth Strategic Planning Task Force and the Goal Captain	1 month after Start Date	YTF4 members agree to serve
2. Research most successful young adult programs on line, offered in Orthodox Metropolises and Parishes, as well as other successful Christian programs and groups, including interviews with Young Adults in communities with successful, unsuccessful and no programs	YTF4 (in cooperation with other Youth Task Forces)	3 months after step 1	Research compiled and summarized into a report
3. Prepare final Young Adult Guidebook based on step 1 & 2 and incorporate in a focus group guide book for use during focus groups covering issues that have been determined through step 2 to affect our youth today and how they relate to the Orthodox faith	YTF4	4 months after step 2	Young Adult Guidebook finalized
4. Prepare schedule and itinerary for four Young Adult Focus Groups to be held in various determined communities. Incorporate Young Adults from step 2 in the organizing and planning	YTF4, Metropolis Youth Coordinator	1 month after step 3	Schedule and Itinerary finalized
5. Conduct Young Adult Focus Group Sessions, to include evaluation survey completed by Young Adults	YTF4, Metropolis Youth Coordinator, invited group leaders	2 months after step 4	Receipt of Evaluation Surveys.
6. Analyze and report results of focus groups and evaluation surveys to YTF4 to determine which Young Adult programs to implement	YTF4	4 months after step 5	Final Young Adult Plan Programs identified

YOUTH GOAL 11.4 ACTION PLAN

Specific Key Actions Necessary To Achieve Youth Goal 11.4	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
7. Work with TTF and CTF to create a Young Adult data base, Young Adult APPs, Young Adult web programs and social media based on results of step 6	YTF4	4 months after step 6	Data base, APP and web programs are finalized
8. Recruit additional young adult leaders that support the vision of the new ministries to work with YTF4 and help provide assistance and support to young adult leaders to deploy new ministries	YTF4, Metropolis Youth Coordinator	4 months after step 7	Publication of appointed young adult leaders

