

Telos Project Overview

By partnering with The Telos Project, your parish and young adults will be supported through an 18-month curricular cycle to more deeply engage one another through the building of meaningful, relevant, and self-sustaining young adult ministry.

➔ A Telos coach works with a team of 5-8 people from your parish, mostly consisting of young adults

➔ Your parish will be guided through an 18 month intensive of Telos offerings

➔ Telos simultaneously engages the wider parish providing tools that involve the whole community in this work

What are parishes seeing as a result of this work?

- Consistent ministry offerings for young adults where before offerings were stagnant or nonexistent
- Telos team members feel equipped and supported to lead ministry in their parish
- A growing community of young adults supporting each other outside of parish life, forming deep and meaningful relationships
- Increased presence of young adults at worship and in other parish ministries
- An increase of young adults taking on leadership roles in the parish
- Relationships built across generations
- Growth and deepening occurring in the spiritual lives of young adults

What are the benefits?

- Monthly team coaching calls with a trained Telos Project Coach who will teach and support with respect to each unique parish context, focusing on:
 - Team/Ministry Formation
 - Adaptive Design Process
 - Implementation Support
- Peer learning through monthly collaborative calls with other Telos Project parishes, facilitated by your Coach
- Clergy and mentor support through:
 - Resources on best practices around young adult ministry
 - Book studies
 - Check-in calls
 - Cohort calls with other clergy and mentors
- Telos Parish Gathering
 - Facilitated at your parish by your Coach early in the cycle, this in-person gathering aims to build empathy and encourage intergenerational connection amongst parishioners
- Invitation and Financial Support to attend two enriching CrossRoad Institute events:
 - CrossRoad 2.0
 - A 4.5-day educational retreat to support Orthodox young adults, ages 21–35, who want to grow deeper in their faith and experience a greater sense of belonging in parish life.
 - CrossRoad Ministry Gathering
 - A 2.5-day educational conference to support Orthodox parish ministry leaders who want to learn about ministry best practices, gain resources, hear success stories from other parishes, and workshop their own current challenges.
- Continued support as needed as an Alumni parish once the 18-month Telos cycle is complete

What is the time commitment?

Young Adult Team Members

- Attend monthly coaching meetings with your team (~1 hour per month)
- Attend monthly collaborative calls to learn alongside your peers at other parishes (~1 hour per month)
- Meet regularly with your team outside of coaching and collaborative calls to discuss, strategize, and implement initiatives (~3–8 hours per month depending on initiatives chosen)
- Complete periodic surveys/reflections to track progress and provide feedback (~4 times per cycle)
- Opportunities to travel to:
 - CrossRoad 2.0: 4.5-day retreat held each Spring in South Florida for young adults
 - CrossRoad Ministry Gathering: 2.5-day conference held each Fall (location changes)

Parish Priest:

- Support young adult team members pastorally on an as-needed basis
- Engage in coaching calls twice per cycle or as frequently as desired/needed

Ministry Mentor:

- Support young adult team members logistically and empathetically on an as-needed basis
- Engage in coaching calls twice per cycle or as frequently as desired/needed

Financial Commitment

The Telos Project invests in your parish and young adult leadership team through coaching, educational resources, and formative experiences. Grant funding from Lilly Endowment provides for the staffing, coaching, and educational resources that equates to about a \$12,500 investment in your parish. Our hope is that this will result in the long-term benefit and growth of your parish.

We ask that, in return, your parish provide a modest budget your young adults can use to pay for their own activities.

Why is this budget important?

Granting young adults a budget and the agency to spend it:

- Frees the leadership team to focus on the important work of connecting with and ministering to YAs without having to constantly interrupt that work to secure funding;
- Motivates YAs to do excellent and creative work with and among their peers, indicating trust that the job will be well done;
- Provides an opportunity to practice skills important to wider parish life, such as outreach to peers, responsive ministry design, planning, budgeting, and reporting. By learning how to be faithful over a little now, YAs will learn how to be faithful over much in the long term.

How big should this budget be?

- Every parish is different, so we do not dictate a particular amount. An extremely large parish will typically need more funding, while an extremely small parish has likely learned how to manage with less; however, here are some observations around funding that have emerged over the last 10 years of Telos work:
 - If your parish has not recently made a concerted effort to reach out to or engage YAs, we recommend an initial annual investment of approximately \$3,000. This amount gives teams the capacity to host a generous number of “getting to know you” activities, and then, having established relationships, still have the capacity to engage their peers in exciting and creative ministry for the rest of the year.

- If \$3,000 feels unachievable, securing \$1,000 for your YAs to spend in the fall/winter will hopefully give your team the time to build some excitement and momentum for their work and help additional funding emerge for the new year.
- If your parish has already had a line item for YA ministry that exceeds \$3,000, please do not reduce it; a substantial budget signals to YAs that they are trusted, cared for, and expected to grow as leaders!

This budget can be provided by:

- A line item in your parish budget
- A gift from one or more parishioners eager to support this work
- Dedicated fundraising campaign or event(s)
 - Note: We do NOT recommend that your team hold more than two fundraising events each ministry year. Our universal experience has been that continuous fundraising can easily misdirect a team's momentum and effectiveness when the focus should be on building relationships with YAs and tailoring ministry design to their particular community.

Other points:

- You may use whatever normal checks and balances your parish has in place for the disbursement of funds or for regular reporting on their use, but please be mindful that keeping things simple will help keep young adults motivated and focused on their work with their peers.
- None of the funding you dedicate will come to Telos HQ or CrossRoad Institute; it will all stay within your own community, supporting your own YA ministry.