



ST. JOHN THE DIVINE  
GREEK ORTHODOX CHURCH



# Strategic Planning Retreat #2

## Day 1



*“Where there is no vision,  
the people will perish”*

Proverbs 29:18

Bill Marianes – August, 2016

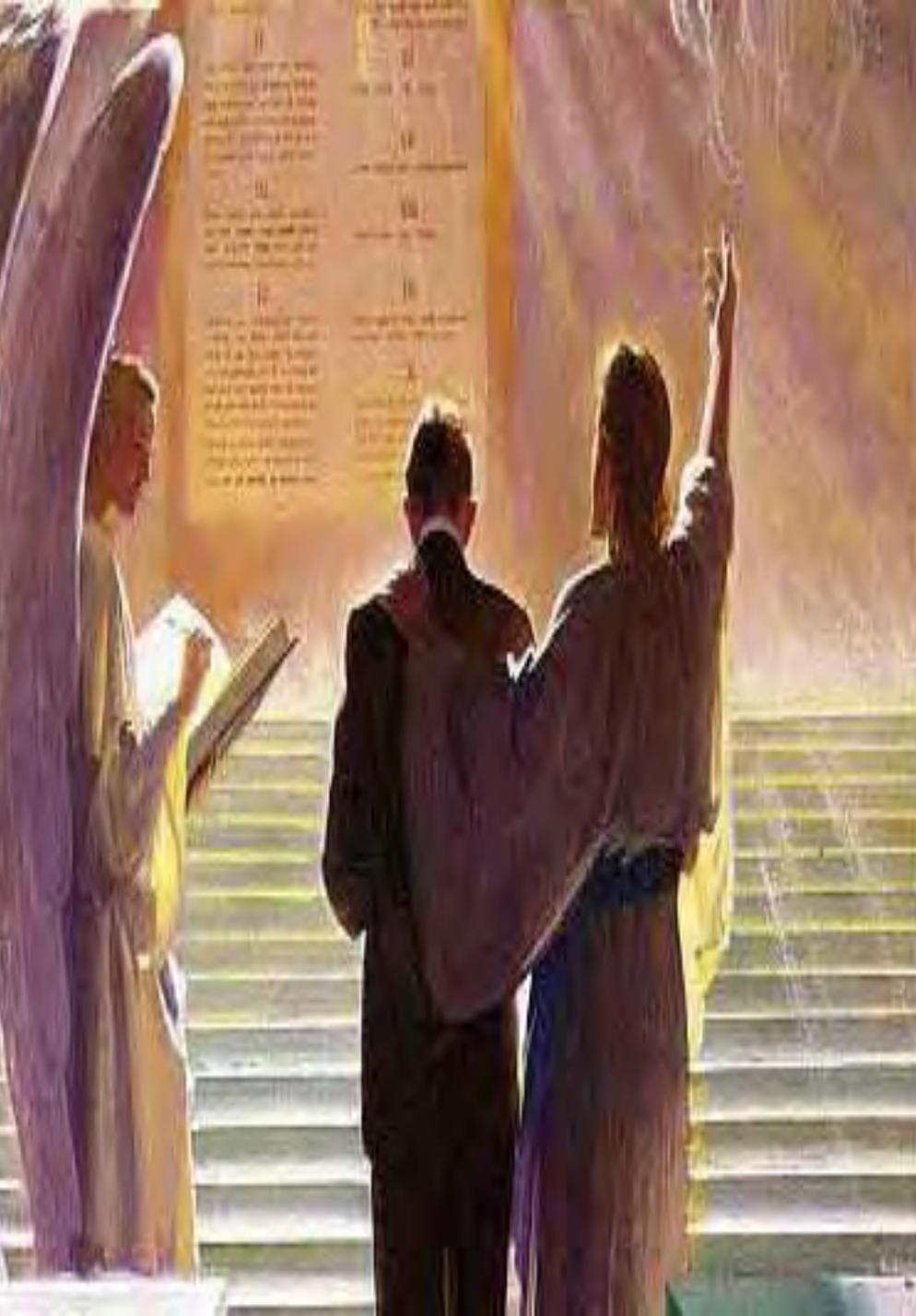
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# **Father Nick's Opening Prayer and Reflections**



**“That the end of  
our lives may be  
Christian, without  
pain, blameless  
and peaceful,  
and for a  
GOOD ACCOUNT  
BEFORE THE  
AWESOME  
JUDGMENT SEAT  
OF CHRIST”**



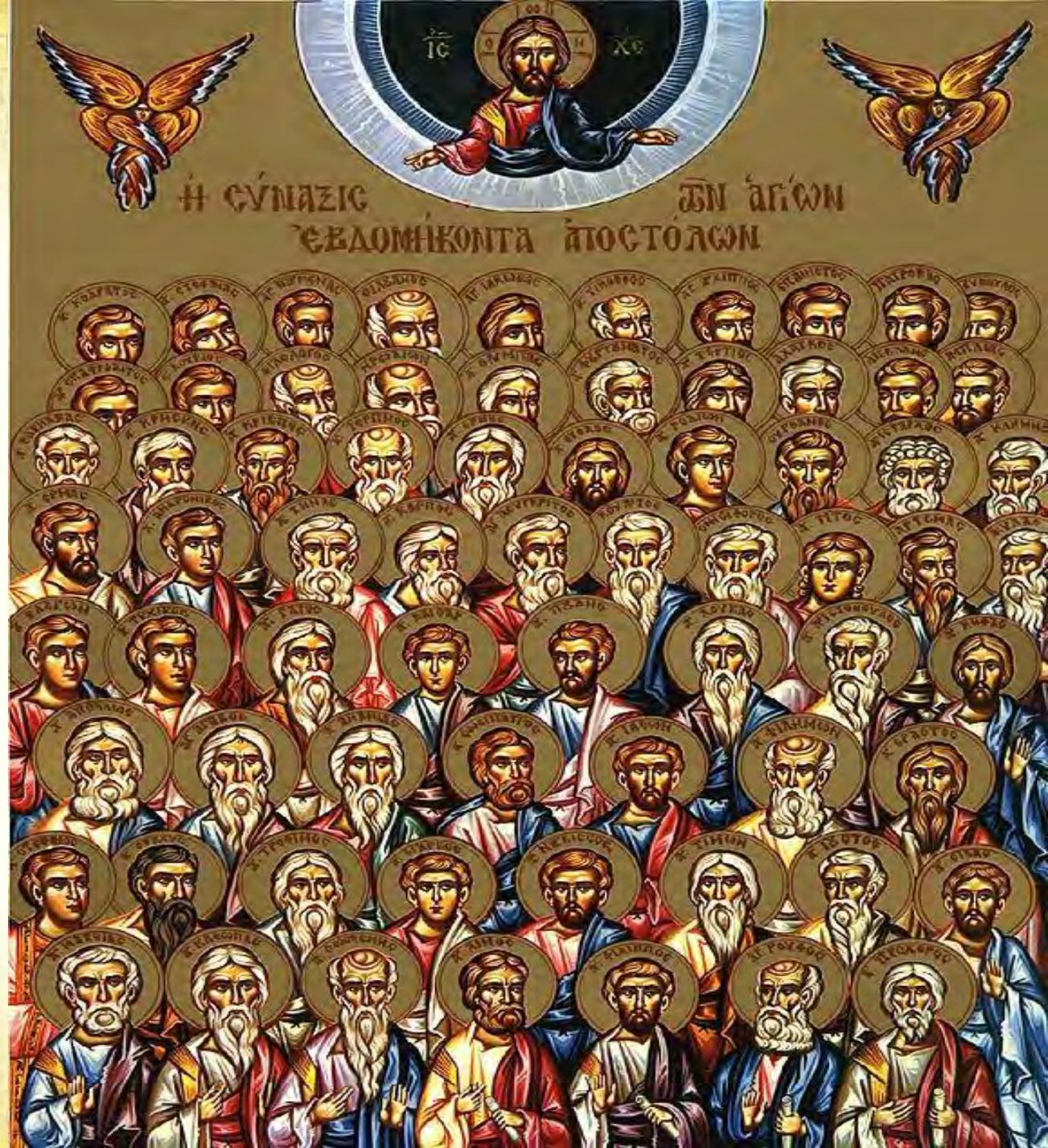
Christianity, if false, is of no importance, and if true, of infinite importance. The only thing it cannot be is moderately important.

(C. S. Lewis)

**So which is it?**

*You  
have been  
called as  
one of the  
70  
Disciples*

*Luke 10:1*





# SJTD Statement of WHY?

**St. John The Divine  
welcomes all people  
seeking LOVE, PEACE,  
SALVATION and TRUTH**



# **SJTD Mission Statement**



**The Mission of St. John The Divine is to proclaim the Holy Gospel by teaching and spreading the Orthodox Christian Faith in a dynamic and welcoming community devoted to serving all people who seek a growing relationship with Jesus Christ.**



# SJTD Vision Statement



**St. John the Divine will be a  
SPARK that proclaims and  
witnesses the Good News of Jesus  
Christ and the Orthodox Church by:**

**Serving,  
Praying,  
Accepting,  
Relating,  
Knowing.**



# Our Retreat





# Friday



**6:30 - Prayer and Opening Remarks - Fr. Nick**

**6:45 - Strategic Planning Process**

**Status Overview and Review - OZ**

**8:00 – Education Task Force #1 Presentation to  
Finalize Action Plans**

**9:30 – Closing Remarks - OZ**



# Saturday



9:00 - Opening Prayer and Welcome - Fr. Nick

9:05 – Review of Retreat Agenda,  
Process and Questions - OZ

9:15 – Engagement Task Force #2 Presentation  
to Finalize Action Plans

10:45 – Ministries Task Force #3 Presentation  
to Finalize Action Plans

12:15 Break and lunch



# Saturday



**12:45 – Outreach and Evangelism Task Force #4  
Presentation to Finalize Action Plans**

**2:15 – Stewardship and Finance Task Force # 5  
Presentation to Finalize Action Plans**

**3:45 Break**

**4:00 – Technology and Communications Task  
Force #6 Presentation to Finalize  
Action Plans**



# Saturday



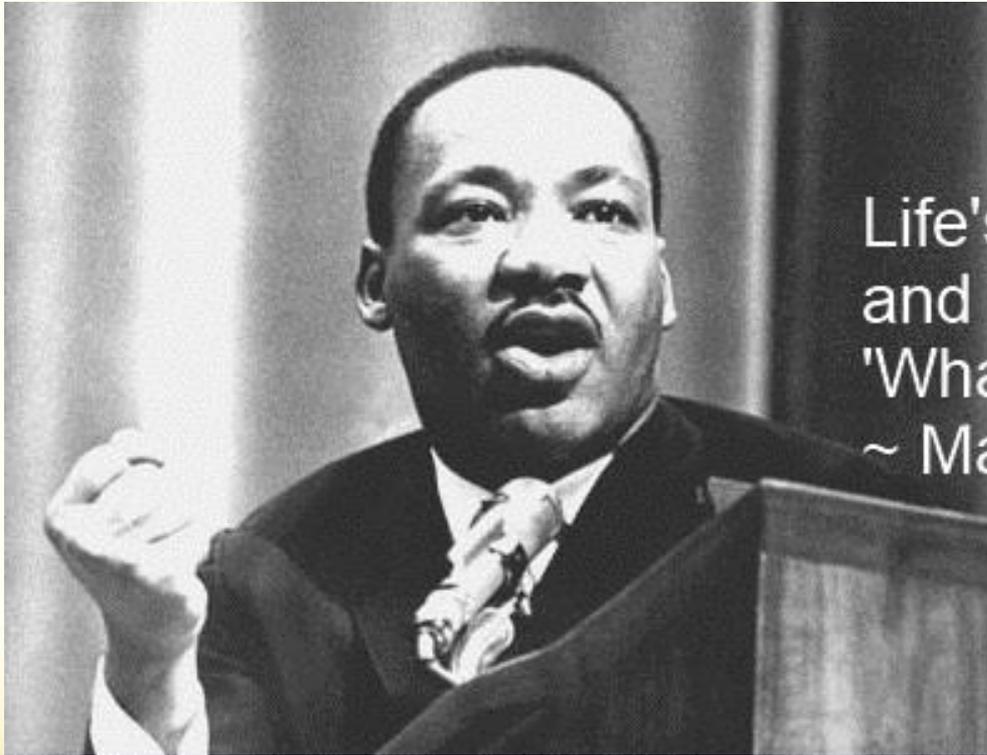
**5:30 – Break and dinner**

**6:00 – Youth and Young Adult Task Force #7  
Presentation to Finalize Action Plans**

**7:30 – Group Discussion, Q&A and Closing  
Remarks and Discuss Next Steps  
and Transition to Implementation**

**8:45 Closing Remarks and Thanks**

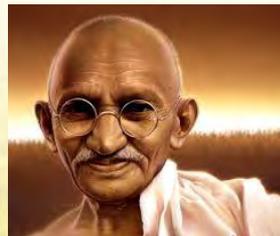
# TODAY, WE MAKE HISTORY



Life's most persistent  
and urgent question is,  
'What are you doing for others?'  
~ Martin Luther King, Jr.

**TODAY,  
WE MAKE HISTORY**

**“YOU MUST BE THE  
CHANGE  
YOU WISH TO SEE IN THE  
WORLD”**



# How Do You Feel?

## Comfort ... Discomfort



# Here is What I Heard From You

- “We are changing: too much / not enough.”
- “My idea/issue should have been addressed (i.e., forget this consensus stuff).”
- “We are going: too fast / too slow.”
- “We had: not enough time / plenty of time”
- “We got: sidetracked / hijacked.”
- “Some team members : didn’t work / did all the work.”
- “These ideas are: too new / long overdue.”
- “We have to be more: “Greek” / “American.”
- “You are pushing us: too hard / not hard enough.”
- “OZ  is a big old: \*&\$%#@+!” 



# Some Key Concepts

- **We are making change not just product.**
  - Just making something available doesn't change anything.
  - People must be trained and it must be implemented.
- **Strategy asks “what strategic steps should we take?” whereas Implementation tells exactly “how” to do it best.**
  - Identify the high level and strategic steps the Implementation Teams need to take.
  - Don't tell them exactly what to do or how to do it.
  - They may come up with a better answer / way.
- **You can't know the right things to do until the right questions get asked and answered.**
  - Don't design anything without doing the research.
  - Research ALL best practices, not just Greek / Orthodox.



# What Are Our Expectations?

**Our environment, the world in which we live and work, is a mirror of our attitudes and expectations.**

Earl Nightingale



# What Are Our Expectations?

**Don't measure yourself by what you have accomplished, but by what you should have accomplished with your ability.**

Coach John Wooden



Won 10 NCAA national basketball championships in 12 years – 7 in a row



# What Are Our Expectations?



**Every great achievement was  
once considered impossible.**



# What Are Our Expectations?





**“And whoever does not bear his cross and come after Me cannot be My disciple.”**

**Luke 14:27**



I didn't go to religion to make me "happy." I always knew a bottle of Port would do that.

C. S. Lewis

If you want a religion to make you feel really comfortable, I certainly don't recommend Christianity.



# You Need to Learn to be a Flock of Geese



Not a Herd of Buffalo





(a quick review)

# Stewardship Calling

What are you doing with all of the gifts God has given you?

WHY?    STEWARDSHIP TRAINING    **CHURCH STRATEGIC PLANNING**    PODCASTS / INTERNET RADIO    BLOG

SPIRITUAL - LEADERSHIP RETREATS    CHURCH STRATEGIC PLANNING VIDEO    PARISH PROGRAMS    TESTIMONIALS    IT'S NOT ABOUT ME



ST. JOHN GOC JAX



By the grace of God, and under the inspired leadership of Father Nicholas Louh and Chris Regas, I am blessed and honored to be leading the faithful of St. John the Divine Greek Orthodox Church of Jacksonville Florida through a comprehensive strategic planning process for their Parish.

CHURCH STRATEGIC PLANNING

ATLANTA METROPOLIS STRATEGIC PLAN

SAN FRANCISCO METROPOLIS STRATEGIC PLAN

UKRAINIAN ORTHODOX CHURCH USA STRATEGIC PLAN

**ST. JOHN GOC JAX**

THE DIVINE ORTHODOX CHURCH

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*Church Strategic Planning Tab – St. John GOC JAX page*



# Years it took to reach 50 million users:

Telephone - 75 years



Radio - 38 years



TV - 13 years



Internet - 4 years



Google Plus - 88 days



Angry Birds - 35 days





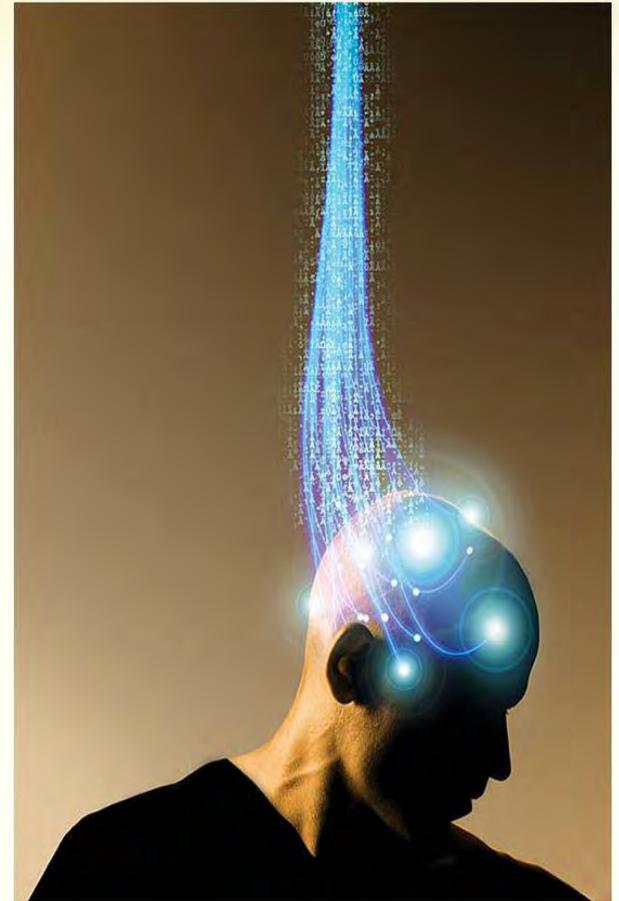
**1 out of 8 couples married in the U.S. in 2005 met online**

**By 2013, 1 out of 3 couples in the U.S. met online**

**Modern Smart phones have much more computing power than the NASA Apollo mission computers that were used to go to the moon in the 1960s.**



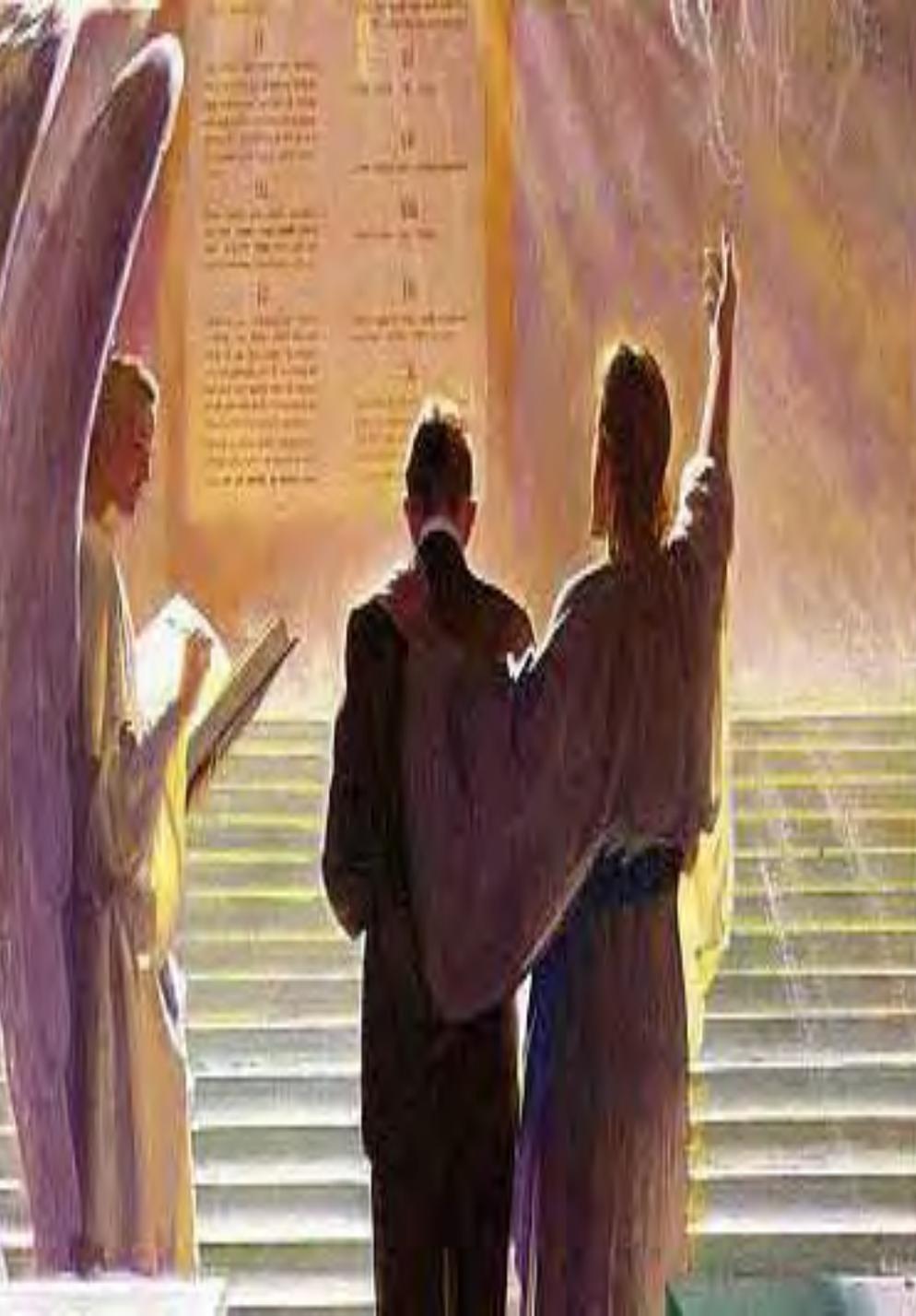
**The amount of  
new technical  
information is  
currently estimated  
to double every 72  
hours as of 2010.**



# The Bottom Line

**We are living in exponential times....**





**How are we doing  
at preparing for  
ourselves:**

**“A  
GOOD ACCOUNT  
BEFORE THE  
AWESOME  
JUDGMENT SEAT  
OF CHRIST”**



# Laity Spirituality Challenges<sup>1</sup>

- “Regular Bible reading dropped over the last decade from 45% to 37%.
- Volunteering at church declined from 27% to 20% over the same decade.
- 40% of Christians do not attend church or read the Bible in a typical week.
- 70% of Christians are not involved in a small group that meets for spiritual purposes.
- There are more than 10 million Christians who are un-churched.”

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<sup>1</sup> State of the Church report by the Barna Research Group (BRG) from a nationwide study of the country's faith practices and perspectives



# Major Denominations That Are Declining





# “Top 25” U.S. Christian Denominations One Year Membership Decreases



- |  |                    |
|--|--------------------|
| 1. The <u>Catholic Church</u> (68.2 M members)                     | <b>down 0.44%</b>  |
| 2. <u>Southern Baptist Convention</u> (16.1 M members)             | <b>down 0.15%</b>  |
| 3. The <u>United Methodist Church</u> (7.6 M members)              | <b>down 1.22%</b>  |
| 7. <u>Evangelical Lutheran Church in America</u> (4.2 M members)   | <b>down 5.9%</b>   |
| 10. <u>Presbyterian Church</u> U.S.A. (2.6 M members)              | <b>down 3.42%</b>  |
| 13. <u>The Lutheran Church – Missouri Synod</u> (2.2 M members)    | <b>down 1.45 %</b> |
| 14. <u>The Episcopal Church</u> (1.9 M members)                    | <b>down 2.71 %</b> |
| 19. <u>American Baptist Churches</u> in the U.S.A. (1.3 M members) | <b>down 0.19%</b>  |
| 21. <u>United Church of Christ</u> (1 M members)                   | <b>down 2.02%</b>  |

<sup>1</sup> National Council of Churches' 2012 Yearbook of American & Canadian Churches (NOTE: ALL BUT ONE OF THESE DENOMINATIONS HAD DECREASES IN MEMBERSHIP IN THE PRIOR YEAR ALSO)



# How Are We Doing?





# Orthodox Christian Churches in the USA



	<u>Ortho #</u>	<u>Ortho %</u>
<b>1. Greek Orthodox Archdiocese of America</b>	<b>476,900</b>	<b>46%</b>
2. Orthodox Church in America	84,900	8%
3. Antiochian Orthodox Christian Archdiocese	74,600	7%
4. Serbian Orthodox Church in North America	68,800	6%
5. Russian Orthodox Church Outside of Russia	27,700	3%
6. Ukrainian Orthodox Church of the USA	22,400	2%
7. Patriarchal Parishes of the Moscow Patriarchate	12,400	1%
8. Romanian Orthodox Archdiocese	11,200	1%
9. American Carpatho Russian Orthodox Diocese	10,400	1%
10. Vicariate for the Palestinian / Jordanian		
Orthodox Christian Communities	6,800	.07%
<b>20 ORTHODOX JURISDICTIONS TOTAL =</b>	<b>1,043,300</b>	<b>100%</b>

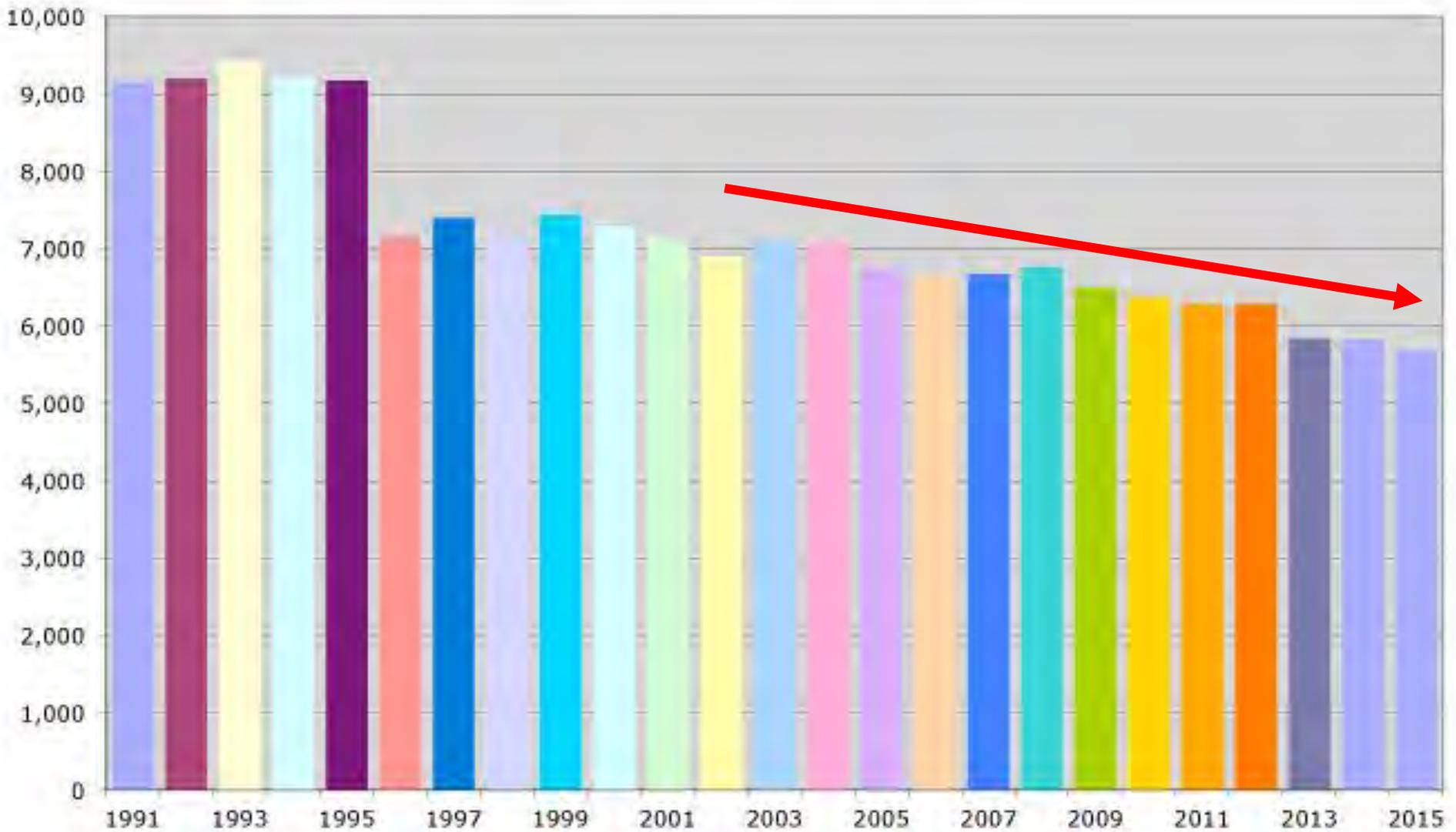
**US Christians = 227,590,000    All Orthodox = 0.5%    GOA = 0.2%**



# **GOA Baptisms Are Declining**

# Baptisms 1991 - 2015

*Greek Orthodox Archdiocese of America*



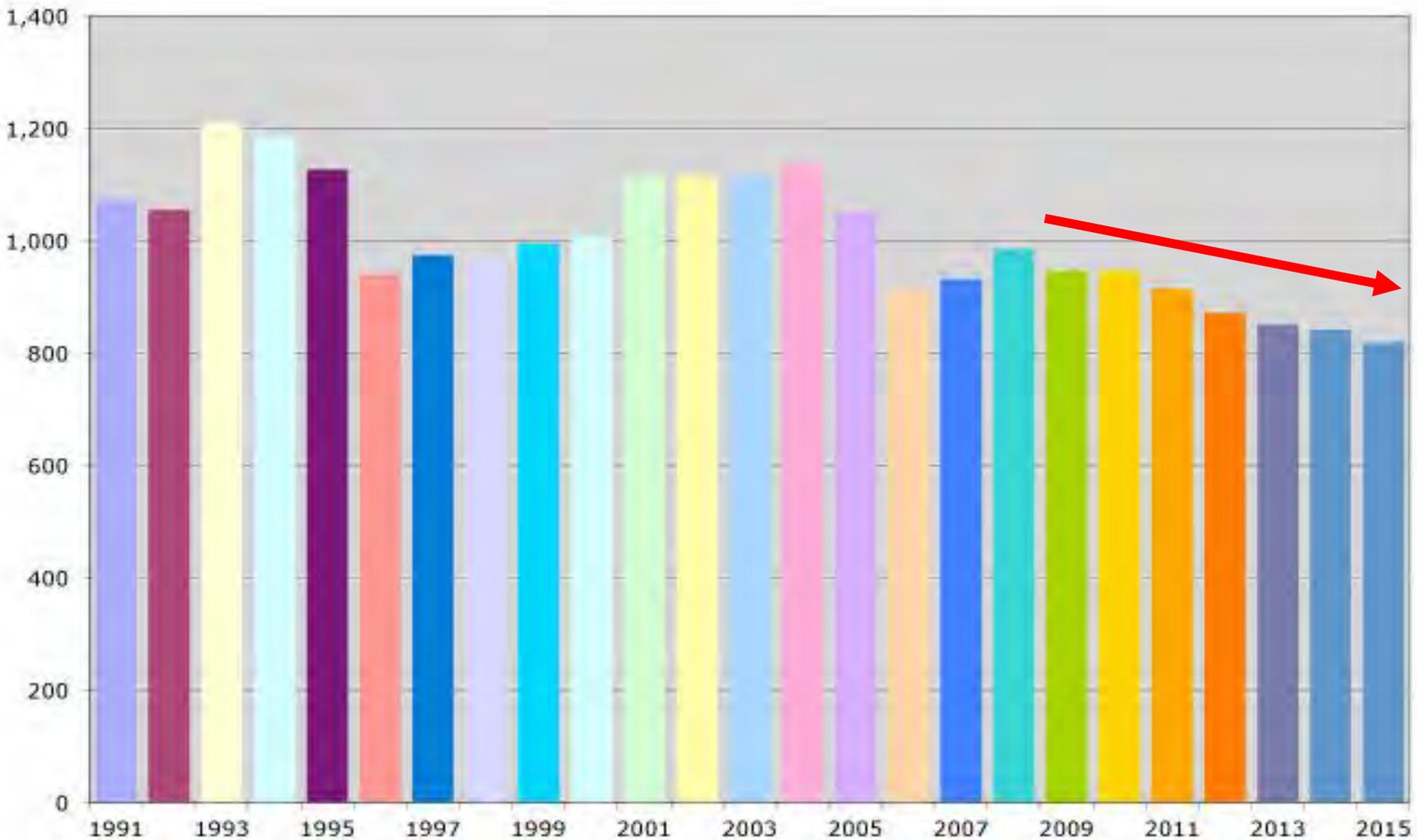
*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



# **GOA Chrismations Are Declining**

# Chrismations 1991 - 2015

*Greek Orthodox Archdiocese of America*



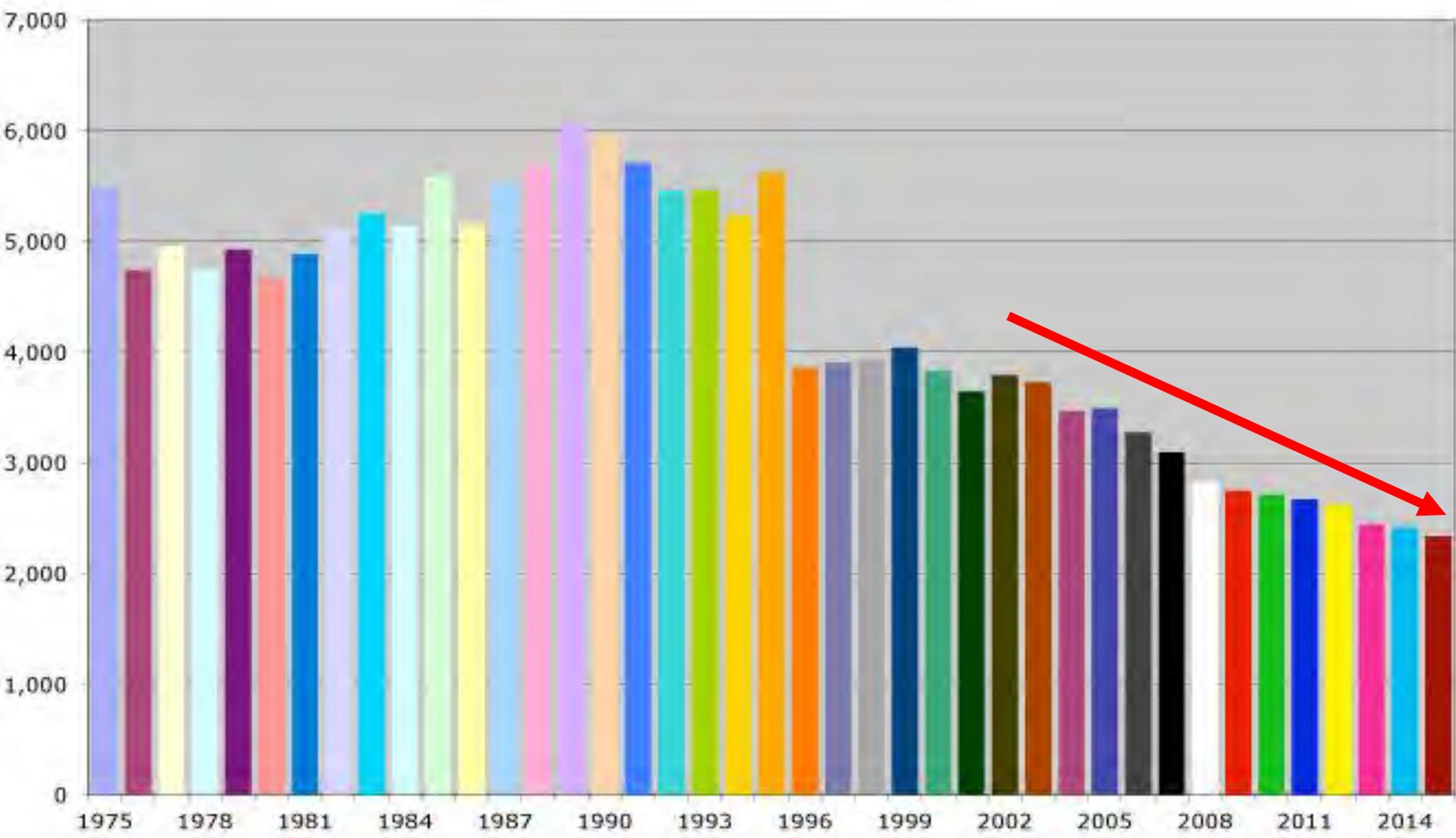
*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



# **GOA Weddings Are Declining**

# Weddings 1975 - 2015

*Greek Orthodox Archdiocese of America*



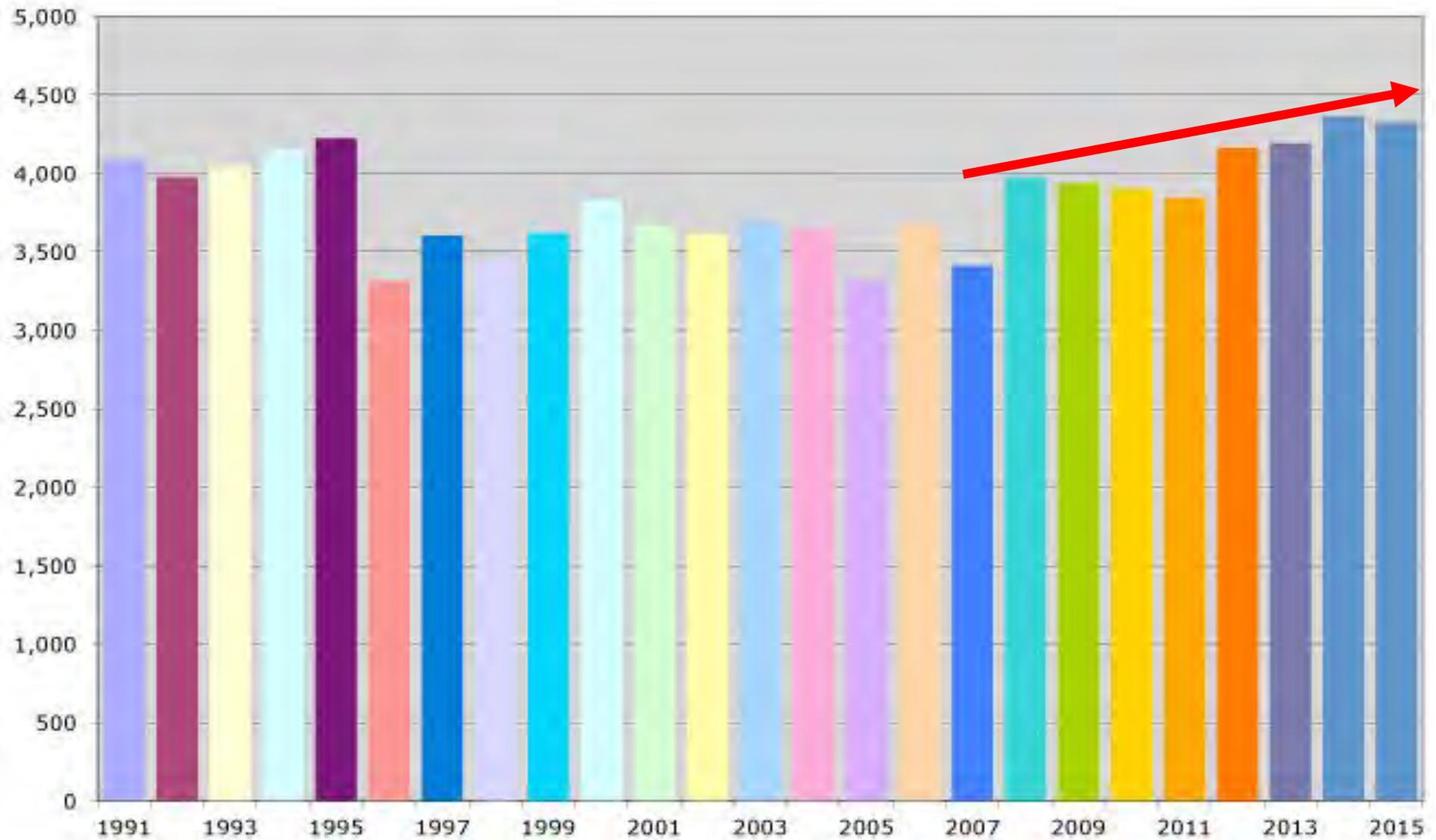
*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



**And Finally, Something That  
is Sometimes Growing  
(kinda sorta)...**

# Funerals 1991 - 2015

Greek Orthodox Archdiocese of America



*Since 1996, statistics from Canada, Central America and South America were no longer included in Registry tabulations.*



# Church Attendance Data

- ~ Only 26% of all American Orthodox Church adherents attend church services on a regularly weekly basis. (It's only 22% in the GOA.)<sup>1</sup>
- ~ Only 22% of Americans attend church services weekly<sup>2</sup>
- ~ Our minds wander and we are distracted approximately 80% to 90% of the time during Orthodox church services (excluding the sermon/homily)<sup>3</sup>

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<sup>1</sup> Eight Facts about Church Attendance in US Orthodox Christian Churches (2010) Alexei Krindatch, Research Coordinator Assembly of Canonical Orthodox Bishops of North and Central America.

<sup>2</sup> Hadaway, C. Kirk; Marler, Penny Long (25 Aug 2005). "How Many Americans Attend Worship Each Week? An Alternative Approach to Measurement". *Journal for the Scientific Study of Religion*

<sup>3</sup> Anecdotal survey data acquired from interviews of hundreds of Orthodox Christians by Facilitator Bill Marianes



# The Importance of Religion

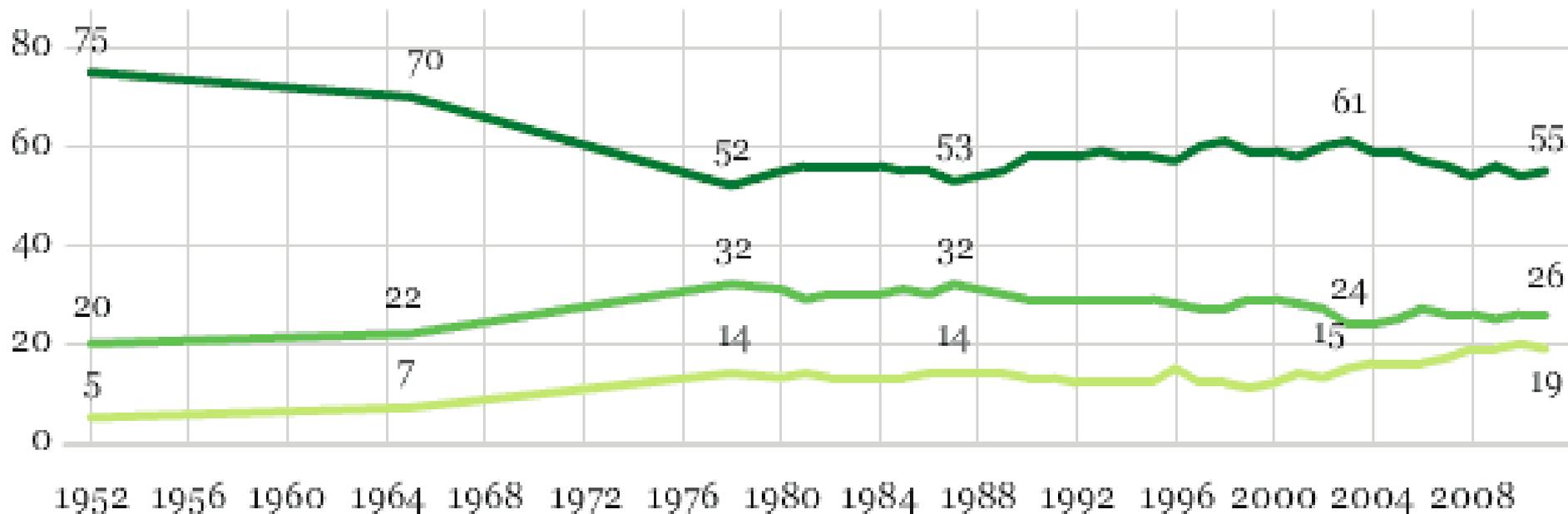
*How important would you say religion is in your own life -- very important, fairly important, or not very important?*

Annual averages

■ % Very important

■ % Fairly important

■ % Not very important





# The Importance of Religion

**Clayton Christensen**

Harvard Business School







# We Lost Our Adults and Can “Kiss Our Youth Goodbye”

- ~ **47% of adults who were raised in the Orthodox Church have left the Church<sup>1</sup>**
- ~ **Millennials (aged 18-29) are 2 times more likely than their adult parents to be unaffiliated with the Church<sup>2</sup>**
- ~ **Unless we reverse these trends, what is the future of our Church?**

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<sup>1</sup> 2015 U.S. Religious Landscape Study - Pew Research Center

<sup>2</sup> Religion in the Millennial Generation (2010) and U.S. Religious Landscape Survey (2007), Pew Forum on Religion & Public Life of the Pew Research Center.



# “We Lost Our Adults!”

## U.S. Religious Group Retention Rates<sup>1</sup>

### % of adults who still identify with their childhood religion

1. Hindu.....	80%
2. Muslim .....	77%
3. Jewish.....	75%
4. Historically Black Protestant.....	70%
5. Evangelical Protestant.....	65%
6. Mormon.....	64%
7. Catholic.....	59%
<b>8. Orthodox.....</b>	<b>53%</b>
9. Unaffiliated.....	53%
10. Mainline Protestant.....	45%
11. Buddhist.....	39%
12. Jehovah’s Witness.....	34%

<sup>1</sup> 2015 U.S. Religious Landscape Study - Pew Research Center



# **“Kiss Your Youth Goodbye!”**<sup>1</sup>

- ~ **1 in 4 in four Millennials (aged 18-29) do NOT affiliate with any particular religious group**
- ~ **Millennials are twice as unaffiliated as Baby Boomers (born between 1946 and 1964) were at the same age**

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<sup>1</sup> Religion in the Millennial Generation (2010) and U.S. Religious Landscape Survey (2007), Pew Forum on Religion & Public Life of the Pew Research Center.



# **“Kiss Your Youth Goodbye!”<sup>1</sup>**



**~ 73% of Orthodox Christian Fellowship (OCF) College Chapters have 10 or fewer members**

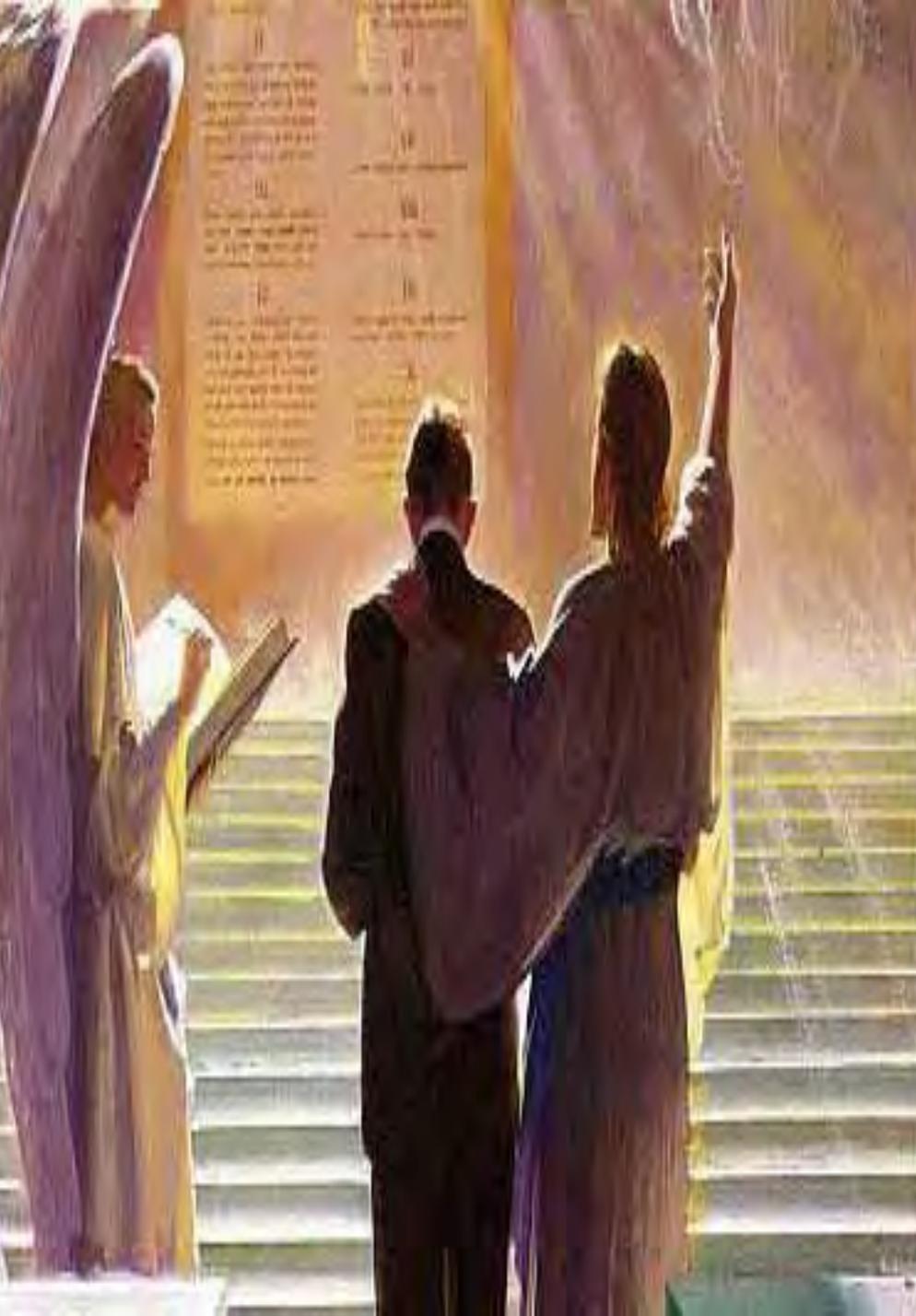
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<sup>1</sup> **2015** Orthodox Christian Fellowship in the United States (Stage II): The Study of the Student Leaders in the Local OCF Chapters – Assembly of Canonical Orthodox Bishops of North and Central America



# The Bottom Line

- Church membership (for all age groups) is declining
- Church sacraments are declining
- Church contributions are declining
- Church member spirituality is declining
- Church relevance is declining
- Church stewardship is declining
- Church attentiveness during services is declining
- Church disengagement by youth is increasing
- Church member deaths are increasing
- Church dependence on Festivals, raffles and fund raisers is increasing



**So how are we  
doing at making:**

**A  
GOOD ACCOUNT  
BEFORE THE  
AWESOME  
JUDGMENT SEAT  
OF CHRIST”**



**Don't  
confuse  
me with  
the facts!!**





# Jack Welch

Chairman & CEO - General Electric



“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”



“Change before you have to.”

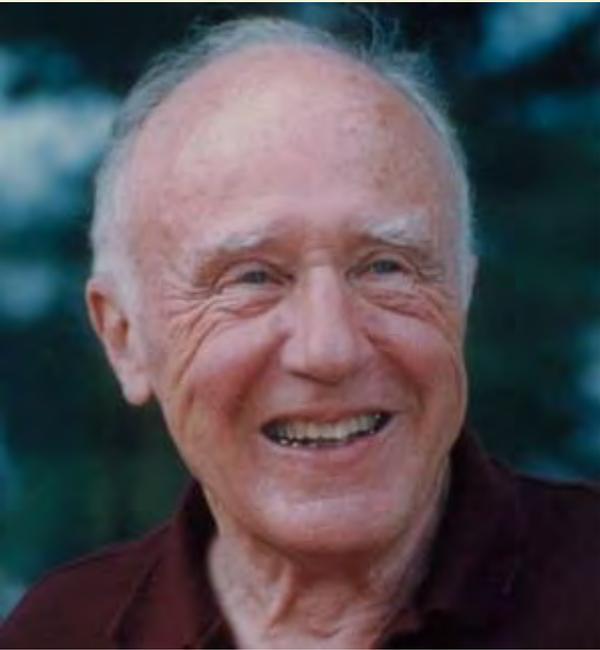


The background features a dark, fiery orange and red gradient. A bright, glowing orange ring or lens flare is centered behind the text. The text "CHAOS THEORY" is written in a bold, white, sans-serif font with a thick black outline, positioned horizontally across the center of the image.

# CHAOS THEORY



# Changing Your World



- ~ **Chaos Theory studies dynamic systems that are highly sensitive to initial conditions.**
- ~ **Small differences in initial conditions yield widely diverging outcomes, thus rendering long-term prediction impossible.**

**Dr. Edward Lorenz**

**Dartmouth**

**Harvard**

**M.I.T.**

**Discovered Chaos Theory**



# Why Are We Here?

**“The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all.**

**Only a person who can discern the gifts of others and can humbly rejoice at the flowering of those gifts is fit to lead the Church.”**

**+ Saint John Chrysostom**

# Why Are We Here?

*“The best time to plant a tree was 20 years ago.”*

*“The second best time is today.”*



*Old Chinese Proverb*



***“So we, being many,  
are one body in Christ,  
and every one members  
one of another.”***

***Romans 12:5***

**One One  
Team Dream**

**LET'S GET**



**BUSY Y'ALL**



# Our Rules of Engagement

(p.s. they're in your handouts)





# Rules of Engagement

1. We stay on schedule unless modified by OZ.
2. Titles, rank, positions are left outside the room (except for OZ).
3. We will interact confidentially. NO repercussions.
4. Ask questions if you don't understand.
5. Tangential / side issues will be parked.
6. No side discussions / texting, etc. (mute phones).
7. All decisions are made by consensus.



# Rules of Engagement

8. Three Bucket Rule applies. We only work on things we can control or influence.
9. Everyone MUST participate.
10. Be honest and no “spin,” party lines, etc. (It’s about the whole church, think “we not me.”)
11. No defensiveness. Disagree agreeably. Listen carefully.
12. Be positive / encouraging and NO “Discussion Killers.”



# Rules of Engagement

13. Think strategically, creatively, outside the box, long term.
14. Speak precisely and make your point succinctly.
15. We are all members of the Body of Christ and made in the image and likeness of God. Let's interact with each other as if we were interacting with our Maker.

Let's allow the Holy Spirit to participate freely.



# SJTD 6 Part Work Plan



**Step 1** – Opening Retreat develops Statement of Why, SWOT Analysis, Core Values, Mission, Vision, Strategic Areas of Focus

**Step 2** – Task Force Monthly/Bi-Weekly Conference Calls to develop Strategic SMART Goals

**Step 3** – Second Retreat to finalize Strategic SMART Goals and comprehensive Action Plans to achieve Goals



**Step 4** – Finalize and Write Strategic Plan

**Step 5** – Public Presentation/Communication of Strategic Plan

**Step 6** – Implementation of the Strategic Plan



**Review:**

**Strategic Planning,**

**SWOT,**

**Statement of Why,**

**Core Values,**

**Mission,**

**Vision**



# Strategic Planning





# Strategic Planning is Biblical



## Proverbs 29:18

*“Where there is no vision, the people will perish”*



## Jeremiah 29:11-12

***“For I know the plans that I have for you,” declares the LORD, ‘plans for well-being, and not for calamity, in order to give you a future and a hope.***

***When you call out to me and come and pray to me, I’ll hear you.”***



# SWOT ANALYSIS

	Helpful to achieving the objective	Harmful to achieving the objective
Internal origin (attributes of the organization)	<b>S</b> Strengths	<b>W</b> Weaknesses
External origin (attributes of the environment)	<b>O</b> Opportunities	<b>T</b> Threats



# Internal Factors

Strengths include things we do well.

Weaknesses include problems we must overcome.

---

# External Factors

Opportunities include external chances to improve our performance in our environment.

Threats include external elements in our environment that could cause trouble for us.



# SWOT

**A SWOT Analysis  
is Biblical**



***“Examine yourselves as  
to whether you are in  
the faith.***

***Test yourselves!”***

**2 Corinthians 13:5**



# SJTD Strengths

1. Clergy staff and council leadership
2. Diversity of Parishioners and multigenerational Parish
3. Outreach (external) & Ministries (in reach)
4. Use of Technology
5. Strong sense of family, tradition and culture
6. Philoxenia (sense of hospitality and welcoming)
7. Historic Orthodox Faith (belief system)
8. Financial well-being of the Parish



# SJTD Weaknesses



1. Lack of volunteer engagement, organization and participation with ministries
2. Greek language and cultural barriers
3. Lack of engagement in church services
4. Insufficient newcomer experience
5. Lack of understanding and education of Orthodoxy
6. Lack of young adult participation
7. Ministry transparency, accountability and effectiveness
8. Facilities



# SJTD Opportunities

1. Orthodoxy is the authentic original church
2. Expand/enhance the use of Technology
3. Growing number of unchurched resulting in opportunity to evangelize
4. Community service opportunities
5. Opportunities with both Orthodox and Non-Orthodox (programs and leverage best practices)



# SJTD Threats

1. Mega Churches (“mega is more” - entertaining, inclusive, accessible, focus on family, communicate
2. Orthodoxy – less known, more complicated and more disciplined
3. Ethnicity can be perceived as exclusionary (ethnic is less)
4. Secularism
5. Competing priorities
6. High tech is low touch





# STATEMENT OF WHY

**WHY?**



# Statement of WHY?

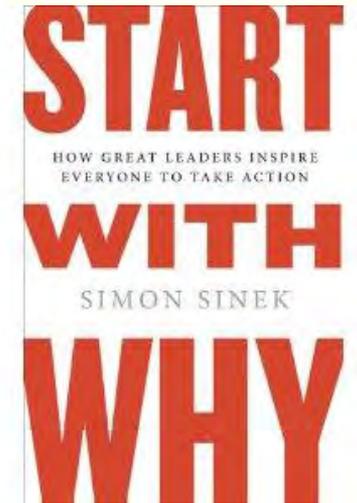
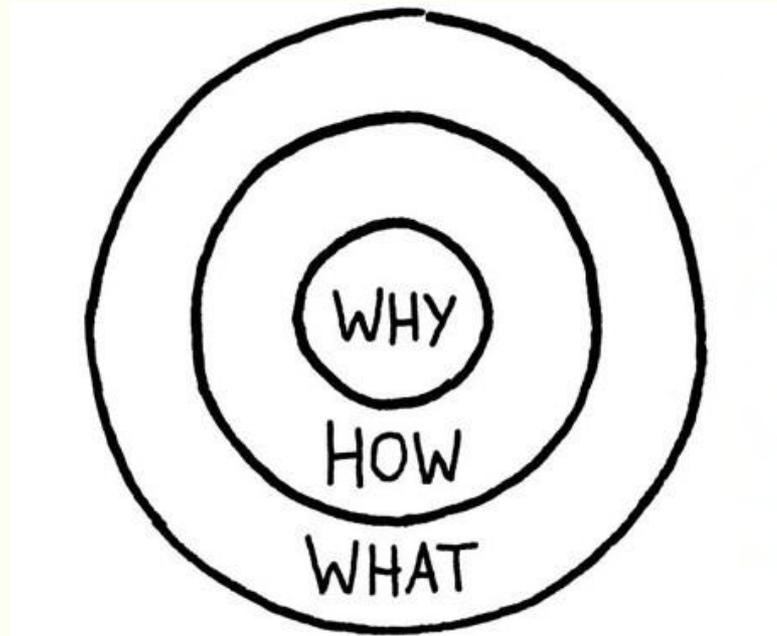
A clear, compelling and inspirational reason why we exist and why anyone should want to join us.



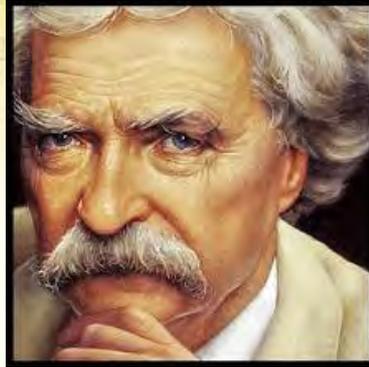
# Start With Why



*“People don’t buy what you do, they buy why you do it.”*



[http://www.ted.com/talks/simon\\_sinek\\_how\\_great\\_leaders\\_inspire\\_action.html](http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html)



**The 2 most important days of your life are:**

- 1. The day you were born**
- 2. The day you figure out why**



# WHY?

A Statement of Why is  
Biblical



***“Therefore I speak to them in parables, because seeing they do not see, and hearing they do not hear, nor do they understand.”***

Matthew 13:13



# SJTD Statement of WHY?

**St. John The Divine  
welcomes all people  
seeking LOVE, PEACE,  
SALVATION and TRUTH**





# Core Values

**Core Values are:**

- ❖ **beliefs shared among the stakeholders**
- ❖ **drive an organization's culture and priorities**
- ❖ **provide a framework for decision-making**



# CORE VALUES

**Core Values Are Biblical**



# GOD'S CORE VALUES

**I**  
**THOU SHALT HAVE**  
**NO OTHER GODS**  
**BEFORE ME**

**II**  
**THOU SHALT NOT**  
**MAKE UNTO THEE**  
**ANY GRAVEN IMAGE**

**III**  
**THOU SHALT NOT**  
**TAKE THE NAME OF**  
**THE LORD THY GOD**  
**IN VAIN**

**IV**  
**REMEMBER THE**  
**SABBATH DAY TO**  
**KEEP IT HOLY**

**V**  
**HONOR THY FATHER**  
**AND THY MOTHER**

**VI**  
**THOU SHALT**  
**NOT KILL**

**VII**  
**THOU SHALT NOT**  
**COMMIT ADULTERY**

**VIII**  
**THOU SHALT**  
**NOT STEAL**

**IX**  
**THOU SHALT NOT**  
**BEAR FALSE**  
**WITNESS AGAINST**  
**THY NEIGHBOR**

**X**  
**THOU SHALT**  
**NOT COVET**



# CHRIST'S CORE VALUES



## THE BEATITUDES

Blessed are the poor in spirit,  
for theirs is the kingdom of heaven.

Blessed are those who mourn,  
for they shall be comforted.

Blessed are the meek,  
for they shall inherit the earth.

Blessed are those who hunger and thirst  
for righteousness, for they shall be satisfied.

Blessed are the merciful  
for they shall obtain mercy.

Blessed are the pure of heart,  
for they shall see God.

Blessed are the peacemakers,  
for they shall be called children of God.

Blessed are those who are persecuted  
for righteousness sake,  
for theirs is the kingdom of heaven.

Matthew 5:3-10



# SJTD Core Values



- **Christ-centered**
- **Love**
- **Acceptance, inclusion and mutual respect**
- **Education**
- **Service**
- **Growth**
- **Fellowship**
- **Stewardship**
- **Orthodox**
- **Integrity, accountability and transparency**
- **Positive messaging**
- **Accessibility**
- **The Church Family**
- **Evangelism**
- **Relevant**
- **Invest and empower Youth**





## Mission:

- ❖ A clear description of the fundamental purpose why the organization exists and what it does to achieve its Vision.
- ❖ Mission answers the question: "**What do we do?**"



# MISSION

**A Mission Statement is  
Biblical**



# **The Great Commission**

## **(Mission – Part 1) Matthew 28:18-20**

*“And Jesus came up and spoke to them, saying, ‘All authority has been given to Me in heaven and on earth.*

**‘Go therefore and make  
disciples of all the nations**

*...baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.’”*



# SJTD Mission Statement

**The Mission of St. John The Divine is to proclaim the Holy Gospel by teaching and spreading the Orthodox Christian Faith in a dynamic and welcoming community devoted to serving all people who seek a growing relationship with Jesus Christ.**



# *Vision Statement*





# Vision

- ❖ Defines what the organization hopes to do in the future.
- ❖ Vision is a long-term view.
- ❖ Vision focuses on:
  - “What do we want to accomplish?”
  - “Where are we going?”



# VISION

**A Vision Statement is  
Biblical**



# **The Great Commission**

**(Vision – Part 2) Matthew 28:18-20**

*“Go therefore and make disciples of all the nations*

***...baptizing them in the name  
of the Father and the Son and  
the Holy Spirit, teaching them  
to observe all that I  
commanded you.”***



(Vision – Part 2) Acts 1:8

***“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all of Judea and Samaria, and to the ends of the earth.”***



# SJTD Vision Statement



**St. John the Divine will be a  
SPARK that proclaims and  
witnesses the Good News of Jesus  
Christ and the Orthodox Church by:**

**Serving,  
Praying,  
Acepting,  
Relating,  
Knowing.**



# SJTD STRATEGIC TASK FORCES



STRATEGIC  
OBJECTIVES



# Strategy

- ❖ Strategy is a **roadmap** of how to implement the vision and achieve the organization's goals.
- ❖ It keeps the organization going in the right direction.



# STRATEGIC GOALS

Strategic Goals  
are Biblical



***“So Jesus answered and said to them, ‘Have faith in God. For assuredly, I say to you, whoever says to this mountain, Be removed and be cast into the sea, and does not doubt in his heart, but believes that those things he says will be done, he will have whatever he says.’ ”***

Mark 11:22-23



***“Let your light so  
shine before men, that  
they may see your  
good works and  
glorify your Father in  
heaven.”***

Matthew 5:16



# Strategic Areas of Focus



- 1. Education**
- 2. Engagement- Accessibility**
- 3. Ministries**
- 4. Outreach and Evangelism**
- 5. Stewardship and Finance**
- 6. Technology and Communications**
- 7. Youth and Young Adults**



# Strategic Goals



## EDUCATION

**1.1 – Church Services Education**

**1.2 - Best Practices Youth Education Program**

## ENGAGEMENT AND ACCESSIBILITY

**2.1 – Dynamic Worship Engagement Process**

**2.2 – Newcomer Welcoming and Engagement**

## MINISTRY

**3.1 – Council of Ministries**



# Strategic Goals



## OUTREACH AND EVANGELISM

4.1 – Evangelism Team

4.2 – Signature Outreach Ministries

## STEWARDSHIP and FINANCE

5.1 – Comprehensive Stewardship Program

5.2 – Planned Giving Program

5.3 – Long Range Parish Financial Plan



# Strategic Goals



## TECHNOLOGY and COMMUNICATIONS

**6.1 – Best practices Communications Tools and Strategies**

**6.2 – Parish Buildings Technology Implementation**

## YOUTH and YOUNG ADULTS

**7.1 – Comprehensive Youth and Young Adult Ministry**





# Friday Agenda

6:30 - Prayer and Opening Remarks - Fr. Nick

6:45 - Strategic Planning Process

Status Overview and Review - OZ

8:00 – Education Task Force #1 Presentation to  
Finalize Action Plans

9:30 – Closing Remarks - OZ



# Strategic Areas of Focus



- 1. Education**
- 2. Engagement- Accessibility**
- 3. Ministries**
- 4. Outreach and Evangelism**
- 5. Stewardship and Finance**
- 6. Technology and Communications**
- 7. Youth and Young Adults**



# Education Goal 1.1

Within 24 months, we will develop, publish and teach a series of educational programs that effectively explain and teach the Divine Liturgy, memorials, artoklasia, key Pascha and other significant church services to audiences of different ages.



# Education Goal 1.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Education Goal 1.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Education Task Force 1.1 (“ <b>ETF1.1</b> ”).	Strategic Planning Team and Goal Captain	1 month from Start Date	ETF1.1 team members agree to serve
2. Identify the church services to be taught and research existing programs in various media that explain and teach them in order to outline the most informative and impactful ways to teach services and to see if an existing video could be used.	ETF1.1	3 months after step 1	Services identified and research completed on existing programs and most impactful way to teach them
3. Using the best aspects of existing resources and the strengths of our clergy, parse the chosen services into sections and draft the teaching scripts for each section and each service that explain it in relevant language for different audiences.	ETF1.1	6 months after step 2	Scripts for each section and service are finalized
4. Secure the services of a videographer and equipment needed to shoot the videos and determine how and when to record the videos (e.g., live “teaching liturgies” or separately). Develop a budget if this is not donated.	ETF1.1	1 months after step 3	Videographer agrees to shoot the videos, resources are secured and process is determined
5. Create shooting video schedule.	ETF1.1, Clergy Videographer	1 months after step 4	Shooting schedule is finalized
6. Shoot and edit the video footage, then screen them for task force members for review and feedback.	ETF1.1	4 months after step 5	Videos for each section will exist.



# Education Goal 1.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Education Goal 1.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
7. Screen videos with focus group for review and feedback.	ETF1.1	1 months after step 6	Videos for each section will exist.
8. Based on feedback, edit and/or add footage to each video as needed and finalize.	ETF1.1	3 months after step 7	Edited videos will exist
9. Post the videos in best delivery resources (e.g., church website and social media) and promote availability of videos	ETF1.1	1 months after step 8	Videos will be online
10. Create schedule and deliver teaching programs for audiences of different ages using videos.	ETF1.1	2 months after step 9	Teaching programs scheduled and delivered
11. Evaluate teaching programs and monitor web traffic, and solicit feedback on videos from all sources and make improvements and continue improving training and developing new programs.	ETF1.1	1 months after step 10	Programs evaluated, improved and new program developed..



## Education Goal 1.2

### **Education Goal 2:**

- (a) Within 10 months, we will complete a detailed analysis of our youth and adult educational curriculum and programs and identify areas for improvement or new and better programs; and
- (b) Within 12 months thereafter, we will develop and fully implement our “best practices” adult and youth education curriculum and programs.



# Education Goal 1.2 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Education Goal 1.2</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Education Task Force 1.2 (“ <b>ETF1.2</b> ”).	Strategic Planning Team and Goal Captain	1 month from Start Date	ETF1.2 team members agree to serve
2. Identify the topics that should be addressed during the course of Sunday school across the various age groups. Research best practices and curriculum and compare to ours in order to determine the needs of the Sunday school program.	ETF1.2	3 months after step 1	Curriculum topics identified and best practices research complete
3. Obtain feedback from the youth and adult teachers from our and other communities about the effectiveness of various teaching materials. Identify programs that need improvement or modification (to schedule or method) or replacement.	ETF1.2	2 months after step 2	Research completed regarding programs needing improvement and those needing replacement
4. Using the revised needs list, evaluate existing resources in each area to determine how best to address each need (text, video, etc.).	ETF1.2	3 months after step 3	Evaluation completed
5. Prioritize the needs based on importance and how each recommendation can be best implemented in terms of cost, training, and time.	ETF1.2	1 months after step 4	Prioritized needs list is created
6. Revise educational programs needing improvement and develop new programs for those that need to be replaced, rolling them out as they are completed.	ETF1.2	9 months after step 5	Complete revision or development of new programs.



## Education Goal 1.2 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Education Goal 1.2</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
7. Evaluate the effectiveness of each implemented program and identify areas needing improvement.	ETF1.2	2 months after step 6	Evaluate effectiveness at each level
8. Revise programs based on feedback.	ETF1.2	1 months after step 7	Programs revised

AGENDA

AGENDA

# Saturday

8:30 - Breakfast

9:00 - Opening Prayer and Welcome - Fr. Nick

9:05 – Review of Retreat Agenda,  
Process and Questions - OZ

9:15 – Engagement Task Force #2 Presentation  
to Finalize Action Plans

10:45 – Ministries Task Force #3 Presentation  
to Finalize Action Plans



**ST. JOHN THE DIVINE**  
GREEK ORTHODOX CHURCH



# Strategic Planning Retreat #2

## Day 2



*“Where there is no vision,  
the people will perish”*

Proverbs 29:18

Bill Marianes – August, 2016

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[www.stewardshipcalling.com](http://www.stewardshipcalling.com) [Bill@stewardshipcalling.com](mailto:Bill@stewardshipcalling.com)



# Our Retreat





# Saturday

9:00 - Opening Prayer and Welcome - Fr. Nick

9:05 – Review of Retreat Agenda,  
Process and Questions - OZ

9:15 – Engagement Task Force #2 Presentation  
to Finalize Action Plans

10:45 – Ministries Task Force #3 Presentation  
to Finalize Action Plans

12:15 Break and lunch



# Saturday

**12:45 – Outreach and Evangelism Task Force #4  
Presentation to Finalize Action Plans**

**2:15 – Stewardship and Finance Task Force # 5  
Presentation to Finalize Action Plans**

**3:45 Break**

**4:00 – Technology and Communications Task  
Force #6 Presentation to Finalize  
Action Plans**



# Saturday



**5:30 – Break and dinner**

**6:00 – Youth and Young Adult Task Force #7  
Presentation to Finalize Action Plans**

**7:30 – Group Discussion, Q&A and Closing  
Remarks and Discuss Next Steps  
and Transition to Implementation**

**8:45 Closing Remarks and Thanks**



# Strategic Areas of Focus



1. Education
- 2. Engagement- Accessibility**
3. Ministries
4. Outreach and Evangelism
5. Stewardship and Finance
6. Technology and Communications
7. Youth and Young Adults



## Engagement and Accessibility Goal 2.1

***Within 2 years, we will develop and implement a process to more fully engage our parishioners in a dynamic worship experience.***



# Engagement and Accessibility Goal 2.1 Action Plan

<b>Specific Key Actions Necessary To Achieve Engagement and Accessibility Goal 2.1</b>	<b>Who Must Do <u>Each</u> Action</b>	<b>Timetable To Finish Action From Previous <u>Action</u></b>	<b>How Will We Know When This Action Has Been <u>Completed</u></b>
1. Form Engagement and Accessibility Task Force 2.1 (“ <b>EATF2.1</b> ”) including clergy and other outside experts as needed.	EATF2.1	1 month from Start Date	EATF2.1 team members agree to serve
2. Develop data collection methods and tools (e.g., surveys, personal interviews, web solicitations, and original research from other Orthodox and non-Orthodox sources) that will effectively capture church engagement and accessibility barriers data and input with a consistent methodology from the widest possible spectrum of our church body and beyond (including people who do not currently attend, those that have only visited once, and those that have never visited before, youth, seniors, converts, young families, newlyweds, Orthodox, non-Orthodox, friends that have never attended, etc.)	EATF2.1	2 months after step 1	Comprehensive data collection plan and tools created
3. Execute approved data collection methods and tools and collect church engagement and accessibility barriers data (including research from similar work already done in Orthodox and non-Orthodox churches and how they addressed these issues).	EATF2.1	4 months after step 3	Minimum acceptable level of data collected from each of the identified constituent groups
4. Compile, analyze, and prioritize results.	EATF2.1	2 months after step 4	Analysis report complete



# Engagement and Accessibility Goal 2.1 Action Plan

<b>Specific Key Actions Necessary To Achieve Engagement and Accessibility Goal 2.1</b>	<b>Who Must Do Each Action</b>	<b>Timetable To Finish Action From Previous Action</b>	<b>How Will We Know When This Action Has Been Completed</b>
5. Develop prioritized list of church engagement and accessibility barriers that can be effectively addressed.	EATF2.	1 months after step 4	Prioritized addressable church engagement and accessibility barriers are determined
6. Develop strategy to address prioritized list of church engagement and accessibility barriers that can be effectively addressed (including alternatives, budgets and highest priority needs), and including a detailed action plan for each barrier, and an expected timeline to completion for each.	EATF2.1	3 months after step 5	Each barrier has a written action plan as well as the expected timeline to implement the solution
7. Execute implementation of action plans in order of priority established in step 7	EATF2.1	11 months after step 6	Action plans implemented
8. Announce/publicize the completion of each implementation as “wins” to help create momentum and support.	EATF2.1	On going during step 7	Communicated via master communication plan
9. Develop a measurement system to assess on-going effectiveness of the implemented changes and ensure modifications are made as necessary to improve effectiveness and constant alignment with our overall church vision.	EATF2.1	Ongoing after step 8	Changes are made and implemented to individual solution plans



## Engagement and Accessibility Goal 2.2

***Within 1 year, we will develop and implement a process that ensures our newcomers are fully embraced and welcomed.***



# Engagement and Accessibility Goal 2.2 Action Plan

<b>Specific Key Actions Necessary To Achieve Engagement and Accessibility Goal 2.2</b>	<b>Who Must Do <u>Each Action</u></b>	<b>Timetable To Finish Action From Previous <u>Action</u></b>	<b>How Will We Know When This Action Has Been <u>Completed</u></b>
1. Form Engagement and Accessibility Task Force 2.2 (“ <b>EATF2.2</b> ”)	EATF2.2	1 month from Start Date	EATF2.2 team members agree to serve
2. Research current Parish welcoming strategies, tools and processes and research other best practices in church welcoming (including the Metropolis, other Orthodox churches and non-Orthodox churches).	EATF2.2	3 months after step 1	Analysis report of current welcoming processes and other best practices is completed
3. Determine how best to gather data (e.g., surveys, interviews, web tools etc.) on visitors’ experience and expectations, develop tools to obtain that information and use tools to obtain visitors’ experience data and compile findings	EATF2.2	Contemporaneous with step 2	Interviews completed and report findings to Goal Captain
4. Compile research and data from steps 2 and 3 existing processes, best practices research and visitor’s experiences and review and analyze results and data and identify areas needing improvement and areas that work well already.	EATF2.2	3 months after step 3	Final research report completed
5. Develop practical and effective strategies and specific action plans to address all needs and best practices solutions	EATF2.2	2 months after step 3	Action Plans completed
6. Implement action plans	EATF2.2	1 month after step 5	Schedule is maintained
7. Develop and implement a measurement system to manage on-going effectiveness of the implemented changes and ensure constant alignment with our overall church vision.	EATF2.2	After step 6	Changes will be made to welcoming plan initiatives



# Strategic Areas of Focus



1. Education
2. Engagement- Accessibility
- 3. Ministries**
4. Outreach and Evangelism
5. Stewardship and Finance
6. Technology and Communications
7. Youth and Young Adults



## Ministry Goal 3.1

**Within 12 months ,we will establish a Council of Ministries and process that ensures that each Parish Ministry establishes and achieves its own strategy to accomplish meaningful and measurable operational goals with the appropriate human and other resources.**



## Ministry Goal 3.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Ministry Goal 3.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Ministry Task Force 3.1 (“ <b>MTF3.1</b> ”)	Strategic Planning Team and Goal Captain	1 month from Start Date	MTF3.1 team members agree to serve
2. Create process to assess all existing ministries of the Parish, their membership and leadership, objectives and effectiveness.	MTF3.1	3 months after step 1	Assessment process developed
3. Research best practices in church ministry organization and operation from both Orthodox and non-Orthodox sources.	MTF3.1	3 months after step 1 (concurrent with step 2)	Best practices report finalized
4. Identify gaps in existing Parish Ministries by surveying Parish and reviewing other successful Orthodox and non-Orthodox Parishes.	MTF3.1	3 months after step 1 (concurrent with steps 2 and 3)	Ministry Gaps report finalized
5. Research Council of Ministries methodology and develop a plan for implementing a Council of Ministries.		3 months after step 1 (concurrent with steps 2, 3 and 4)	Council of Ministries implementation plan finalized
6. Meet with and conduct assessment of all existing ministries based on process and tools developed in step 2 and compared to ministry best practices identified in step 3.	MTF3.1	3 months after steps 2-5	Existing Ministries assessment completed



# Ministry Goal 3.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Ministry Goal 3.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
7. Review data from internal and external resources to create uniform best practices for Parish Ministries and specific remediation plans for those Ministries not yet performing at best practices and mini strategic planning tools for Ministries.	MTF3.1	4 months after step 6	Final assessment report and remediation plans completed and Ministry strategic plan tools finalized
8. Organize first meeting of Council of Ministries and present template for best practices Ministries and Ministry mini strategic planning tools	MTF3.1 and Council of Ministries	1 month after step 7	Council of Ministries inaugural meeting held
9. Council of Ministries meets at least quarterly and implements and monitors plans for the improvement of existing ministries, the development of new ministries from gap analysis in step 4, as well as assessing on-going effectiveness of the Ministries and making modifications as necessary to improve effectiveness and constant alignment with our overall church vision.	Council of Ministries	Starting 3 months after step 8 and continuously thereafter	Regular assessments and modifications are implemented



# Saturday

9:00 - Opening Prayer and Welcome - Fr. Nick

9:05 – Review of Retreat Agenda,  
Process and Questions - OZ

9:15 – Engagement Task Force #2 Presentation  
to Finalize Action Plans

10:45 – Ministries Task Force #3 Presentation  
to Finalize Action Plans

**12:15 Break and lunch**



**BUT...**

**I'M HUNGRY**



# Saturday

**12:45 – Outreach and Evangelism Task Force #4  
Presentation to Finalize Action Plans**

**2:15 – Stewardship and Finance Task Force # 5  
Presentation to Finalize Action Plans**

**3:45 Break**

**4:00 – Technology and Communications Task  
Force #6 Presentation to Finalize  
Action Plans**



# Strategic Areas of Focus



1. Education
2. Engagement- Accessibility
3. Ministries
- 4. Outreach and Evangelism**
5. Stewardship and Finance
6. Technology and Communications
7. Youth and Young Adults



## Outreach & Evangelism Goal 4.1

**Within 2 years, we will establish, train and implement an Evangelism Team that effectively witnesses and proclaims the Good News of Jesus Christ and the Orthodox faith within our community and beyond.**



# Outreach & Evangelism Goal 4.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Outreach &amp; Evangelism Goal 4.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Outreach & Evangelism Task Force 4.1 (“ <b>OETF4.1</b> ”).	Evangelism Strategic Planning Team and Goal Captain	1 month from Start Date	OETF4.1 team members agree to serve
2. OETF4.1 conducts comprehensive research to determine best in class Evangelism methods, training, resources, materials and content from Orthodox and non-Orthodox parishes and produce a report of best practices.	OETF4.1	4 months after step 1	Evangelism Best Practices Report is completed
3. A best practices Evangelism Ministry program is developed and includes content, methods and materials with a focus on inactive Orthodox, the unchurched, seekers from other faiths, and interfaith spouses/families.	OETF4.1	4 months after step 2	Recommended Evangelism Program is completed
4. Develop an Evangelism Ministry training program to train the Evangelism Ministry team on how to best implement the Evangelism Program	OETF4.1	2 months after step 3	Training Program is developed
5. Recruit to OETF4.1 individuals willing and capable of providing excellent training and train them to deliver the program.	OETF4.1	2 months after step 4	Trainers are recruited and trained



# Outreach & Evangelism Goal 4.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Outreach &amp; Evangelism Goal 4.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
6. The Evangelism Ministry program is communicated to the Parish	OETF4.1	1 months after step 5	Parish communications and Town Hall occurs and Meeting is conducted regarding the Evangelism Ministry Program
7. An Evangelism Ministry Team is recruited to join OETF4.1 and properly trained	OETF4.1 and EMT	3 months after step 6	Evangelism Ministry Team is recruited and trained
8. Evangelism Ministry Team develops a pilot contact list, pilots the Evangelism Program and determines and adjusts for Lessons Learned	OETF4.1 and EMT	2 months after step 7	Pilot and Lessons Learned are complete and Evangelism Program is revised as needed
9. Evangelism Ministry Goes begins full implemented in the Parish.	EMT	1 month after step 8	Evangelism Ministry is formally rolled out
10. Develop and implement a follow-up assessment and measurement system to assess on-going effectiveness based on the outcome of Evangelism contact and ensure constant alignment with our overall church vision and update materials, plan and ministry based on assessment results.	EMT	Starting 4 months after step 9 and continuously thereafter	Evangelism Program is revised as needed and success is determined



## Outreach & Evangelism Goal 4.2

**Within 2 years, we will successfully implement 2 new signature outreach ministries.**



# Outreach & Evangelism Goal 4.2 Action Plan

<u>Specific Key Actions Necessary To Achieve Outreach &amp; Evangelism Goal 4.2</u>	<u>Who Must Do Each Action</u>	<u>Timetable To Finish Action From Previous Action</u>	<u>How Will We Know When This Action Has Been Completed</u>
1. Form Outreach & Evangelism Task Force 4.2 (“ <b>OETF4.2</b> ”)	Strategic Planning Team and Goal Captain	1 month from Start Date	OETF4.2 team members agree to serve
2. OETF4.2 develops a baseline inventory of all current Parish Outreach Programs, including the number and demographic of the participants and the area served, structure, and their effectiveness.	OETF4.2	4 months after step 1	Outreach Inventory is complete
3. OETF4.2 conducts comprehensive research to determine best in class Outreach methods, structure and success factors from Orthodox and non-Orthodox parishes, producing a best practice report	OETF4.2	4 months after step 1 (concurrent with step 2)	Outreach Best Practices Report is completed
4. Compile a comprehensive list of local, national and international charitable organizations, their activities and overall effectiveness.	OETF4.2	4 months after step 1 (concurrent with steps 2 and 3)	Comprehensive list of Charitable Organizations is complete
5. OETF4.2 develops and conducts a survey to determine what areas of Outreach are most important to the Parish	OETF4.2	4 months after step 1, (concurrent with steps 2-4)	Outreach Survey is distributed and results compiled
6. Develop strategy and plan for 2 Signature Outreach Ministries (1 local and 1 national/international) based on data from steps 2-5 including date, time and expected results	OETF4.2	3 months after step 5	Recommended Signature Outreach Ministries are completed



# Outreach & Evangelism Goal 4.2 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Outreach &amp; Evangelism Goal 4.2</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
7. The 2 Signature Outreach Ministries are communicated to the Parish	OETF4.2	1 month after Step 6	Communications regarding the 2 Signature Outreach Events are sent and talked about from the Pulpit
8. Recruit Outreach Ministry Team to OETF4.2	OETF4.2	3 months after Step 6	Outreach Ministry Team is recruited to OETF4.2
9. Signature events are planned, branded, advertised, and implemented	OMT	Continuously over the 12 months after step 8	Signature Events are Completed
10. Develop and implement a follow-up assessment and measurement system to assess on-going the success of the Outreach Signature Events and ensure constant alignment with our overall church vision and update materials, plan and ministry based on assessment results.	OMT	Beginning 3 months after step 9 and continuously thereafter	Ministry is revised as needed and success is determined



# Strategic Areas of Focus



1. Education
2. Engagement- Accessibility
3. Ministries
4. Outreach and Evangelism
- 5. Stewardship and Finance**
6. Technology and Communications
7. Youth and Young Adults



## Stewardship and Finance Goal 5.1

Within 9 months, we will develop and initiate a comprehensive and effective Stewardship Program, which we will fully implement within 6 months thereafter.



# Stewardship and Finance Goal 5.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal 5.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Stewardship and Finance Goal 1 Task Force (“SFTF5.1”)	Strategic Planning Team and Goal Captain	1 month from Start Date	SF1TF team members agree to serve
2. Identify at least 5 effective church stewardship programs and comprehensive strategies (whether Orthodox or non-Orthodox and including the new Metropolis of Atlanta Igniting the Flame of True Orthodox Christian Stewardship Program) and identify the associated metrics for stewardship participation and growth.	SFTF1	3 months after step 1	Research is complete and summarized
3. Gather and analyze comprehensive SJTD stewardship historical data including, financial and non financial data and information.	SFTF1	Simultaneously with step 2	Information gathered and analysis completed
4. Utilizing Igniting the Flame of True Stewardship Orthodox Christian Stewardship Program, best practices identified in step 2 stewardship research, and past historical successes in the SJTD stewardship programs, develop a comprehensive SJTD Stewardship Program	SFTF1	3 months after step 3	Draft SJTD Stewardship Program Completed
5. Based on historical and best practices information gathered and other key predictive factors, create forecast reasonable and stretch stewardship goals for the next five years	SFTF1	Simultaneously with step 4	Five year participation goals projected



# Stewardship and Finance Goal 5.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal 5.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
6. Obtain necessary approvals to implement new SJTD Stewardship Program	SFTF1	1 month after step 5	Approvals obtained
7. Recruit new Stewardship team to join SFTF1	SFTF1 and Parish Priest	Simultaneously with step 6	Stewardship team agrees to serve
8. Develop Action Plan and associated schedule for the implementation of SJTD Stewardship Program	SFTF1 and Stewardship Committee	1 months after step 7	Action plan completed
9. Begin implementation of Stewardship Program in accordance with Action Plan	SFTF1 and Stewardship Committee	1 month after step 8	Plan has begun
10. Develop and implement a follow-up assessment and measurement system to assess on-going effectiveness and ensure constant alignment with our overall church vision and update Stewardship programs materials, plan and ministry based on assessment of results.	SFTF1 and Stewardship Committee	Starting 3 months after step 9 and continuously thereafter	Stewardship Program is revised as needed and success is determined



## Stewardship and Finance Goal 5.2

Within 2 years, we will develop and implement a planned giving program for estate and legacy gifts.



# Stewardship and Finance Goal 5.2 Action Plan



<b><u>Specific Key Actions Necessary To Achieve Strategic Goal 5,2</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Stewardship and Finance Goal 5.2 Task Force (“SFTF2”)	Strategic Planning Team and Goal Captain	1 month from Start Date	SF2TF team members agree to serve
2. Identify at least 5 effective Planned and Legacy Giving programs (including Orthodox, non-Orthodox Church and non-profit programs) and gather strategies identified as key factors in success of Legacy Giving programs	SFTF2	4 months after step 1	Research is complete and summarized
3. Gather and analyze SJTD’s historical data on legacy giving	SFTF2	Simultaneously with step 2	Information gathered, analysis complete and summarized
4. Meet with financial planners/advisors to gather best practices information on legacy planning	SFTF2	Simultaneously with step 2	Meetings held and best practices summarized
5. Based on information gathered, SJTD historical data & trends, develop Legacy Giving Program and implementation strategy	SFTF2	4 month after step 4	Plan established
6. Obtain necessary approvals to implement new proposed SJTD Legacy Giving Program	SFTF2	1 month after step 5	Approvals obtained



# Stewardship and Finance Goal 5.2 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal 5,2</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
7. Recruit individuals to work on the implementation of the Legacy Giving program	SFTF2 and Parish Priest	1 month after step 6	Individuals Selected
8. Develop Action Plan and associated schedule for the implementation of SJTD Legacy Giving Program	SFTF2 and Legacy Committee	3 months after step 7	Action plan completed and plans established for communication methods and approaches
9. Begin implementation of Legacy Giving Program in accordance with Action Plan	SFTF2 and Legacy Committee	3 months after step 8	Plan being implemented
10. Develop and implement a follow-up assessment and measurement system to assess on-going effectiveness and ensure constant alignment with our overall church vision and update Legacy giving programs materials, plan and ministry based on assessment of results.	SFTF2 and legacy Committee	Starting 3 months after step 9 and continuously thereafter	Stewardship Program is revised as needed and success is determined



## Stewardship and Finance Goal 5.3

Within 12 months, we will develop and receive Parish approval of a comprehensive and transparent long range financial forecast and plan for the Parish that is updated and shared with the Parish at least annually thereafter.



# Stewardship and Finance Goal 5.3 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal 5.3</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Stewardship and Finance Goal 5.3 Task Force (“SFTF3”)	Strategic Planning Team and Goal Captain	1 month from Start Date	SF3TF team members agree to serve
2. Collect (a) comprehensive Parish historical financial data and information, including all income and expenses; and (b) similar trend information form other similarly situated parishes.	SFTF3	2 months after step 1	Information is gathered and research is complete and summarized
3. Analyze and determine trends with historical data and church attendance and make future projections of revenues and expenses.	SFTF3	3 months after step 2	Analysis is complete and summarized
4. Assess the parish’s current and future financial needs, including for mission and ministries and determine projected costs.	SFTF3	Simultaneously with step 3	Analysis complete and summarized
5. Assess and determine: (a) future operating and maintenance (O&M) and capital expenses for existing and new proposed church facilities over next 5 years; (b) Determine funding requirements for new Church and Family Life Center including any debt financing; and (c) all assumptions for projections.	SFTF3	4 months after step 4	Five year projections finalized



# Stewardship and Finance Goal 5.3 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal 5/3</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
6. Draft a long range financial forecast covering the next 5 years.	SFTF3	Simultaneously with step 5	Five year long range forecast is completed
7. Present long range financial forecast to Parish Council and Community for approval	SFTF3	1 month after step 6	Parish Council and Community Approves Plan
8. Begin implementation of financial forecast to include annual update	SFTF3	1 month after step 7	Plan implementation begins
9. Develop and implement a follow-up assessment and measurement system to assess on-going effectiveness and ensure constant alignment with our overall church vision and update Plan based on assessment of results.	SFTF2 and legacy Committee	Starting 3 months after step 9 and continuously thereafter	Plan is revised as needed and success is determined



# Saturday

12:45 – Outreach and Evangelism Task Force #4  
Presentation to Finalize Action Plans

2:15 – Stewardship and Finance Task Force # 5  
Presentation to Finalize Action Plans

3:45 Break

4:00 – Technology and Communications Task  
Force #6 Presentation to Finalize  
Action Plans



# Strategic Areas of Focus



1. Education
2. Engagement- Accessibility
3. Ministries
4. Outreach and Evangelism
5. Stewardship and Finance
- 6. Technology and Communications**
7. Youth and Young Adults



# Technology and Communications Goal 6.1

**Within 2 years, we will develop and implement a comprehensive strategy for the most effective use of best-practices technological and communications tools to better reach and serve our parishioners and share Orthodox Christianity in our community and globally.**



# Technology and Communications Goal 6.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal #1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Technology/Communications Strategic Goal 1 Task Force ("TCTF6.1")	Strategic Planning Team and Goal Captain	1 month from Start Date	TCTF6.1 team members agree to serve
2. Conduct a comprehensive analysis of our technological and communications tools to include internal tools (office systems, audio and video programs, email, written communications) and external tools (web, broadcast, application, and social media) to determine usage, penetration, etc.	TCTF6.1	4 months after step 1	The research and data accumulations will be completed
3. Take the information from our internal tools analysis and determine which of our internal and external tools we will "refresh" "replace" or "expand" while we remain in our current Church buildings and which we will wait until we move into our new Church buildings and how we will implement them then.	TCTF6.1	4 months after step 2	A written plan of action for each addressable item from Step 2 is completed
4. Establish a communications and social media ministry that will take the external tools' analysis and make desired changes/additions to all of our communications and technological tools to increase our communications and technology effectiveness.	TCTF6.1	4 months after step 3	The ministry is established and the best practices changes identified in Step 3 are implemented



# Technology and Communications Goal 6.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal #1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
5. Develop a communications and social media training plan for parishioners of all ages and technological capabilities that will provide basic instruction to SJTD parishioners on our current communications and technological tools and how to more fully use them, and recruit trainers.	TCTF6.1	4 months after step 4	All SJTD parishioners will have had the opportunity to learn how to use our technological tools
6. Conduct parishioner training of different types for different categories of parishioners.	TCTF6.1 and trainers	4 months after step 5	As many parishioners as possible have participated in some form of training program
7. Develop and implement a follow-up assessment and measurement system to assess on-going the effectiveness of communications and technology solutions and ensure constant alignment with our overall church vision and update strategies, tools, training and policies based on assessment results.	TCTF6.1	Beginning 3 months after step 6 and continuously thereafter	Solutions, tools, programs and policies are assessed and revised as needed
8. Identify and hire a full-time STJD communications/media staff person who will coordinate and synchronize our best practices to come up with the most effective use of our technological tools.	TCTF6.1	Within 3 months of when funding is available	Communications/Media full-time staff person is hired



# Technology and Communications Goal 6.2

Within 18 months, we will complete a technology construction and implementation plan to ensure all Church buildings incorporate the latest and most effective technology available that is fully utilized by our parishioners.



# Technology and Communications Goal 6.2 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal #2</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Technology/Communications Strategic Goal 2 Task Force ("TCTF6.2")	Strategic Planning Team and Goal Captain	1 month from Start Date	TCTF6.2 team members agree to serve.
2. Embed several TCTF6.2 members on to the SJTD Building Committee, as plans take shape for the new Church buildings	TCTF6.2	2 months after step 1	TCTF6.2 members are incorporated into the SJTD Building Committee.
3. Develop a comprehensive technology plan that includes a robust hybrid network for the new Church buildings, expanded use of audio and video, and a media room in the new Church (and one in each building) from which all sound, video, and broadcast functions are controlled.	TCTF6.2	6 months after step 1	Robust technology plan is completed
4. Price this comprehensive technology plan to ensure it is included in the budget for the new Church buildings.	TCTF6.2	3 months after step 3	All Church building plans include detailed technology cost figures.
5. Develop a comprehensive technology training plan that will consider who will operate and who will maintain the technology, and provide detailed classroom and hands-on instruction for operations and maintenance.	TCTF6.2	5 months after step 4	The Church has a cadre of trained individuals who can operate and maintain the technology.



# Technology and Communications Goal 6.2 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Strategic Goal #2</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
6. Develop a comprehensive technology security plan that will support the other plans through acceptable use policy, prohibitions, etc.	TCTF6.2	Simultaneous with step 5	SJTD has a published and implemented a Technology Security Plan.
7. Develop a comprehensive “tech refresh” policy to address bringing new technology online, both during the building process and following completion of the new Church buildings.	TCTF6.2	3 months after step 6	The “tech refresh policy is established
8. Assist in implementation of new technology in new church buildings.	TCTF6.2	During construction of new church	Whatever assistance is required to ensure new Church buildings are outfitted with the most advanced technology available at an affordable cost is delivered
9. Develop and implement a follow-up assessment and measurement system to assess on-going the effectiveness of technology solutions and ensure constant alignment with our overall church vision and update strategies, tools, training and policies based on assessment results.	TCTF6.2	Beginning 3 months after new church is fully occupied and technology solutions are being used, and continuously thereafter	Solutions, tools, programs and policies are assessed and revised as needed



# Saturday

5:30 – Break and dinner

6:00 – Youth and Young Adult Task Force #7  
Presentation to Finalize Action Plans

7:30 – Group Discussion, Q&A and Closing  
Remarks and Discuss next Steps and Transition  
to Implementation

8:45 Closing remarks and Thanks



**BUT...**

**I'M HUNGRY**



# Saturday

5:30 – Break and dinner

6:00 – Youth and Young Adult Task Force #7  
Presentation to Finalize Action Plans

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8:45 Closing remarks and Thanks



# Strategic Areas of Focus



- 1. Education**
- 2. Engagement- Accessibility**
- 3. Ministries**
- 4. Outreach and Evangelism**
- 5. Stewardship and Finance**
- 6. Technology and Communications**
- 7. Youth and Young Adults**



## Youth and Young Adults Goal 7.1

**Within 1 year, we will develop a comprehensive youth and young adult ministry focusing on enhancing spiritual engagement, fellowship and service, that we will fully implement over the next 18 months thereafter.**



# Youth and Young Adults Goal 7.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Youth and Young Adults Goal 7.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
1. Form Youth and Young Adults Task Force 7.1 (“ <b>YTF7.1</b> ”)	Strategic Planning Team and Goal Captain	1 month from Start Date	SG1TF team members agree to serve
2. Research best practices in most effective youth and young adult programs that addresses their needs and issues from their vantage point and how best to minister to them.	YTF7.1	3 months after step 1	Best practices research completed and summarized in a report
3. Evaluate and summarize current youth and young adult programs, including strengths, weaknesses, opportunities and threats, including surveying existing youth and young adults.	YTF7.1	Contemporaneous with step 2	Current program evaluation completed and summarized
4. Based on data collected from best practices assessments and current programs assessments, determine what changes, or new programs or approaches, are necessary to improve and enhance the youth and young adult ministries	YTF7.1	3 months after steps 2 and 3	New or improved programs changes are determined
5. Create enhancements to existing programs, develop desired new programs and eliminate ineffective current programs or practices.	YTF7.1	5 months after step 4	New and improved programs are fully designed and transition process from ineffective programs are determined

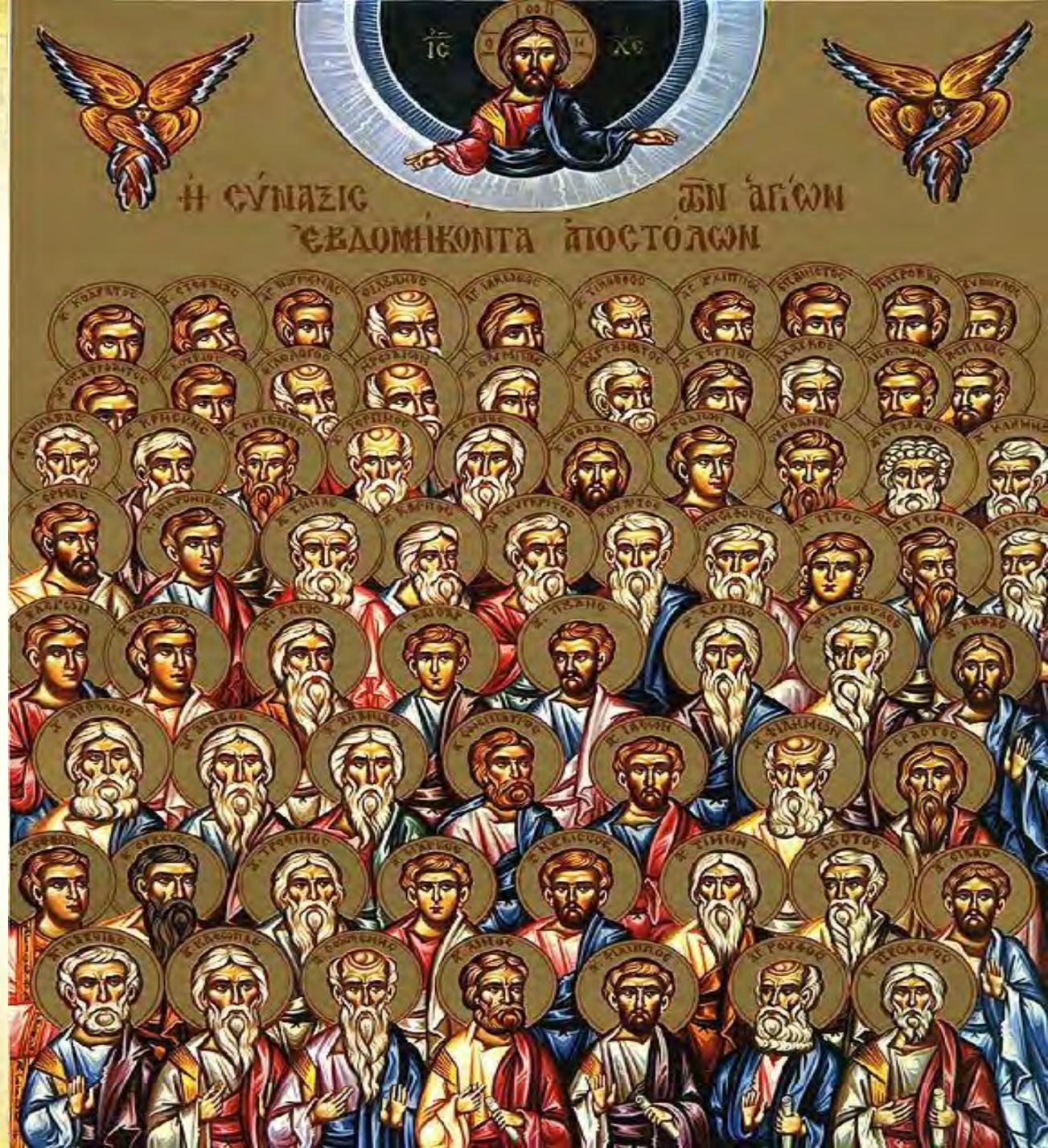


## Youth and Young Adults Goal 7.1 Action Plan

<b><u>Specific Key Actions Necessary To Achieve Youth and Young Adults Goal 7.1</u></b>	<b><u>Who Must Do Each Action</u></b>	<b><u>Timetable To Finish Action From Previous Action</u></b>	<b><u>How Will We Know When This Action Has Been Completed</u></b>
6. Implement new and improved youth and young adult programs and provide necessary training to youth and young adult workers, families and other effected constituencies.	YTF7.1	Beginning 1 month after step 5 and continuously for 12 months thereafter	A full year on implementation of new and improved programs are completed
7. Execute and complete a follow-up evaluation review after 12 months of implementation.	YTF7.1	3 months after step 6	Follow-up evaluation is complete
8. Make the necessary changes and adjustments and retrain individuals as necessary.	YTF7.1	3 months after step 7	Changes are made to youth and young adult ministries to maximize spiritual engagement, fellowship and service

*You have  
now been  
called as  
one of the  
70  
Disciples*

*Luke 10:1*







# Four New Big Themes



1. **“None of us can do as much as all of us can do together.”**
2. **“None of us is as smart as all of us are together.”**
3. **“No more business as usual.”**
4. **“We have a great plan that addresses some of our most critical needs.”**



# Four New Big Messages



1. This is about the whole Parish coming together to work on addressing our most critical challenges.
2. We have a great strategic plan.
3. We have a comprehensive implementation plan that ensures success
4. We want you to join us and become part of the team!



# Next Steps For Success

## 1. Action Plan finalization

- SEPTEMBER 15, 2016 ABSOLUTE LAST CHANCE FOR EDITS

## 2. Strategic Plan writing

## 3. Transition from planning to implementation

- We are recruiting the Implementation Task Forces for each Strategic Goal
- Let Us Know Your Calling/Preference (Please complete and leave your volunteer form before you leave)



# Next Steps For Success

## The Implementation Team

- ~ **All 13 Strategic Goals will have:**
  - **A Goal Captain/Co-Captains to Lead the Effort to Achieve That Specific Goal**
  - **Its Own Implementation Task Force**
- ~ **All 7 Strategic Areas of Focus will have a Coordinator to coordinate all Goal Captains in that Area of Focus**
- ~ **1 or 2 Head Coaches coordinate all Task Force Coordinators**
- ~ **IHQ (Implementation Headquarters) coordinates the Big Picture**



# Next Steps For Success

- 4. Strategic Plan graphic design and publication**
- 5. Start Date Selection for each Goal made by HC, TFC, GC, IHQ**
- 6. Interim Communications**
  - **Parish communications**
  - **Ministry communications**
  - **Your communications duties**



# Next Steps For Success

## 7. Strategic Planning Roll Out

## 8. What can you do?

- Let IHQ know what role you would like to play (e.g., Task Force Coordinator, Goal Captain, Goal Task Force member, support, proof reading, communications, anything else...)
- Talk it up (Parish, friends, seekers)
- Be positive
- Repeat the Why, Mission, Vision...
- Recruit others to specific Goals
- Get people to the Strategic Plan Rollout



# Next Steps For Success

**WE WANT YOU**



- We want YOU to fill out the Implementation Volunteer Form
  - Tell IHQ which Goal you want to work on and in what capacity
    - Goal Task Force Member
    - Goal Captain
    - Strategic Area Task Force Coordinator
  - Tell IHQ others you think can help in any capacity (rat out / recruit your talented friends)

PLEASE PRINT LEGIBLY

1. Full Name: \_\_\_\_\_

2. Full Mailing Address: \_\_\_\_\_

3. Email: \_\_\_\_\_

4. Preferred phone number: \_\_\_\_\_

5. Alternative phone number: \_\_\_\_\_

6. I would like to give my time and talents to work on the following Goal(s) (See attached sheet and identify the specific Goal numbers (s) upon which you would like to work):

First Choice: Goal Number \_\_\_\_\_

Second Choice: Goal Number \_\_\_\_\_

Third Choice: Goal Number \_\_\_\_\_

7. I am willing to volunteer to either lead a Goal and/or Task Force (identify the specific Task Force and/or specific Goal number which you are willing to lead):

I volunteer to serve as Goal Captain for Goal Number \_\_\_\_\_

I volunteer to serve as Coordinator for Task Force \_\_\_\_\_

8. Any other people you think would serve on a Goal Team, or as a Goal Captain or as a Task Force Coordinator (please specify the specific Goal or Task Force and provide their name and location where they live and any contact information you have):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Any other comments/ suggestions: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**WE WANT YOU**



**Please Fill Out  
The Volunteer  
Form Now**





**She's warming up...**

**It's almost over**

# Stewardship Calling

What are you doing with all of the gifts God has given you?

The screenshot shows the website's navigation menu with the following items: WHY?, STEWARDSHIP TRAINING, CHURCH STRATEGIC PLANNING (circled in red), PODCASTS / INTERNET RADIO, and BLOG. Below the menu, there are sections for SPIRITUAL - LEADERSHIP RETREATS, CHURCH STRATEGIC PLANNING VIDEO, PARISH PROGRAMS, TESTIMONIALS, and IT'S NOT ABOUT ME. The main content area features a logo for St. John GOC JAX, a list of strategic plans (Atlanta, San Francisco, Ukrainian Orthodox, and St. John GOC JAX - circled in red), and a 'Subscribe to Blog via Email' form with a 'SUBSCRIBE' button. A red arrow points from the 'CHURCH STRATEGIC PLANNING' tab to the 'ST. JOHN GOC JAX' link in the list.

*This entire presentation is available at the always free resource:*

**[www.stewardshipcalling.com](http://www.stewardshipcalling.com)**

*Church Strategic Planning Tab – St John GOC JAX page*

# OZ's Au Revoir



Thanks

+

Final Thoughts



# **The Great Commission (Calling) Matthew 28:18-20**

**“Go therefore and make  
disciples of all the nations**

...baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you...”



# Persistence



**“It is not the critic who counts;  
not the person who points out how the strong  
person stumbled or where the doer of deeds  
could have done them better.**

**The credit belongs to the person who is actually in  
the arena,**

**whose face is marred by dust and sweat and blood;**

**who strives valiantly;**

**who errs and comes short again and again;**

**who knows great enthusiasms,**

**the great devotions;**

**who spends themselves in a worthy cause;**

**who at the best, knows in the end the triumph of**

**high achievement,**

**and who, at the worst, if they fail, at least fail while**

**daring greatly**

**so that their place shall never be with those timid**

**souls who neither know victory nor defeat.”**

**President Theodore Roosevelt**

**“Your life does not get better by chance. It gets better by change”**

**Jim Rohn**



**“Strategy without tactics is the slowest route to victory.**

**Tactics without strategy is the noise before defeat.”**



**Sun Tzu**

**“A dream is just a dream.**

**A goal is a dream with a  
plan and a deadline.”**

**Harvey Mackay**



**“You must be the change  
you wish to see in the  
world.”**



**Mahatma Gandhi**

***“The best time  
to plant a tree  
was 20 years  
ago.***

***The second  
best time is  
today.”***

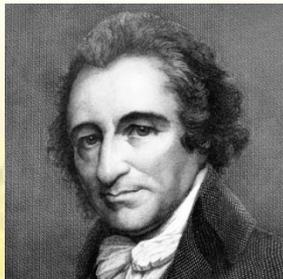


***Old Chinese Proverb***

**“Either lead, follow  
or get out of the way.”**

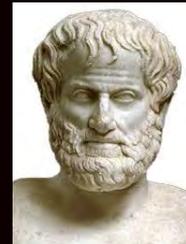


- Ted Turner
- General George S. Patton
- Lee A. Iacocca
- Thomas Paine
- Bill Marianes



We are what we  
repeatedly DO.

Excellence, then, is not an act,  
but a HABIT

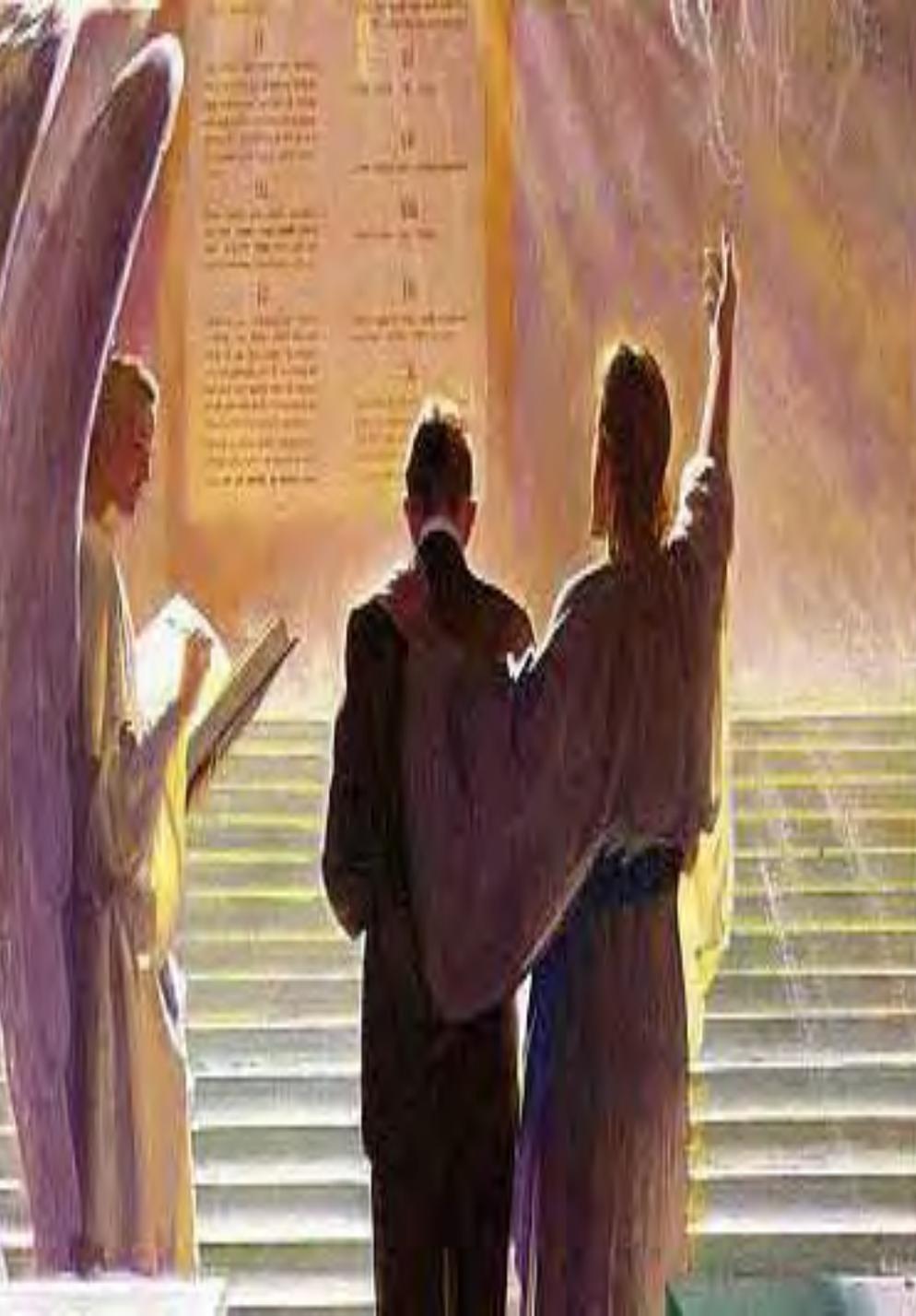


~ Aristotle

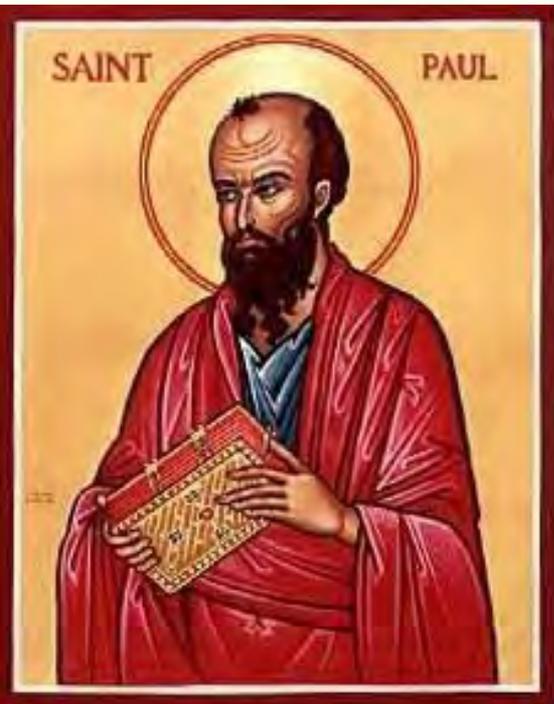


# The Holy Spirit and Boldness

**“Until one is committed, there is hesitancy, the chance to draw back... Concerning all acts of initiative (and creation), there is one elementary truth that ignorance of which kills countless ideas and splendid plans: that the moment one definitely commits oneself, then Providence moves too. All sorts of things occur to help one that would never otherwise have occurred... Whatever you can do, or dream you can do, begin it. Boldness has genius, power, and magic in it. Begin it now.**



**“That the end of  
our lives may be  
Christian,  
without pain,  
blameless and  
peaceful,  
and for a  
GOOD ACCOUNT  
BEFORE THE  
AWESOME  
JUDGMENT  
SEAT OF  
CHRIST”**



**“...I beg you to lead a life worthy of the calling to which you have been called...”**

**St. Paul's Letter to the  
Ephesians 4:1**



# It's Time To Get Busy

“Then he said to his disciples, ‘The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.’ ”



Matthew 9:37-38

***You have  
now been  
called as  
one of  
the 70  
Disciples***

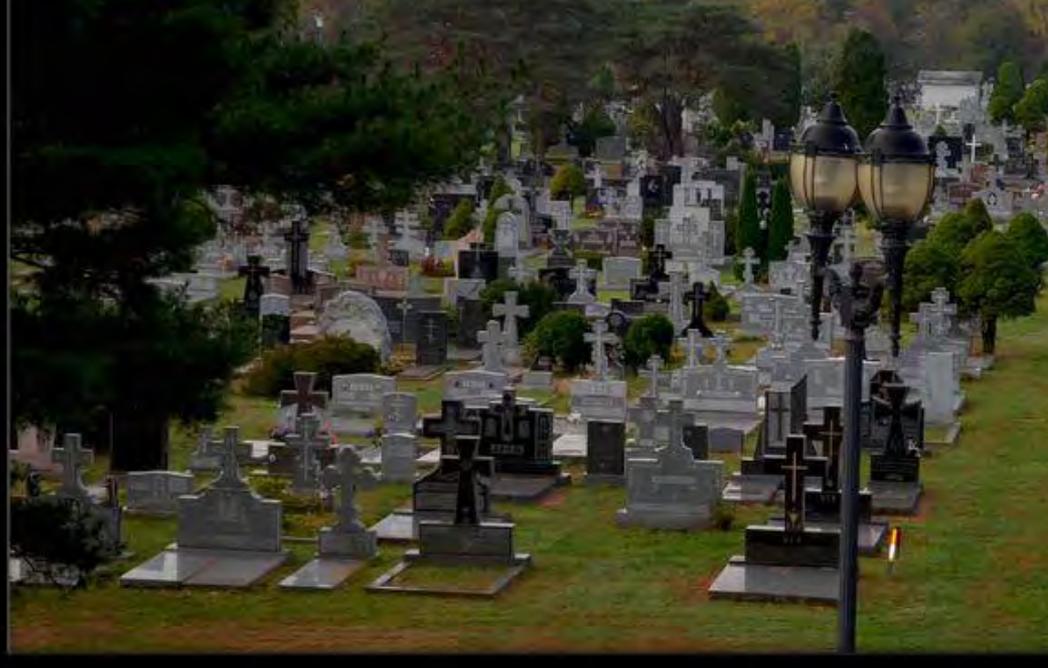
***Luke 10:1***



DO  
SOMETHING !

Music by: Matthew West

**I woke up  
this morning  
saw a world  
full of trouble  
now.**



**I thought, how'd  
we ever get so  
far down?  
How's it ever  
gonna turn  
around?**

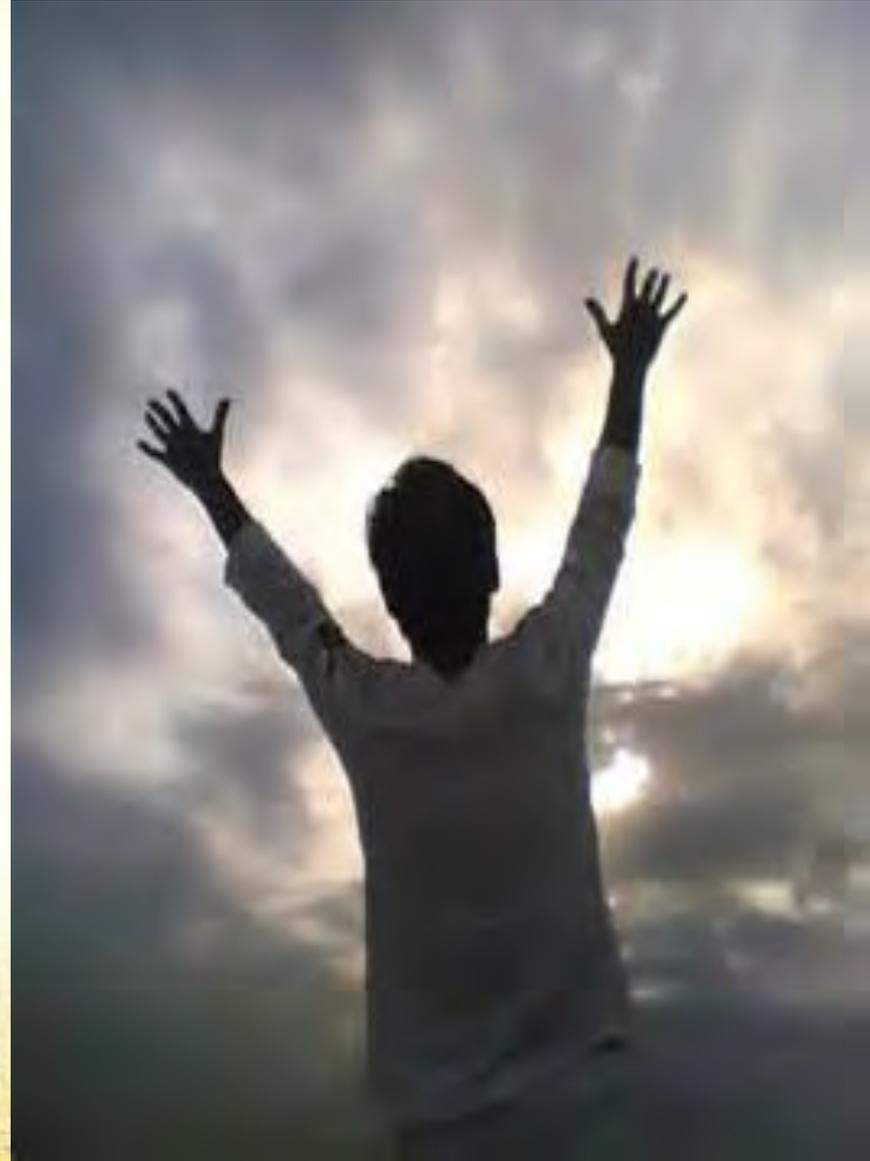
**So I turned my eyes to Heaven  
I thought, “God, why don’t You  
do something?”**



**Well, I just couldn't bear the thought of people living in poverty, children sold into slavery, the thought disgusted me.**



**So, I shook my fist at Heaven  
and said, “God, why don’t You  
do something?”**



**He said, "I did, I created you!"**



If not us, then who? If not me and you, right now. It's time for us to ...

**DO SOMETHING!**



**If not now, then when will we see an end to all this pain?**



**It's not enough to do nothing.  
It's time for us to do something!**



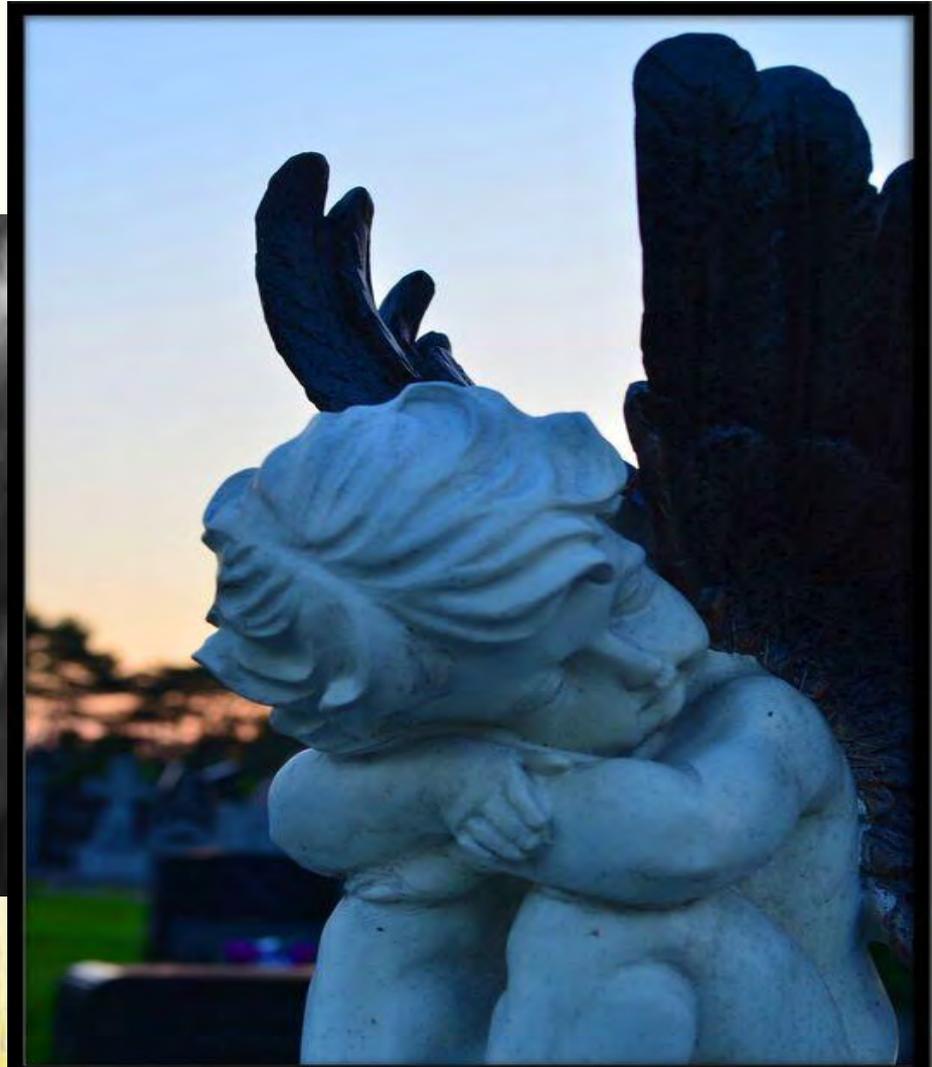
**I'm so tired of talking about how we are God's hands and feet. But it's easier to say than to be.**



HIS HANDS HIS FEET



**We live like angels of apathy who tell ourselves, “It’s alright, somebody else will do something.”**



**Well, I don't know about you,  
but I'm sick and tired of life  
with no desire.**



**I don't  
want a  
flame,  
I want a  
fire.**



**I wanna be the one who stands up and says, “I’m gonna do something!”**



**If not us,  
then who?**



**If not me and you, right now.**



**It's time for us  
to do something!**

**If not now, then when will we see an end to all this pain?**



**It's not enough to do nothing.  
It's time for us to do  
something!**



**We are the  
salt of the  
earth.**

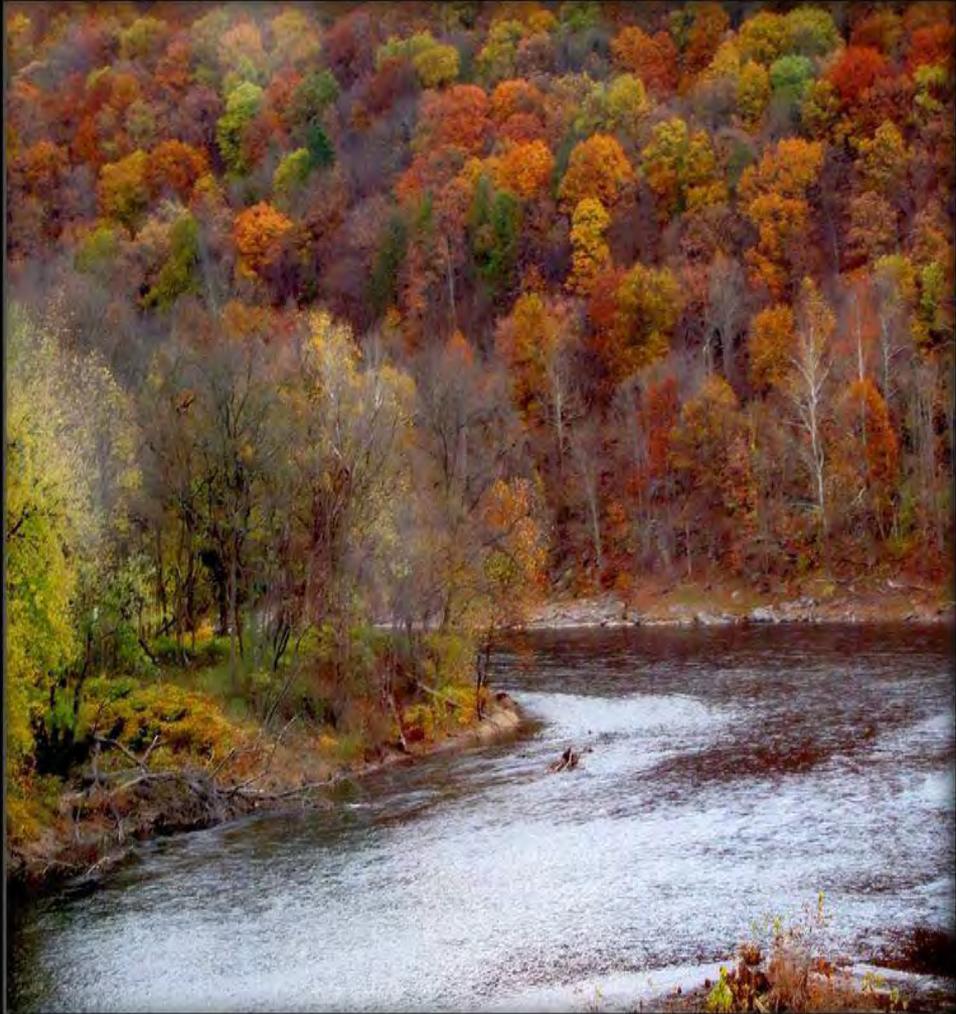


**We are a city  
on a hill...**

**(shine, shine,  
shine, shine)**



**We're never gonna change the world by standing still.  
No we won't stand still!**



**If not us, then who?**



**If not me  
and you,  
right now.  
It's time  
for us to  
do  
something!**



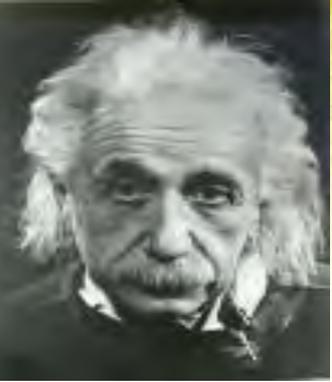
**If not now, then when will we see an end to all this pain?**



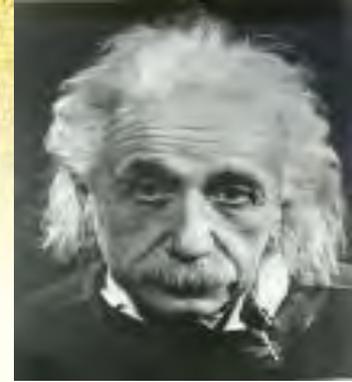
**It's not enough to do nothing.  
It's time for us to do something!**



**Do Something  
Today That  
Your Future  
Self Will  
Thank You For**



# Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖  ~~$E=mc^2$~~

**“NOTHING HAPPENS UNTIL SOMETHING MOVES”**



# The Marianes Corollary

**“NOTHING HAPPENS UNTIL  
SOMEBODY MOVES”**



***You have  
been  
called as  
one of  
the 70  
Disciples***

**Luke 10:1**



# Closing Remarks and Thanks from Father Nick

**WE WANT YOU**

