



STRATEGIC PLANNING
RETREAT #2 HANDBOOK



August 26-27, 2016

Jacksonville, Florida

ST. JOHN THE DIVINE **STRATEGIC PLANNING RETREAT II** **August 26-27, 2016**

Friday, August 26, 2016

6:00 p.m.	Dinner	
6:30 p.m.	Prayer And Opening Remarks	Fr. Nick
6:45 p.m.	Strategic Planning Process Status Overview And Review	OZ
	<ul style="list-style-type: none">• Why Are We Doing This?• Retreat 2 Agenda• Rules of Engagement, SWOT, Statement of Why, Mission, Core Values, Vision• 7 Strategic Areas of Focus• After Retreat 2 - Transition from Strategic Planning to Implementation• KEY MESSAGE: It's NOT Just The Priest's Or Parish Council's Problem – The Power of Leverage• Questions and Answers	
8:00 p.m.	Education Task Force #1 Presentation To Finalize Action Plans <i>(1.5 hours)</i>	
9:30 p.m.	Closing Remarks And Dismissal	OZ

Saturday, August 27, 2016

9:00 a.m.	Prayer And Welcome	Fr. Nick
9:05 a.m.	Review Of Retreat Agenda, Process And Questions	OZ
9:15 a.m.	Engagement- Accessibility Task Force #2 Presentation To Finalize Action Plans <i>(1.5 hours)</i>	
10:45 a.m.	Ministries Task Force #3 Presentation To Finalize Action Plans <i>(1.5 hours)</i>	
12:15 p.m.	Break And Lunch	
12:45 p.m.	Outreach and Evangelism Task Force #4 Presentation To Finalize Action Plans <i>(1.5 hours)</i>	
2:15 p.m.	Stewardship and Finance Task Force #5 Presentation To Finalize Action Plans <i>(1.5 hours)</i>	

- 3:45 p.m. Break
- 4:00 p.m. Technology and Communications Task Force #6 Presentation To Finalize Action Plans (1.5 hours)
- 5:30 Break and dinner
- 6:00 p.m. Youth and Young Adults Task Force #7 Presentation To Finalize Action Plans (1.5 hours)
- 7:30 p.m. Group Discussion, Q&A and Closing Remarks OZ
Discuss Next Steps And Transition To Implementation
- Begin Transition From Strategic Planning To Implementation
 - Head Coaches
 - Task Force Coordinators
 - Goal Captains
 - Action Plan Finalization BY September 15, 2016
 - Strategic Plan Writing, Graphic Design And Publication
 - Selection Of Start Date For Each Goal
 - Parish Rollout
 - Participation Will Be Solicited
 - Interim Communications
 - What You Can Do To Promote The Strategic Plan?
 - Next Steps
 - **Final Action Plans Due SEPTEMBER 15, 2016**
 - Complete Your Implementation Preference Selection
 - Identify And Recruit Additional Implementation Team Members
 - Thanks
- 8:45 p.m. Closing Remarks And Thanks Fr. Nick

Rules of Engagement for Strategic Planning Retreats

1. We will stay on schedule (unless modified by the Facilitator who is OZ).
2. Titles, rank, position and roles of participants are left outside the room. During the retreat, everyone is equal (except OZ – see rule 1).
3. We will speak and interact confidentially. There can be NO repercussions for anything said. (“What happens in our meetings, stays in our meeting”).
4. Ask questions if you don’t understand, because no idea or question is dumb (unless it has already been asked and answered).
5. Tangential/side issues will be parked.
6. No texting/emailing/tweeting/Facebooking/ private conversation/phone calls during our retreats. We must all stay focused and be dedicated.
7. All decisions will be made by consensus. We will not be voting. Majority does not rule. Consensus will prevail.
8. Bill’s 3 Bucket Rule applies. Bucket 1 = things we control; Bucket 2 = things we can influence; Bucket 3 = things we can’t do anything about. We will focus on Bucket 1 and 2 issues and spend no time on Bucket 3 issues.
9. Everyone MUST participate. (“get in the game, or stay home”)
10. Be honest and “no spin.” No party lines. Think about what will really make a difference in the Church, and not just what you want. It’s all about Christ’s church.
11. No defensiveness. Disagree agreeably. Listen carefully before you object or agree. (“Seek first to understand, and then to be understood.”)
12. Absolutely NO “Discussion Killers.” (e.g., “we tried that once,” “it won’t work,” “you don’t know what you’re talking about,” etc.) Be positive/encouraging.
13. Think strategically, creatively and outside the box. Think long (not short) term
14. Speak precisely and make your point succinctly. (Save the long, funny or personal stories for personal time discussions.)
15. We are all members of the Body of Christ, our Holy Orthodox Church and made in the image and likeness of God. We will interact with each other as if we were interacting with our Creator. We will treat one another with love and respect and allow the Holy Spirit to participate freely.

St. John The Divine 13 Strategic Goals

(August, 2016)

EDUCATION

1.1 – Church Services Education

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.

1.2 - Best Practices Youth Education Program

(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.

ENGAGEMENT AND ACCESSIBILITY

2.1 – Dynamic Worship Engagement Process

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

2.2 – Newcomer Welcoming and Engagement

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

MINISTRY

3.1 – Council of Ministries

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.

OUTREACH AND EVANGELISM

4.1 – Evangelism Team

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.

4.2 – Signature Outreach Ministries

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

STEWARDSHIP and FINANCE

5.1 – Comprehensive Stewardship Program

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

5.2 – Planned Giving Program

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

5.3 – Long Range Parish Financial Plan

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.

TECHNOLOGY and COMMUNICATIONS

6.1 – Best practices Communications Tools and Strategies

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.

6.2 – Parish Buildings Technology Implementation

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.

YOUTH and YOUNG ADULTS

7.1 – Comprehensive Youth and Young Adult Ministry

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.

St. John The Divine Strategic Plan Implementation Volunteer Form

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: _____
