

WILDLY IMPORTANT GOALS (WIGs)

29 - COMMUNITY PHILANTHROPY, OUTREACH & EVANGELISM MINISTRIES - Select a local charitable organization to support in a major way; Increase outreach and impact in the community; outreach; OUTREACH; Keep up a bright, positive, never-ending, but never-annoying communications and marketing campaign. Make a comprehensive plan that informs and invites, embracing as tools media outreach, festivals, concerts, educational events, open houses, advertising, social media, mailings, and more. The purpose and message: to let the people of Central Pennsylvania know our church is here, is open to them, is a positive and loving place, and is a modern American community that is seamlessly connected in faith, worship and sacrament, practice, spirituality, and governance to the ancient biblical churches of Jerusalem, Antioch, Ephesus, Thessalonica, Corinth, etc., and to all the Orthodox Churches throughout the world; Community outreach; Provide community outreach; Developing a social outreach program to address local community needs; Outreach/evangelism; outreach; Reach out to the community to fill a need that will bring them to the church and see that it is good; Educate parishioners on how to talk about the Orthodox faith to others and evangelistic “best practice”; Actively identify and build personal relationships with poor and suffering in our local community & city (specifically the poor/homeless, sick, prisoners, and immigrants); Creating difference in the community because the church exists; Evangelize the community (bring Harrisburg to Orthodoxy); Community Engagement (the broader community, not the parish); Partner with outside agency to improve community needs; Increase the use of social media for evangelism; Volunteering in our communities/Becoming participating members of certain organizations that fit into our mission (i.e. Christian based pregnancy center in Camp Hill; Soup kitchen in downtown Lancaster, etc.); Open (build or buy) a community Center that can support a small school, civic activities and community Outreach; Outreach to the community; Charitable institutions - what will our new “coffee shop” be?; Become an involved partner with local Non-Profits, resource centers, and government agencies, to help those who need help the most; Community Outreach – regular, scheduled events involving multiple groups to A: promote our church by spreading Christ’s word, B: serve the community, C: allow opportunities for current parishioners to get involved who otherwise may have not; Outward focused - be of greater service to our local non-orthodox community; Establish a strong, large, clearly defined core ministry team to extend the non-Sacramental parts of the pastor’s ministry and enable our parish do more to spread the Good News. This could embrace catechumen formation, adult education, charitable work, comprehensive music ministry, public relations, evangelization, youth ministry, prison ministry, etc. Roles would be filled by people with gifts, skills, and ongoing training for those ministries, all lovingly obedient to and cooperative with the pastor in their roles. There would be annual goals, periodic progress reports, and critical evaluation.

21 - STEWARDSHIP (Time, Talents & Financial Stability) - Financial stability; Planning for long-term financial health by building an endowment; Need to have a good budget to support our goals; Becoming a Financially Independent Tithing Church to allow us to do SO much more with our income in the form of ministry and outreach around our community; increase financial stewardship (so as not to rely on fundraising); All forms of stewardship; stewardship; Knowing ourselves and talents: Discerning our talents and using them in communion with God Will and in communion with each other to be the Body of Christ; Create a safe haven where each person is known, accepted, cared for, spiritually nurtured and encouraged to share his/her unique gifts and talents to the glory of God and for the building up of the Body of Christ; Motivate our church family to take inventory of their talents and share with others to grow our parish; Effectively steward the parishioners time and talents for the expansion of the kingdom of GOD; Utilize talents of parishioners in doing God’s work: Finding ways to talk with people who are not involved in a church project to get involved (don’t have internet); More delegation of responsibility by harnessing the potential of talented individuals who haven’t served before; Reaching those on the Margins or not Fully Engaged; Increased engagement of those who are on the periphery; Involve the Eritrean/Ethiopian leaders into the parish ministries more fully; Encourage parishioners to utilize their talents for leadership roles.

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19 - YOUTH EDUCATION AND YOUNG ADULT MINISTRY PROGRAMS - Continued education for our children; support for our children and teens to encourage them to grow and stay with the church; More vibrant and involved youth summer camp program; Build up the youth; Build a better sense of Community with our Unmarried and young Married people; keep our youth in the church; Incorporate younger parishioners into the administration and functioning of the Church; More specific opportunities for young people (both teens and young professionals) to engage and serve; How to nurture the youth in the parish to remain devoted to the Orthodox faith and religious practices and traditions throughout their lifetime; Increased engagement in Education (youth); Need to keep youth involved so they don't drift away from the Church; Increase engagement within the 20-40 age group; Creating better partnerships and relationships with our youth, as they are the future of our church; not "losing" members during college period; 400% increase in 18-30 demographic – We NEED to work on our future or there will be none!; Invest in our youth; Younger generations education & involvement- empowering all to the upholding of not just their own personal faith, but the future of the parish community.

17 - ORTHODOX EDUCATION - A personal commitment by each parishioner to expanding and nurturing her or his knowledge of our faith; Maintain, and possibly increase, the adult education programs; Education of Parishioners in learning about and living out the Orthodox Faith as the body of Christ, unpacking what this means; Spiritual growth; Grow our church family in faith and belief in the Lord; Create a parish full of intentional, educated, equipped Orthodox Christians; Increased engagement in Education (adults); Education; Education for all; Expanded education; Christian Education; demonstrate that Orthodoxy is a vibrant and living faith; Educate the community outside our parish family to the value and importance of the Eastern Orthodox Faith; Broaden public perception of Orthodoxy; Engage the modern community to the principle and life of Orthodox; Spread awareness of what Orthodoxy is; to have more parishioners involved in Sunday school from all ages groups.

11 - GROW PARISH - Increase membership; Bring people to church; Increase church membership; Increase membership within the 20-40 age group; Parish growth; Become Future Focused in our planning for Church growth; Growth focused efforts beyond sustaining the present condition; Plan for our children and grandchildren's future.

8 - GREATER CHURCH SERVICE ENGAGEMENT AND PARTICIPATION - Within the Tradition and the directives of the Holy Synod and our bishop, make our worship as authentic, reasonable, orderly, intelligible, participatory, accessible, prayerful, warm, and beautiful as humanly possible. Give logic to the dismissal of catechumens. Make the litanies' culminating prayers audible. Let the anaphora be loud and clear (and no singing over St. Basil's life-changing anaphora or the Epiclesis). Let the language be intelligible to modern Americans. Let readings be absolutely clear and properly pronounced. Let singing be seamless, suitably paced, properly expressive, pan-Orthodox, and mostly conducive to congregational participation. Let text be from OCA-approved sources and available to everyone in clear, accessible formats. Let girls and women be involved wherever possible within current canons and policies (including reading scripture at vespers and Divine Liturgy, dispensing antidoron and zapivka, and more); Bake our lives into the Church: knowledge of the persons of the Holy Trinity through the tools the Church has given us, attendance at Divine Services whenever possible in favor of secular activities, commitment to personal prayer, participate in Major Church fasting and feasting seasons, reading and knowledge of scripture, and our almsgiving; More church services; Increase participation in Liturgical services (Vespers, etc.) and sacraments; Encourage parishioners to utilize their talents for Liturgical duties (serving in altar, chanting/choir), ministries, etc.; Increase Church attendance; short homilies that are applicable to helping us with our lives today; Incorporate Orthodox Christianity into a modern life style.

8 - PARISHIONER UNITY/FELLOWSHIP - Increase connections between parishioners outside of services; Unity of our diverse population; Reaching out to all members of the church regularly (especially at these times); Enhance/embrace unity – team-building as a parish; Provide opportunities

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for all ethnic groups to work together; Inclusivity - how do we make our parish diverse in reality as well as on paper?; Use small groups to correct weaknesses and fill in ministry gaps; Parishioner unity.

8 - DEVELOP A STRATEGIC PLAN - Create a vision, mission and values goals; Need to know organizational goals; Adopt goals that are multiplying and not just additional to our Church; Develop a plan for a future to work within the realms of a new normal and cyclical changes in daily living; Make our current projects more successful; More opportunities to get the parish working together on large-scale collaborative projects (i.e. Pascha play 2017); - Engagement in process improvement by all- speak up and speak out and be flexible to positive change.

6 - NEW MISSION PARISH - Start a mission; perhaps discuss a new inner-city mission parish; Initiate a mission parish in the Hershey/Etown area; Creating another new local mission church; Daughter parish - if our parish continues to grow, a daughter parish is inevitable - is now the time or should we wait?; Help to start another Orthodox mission parish in central PA.

5 - FACILITIES EXPANSION/IMPROVEMENTS - consider expansion as numbers of conversions increase; Expand our physical plant to accommodate more people and express openness, welcome, safety, and transparency. This is needed in the temple (without damaging the beauty and integrity), in the fellowship facility (ideally, a new one), in the educational facilities (ideally, new ones), and in the parking lot; Re-inventing how we use our grounds & facilities to support growth; Expansion- expand physical space to accommodate current and growing parish by whichever means are most beneficial to Christ's church and our CTS community; Develop an extensive plan regarding how to physically accommodate future growth.

5 - INCREASE PARISH VISIBILITY - increase parish visibility; Establish more visible presence in Harrisburg city; Strengthen our presence and improve our curb appeal to the public, visitors and our local communities; Make our presence more than known to our community.

4 - STAFFING AND SUPPORT - Offer to assist Fr. Stephen in any way we can with church projects. He works so hard! Saw this so well these past few months!; Hire a youth director/pastor; hire an assistant priest; Identify, encourage, and mentor diverse range of leaders (including future clergy).

ONE OFFS:

- Spearhead a pan-Orthodox effort to educate, reach out to, and achieve unity among all Orthodox
- Continued emphasis on beautiful choir
- Bathroom and parking lot access
- Communication to visitors
- Engender a parish culture with the least possible barriers to communicating the Gospel in its fullness within our Orthodox, OCA, Harrisburg, PA, 21st century context
- Encourage kindness – being a good Samaritan
- Ensure counsel diversity
- Discipleship
- Focus on Christ (x 3)