



Holy Trinity Greek Orthodox Church
Grand Rapids, MI

Strategic Planning Retreat Day 1

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

Proverbs 29:18

Bill Marianes



TODAY is
the day
we...



**The sky is
not the limit...**



**...because there
are footprints on
the moon**



Who
is
OZ?





So, who's
"helping"
you today?

A journey ...

... 375,000+ airlines miles over 20 years

*...presentations to over 600 Parishes of
all Orthodox jurisdictions*

*...a financial stewardship analysis for
over 275+ Parishes*



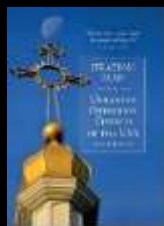
The Stewardship Calling Process has been used to complete Strategic Plans covering over **26%** of Orthodox Christians



**GOA
Metropolis
of San
Francisco**



**GOA
Metropolis
of Atlanta**



**Ukrainian
Orthodox
Church of
the USA**



**GOA
Metropolis
of
Chicago**



**Orthodox
Christian
Prison
Ministry**



**St. John The Divine (Jacksonville FL)
St. Mary (Wichita, KS)
St. John The Baptist (Beaverton, OR)
St. Nicholas (Ann Arbor, MI)
Sts. Mark, Mary, Philopater (Troy, MI)
Annunciation Cathedral (Atlanta, GA)
St. Nicholas (Grand Rapids, MI)**



Additional Recently Completed Strategic Plans:

**OCA Diocese of New England
OCA Diocese of Midwest
St. Demetrios (Saginaw, MI)
Holy Trinity (Indianapolis, IN)**

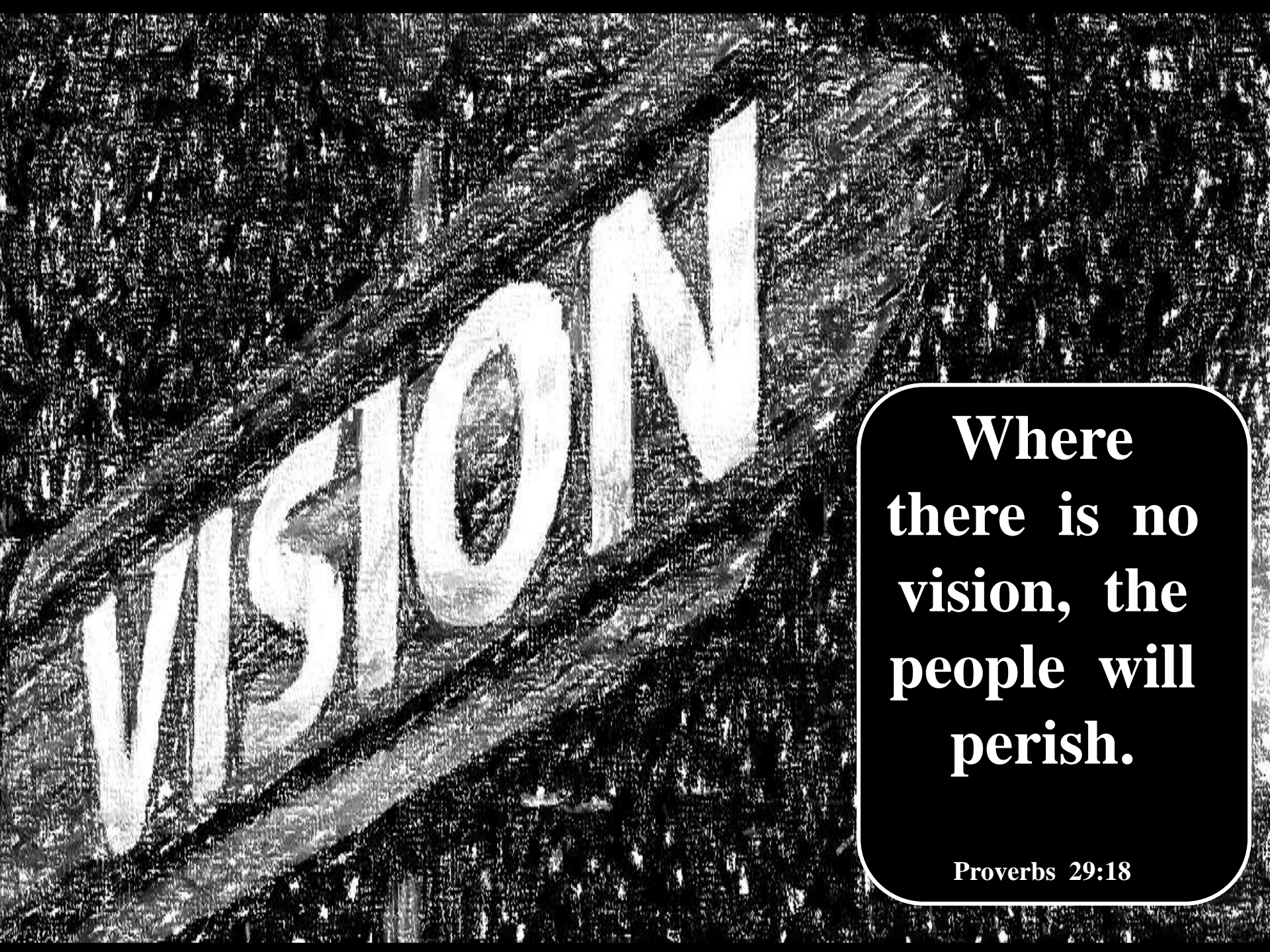
Additional Strategic Plans In Progress:

**ZOE for Life (Cleveland, OH)
Christ The Savior (Harrisburg, PA)
St. Raphael (Iowa City, IA)
St. Sophia (Miami, FL)
Holy Trinity (Grand Rapids, MI)
St. Sophia (San Antonio, TX)**

Your
Comfort
Zone

Where the
Magic
Happens





**Where
there is no
vision, the
people will
perish.**

Proverbs 29:18

Your Strategic Planning Page

Stewardship Calling

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

www.stewardshipcalling.com

WHY ARE YOU HERE? STEWARDSHIP **STRATEGIC PLANNING** INTERNET RADIO & PODCASTS KEYNOTES & LEADERSHIP

BLOG RESOURCES PERSONAL

40X - 4 DISCIPLINES OF EXECUTION STRATEGIC PLANNING PROCESS

HOLY TRINITY GOC - GRAND RAPIDS, MI.

HOLY TRINITY - INDIANAPOLIS - STRATEGIC PLAN

ST. NICHOLAS - GRAND RAPIDS, MI STRATEGIC PLAN

ZOE FOR LIFE - WHY DISCOVERY

ST. DEMETRIOS - SAGINAW, MI STRATEGIC PLAN

CHURCH STRATEGIC PLANNING VIDEO

ARMENIAN APOSTOLIC CHURCH EASTERN DIOCESE - STRATEGIC PLAN

HOLY TRINITY - PHOENIX, AZ - WHY DISCOVERY

OCA DIOCESE OF NEW ENGLAND - STRATEGIC PLAN

Holy Trin

Orthodox Church

is, MI

Holy Trinity GOC - Grand Rap

By the grace of God, the dynamic par Church in Grand Rapids, Michigan is a comprehensive strategic planning pro the inspired leadership of Father Josh Ana Fiorenzo, Jim Gorant, Manny Lion work of our very diverse and extensiv found on this page.

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This presentation and all your ongoing work product can be found under the [Strategic Planning](#) tab at the page for: [Holy Trinity GOC - Grand Rapids](#)

<https://stewardshipcalling.com/holy-trinity-goc-grand-rapids-mi/>

The most critical question each person, parish and ministry must answer.



Find Your



“I beg you to walk worthy of the calling to which you have been called.”

Ephesians 4:1

“... to each one of us grace was given according to the measure of Christ’s gift... some to be apostles, some prophets, some evangelists, and some pastors and teachers for the equipping of the saints for the work of ministry...”

Ephesians 4:7-13

“Two of the most important days of your life are:

First, the day you were born; and

Second, the day you figure out why.”

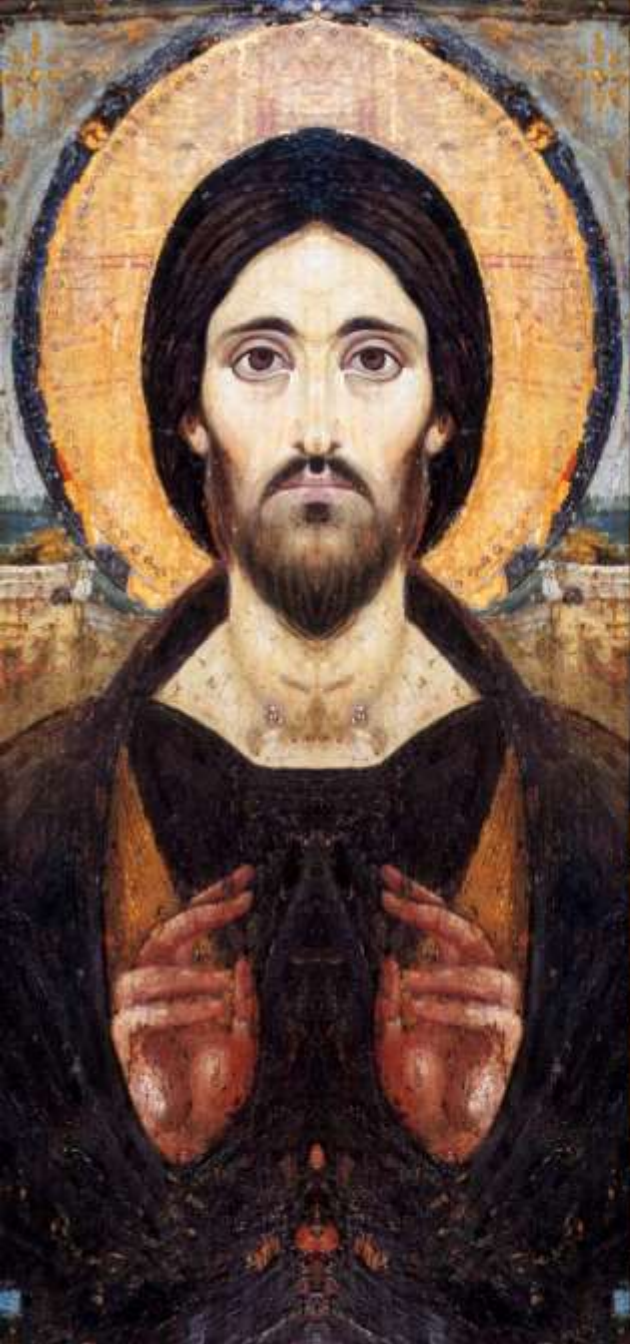


**Mark
Twain**



Why Are We Doing This?

“That the end of our lives may be Christian, without pain, blameless and peaceful, and for a good account at the awesome judgment seat of Christ.”



**Christ's
possible
very
difficult
question**



What did **you** do,
for **My** church and **My** people,
under **your** watch,
given all of the gifts **I** gave **you** ?



Old Chinese Proverb

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

The second best time is today.”

1. Fr. Joshua

2. Core Team

Chris Afendoulis

Ana Fiorenzo

Jim Gorant

Manny Lionikis

Sam Nicholas

Fr. Joshua Pappas

Chris Upson

3. Retreat

Master Manny

4. All of you...



Special Thanks

Retreat Agenda

P.S. it's on pages 3-5
of your handbook

Two Process Keys



Rules of Engagement & Consensus

Rules Of Engagement

ROEs

P.S. They are on page 2 of your handbook.

1. We stay on schedule
2. Everyone is equal
3. We interact confidentially.
4. Ask questions
5. We'll park tangential issues.
6. No distractions.
7. All decisions made by consensus.
8. Focus only on things we control or influence
9. Everyone **MUST** participate.
10. Be honest and "no spin."



11. No defensiveness.
12. NO "Discussion Killers."
13. Think strategically and outside the box.
14. Speak precisely and succinctly.
15. We are members of the Body of Christ treating everyone with love and respect and allowing the Holy Spirit to participate freely.

A group of five business professionals (three women and two men) are gathered around a red circular table in a meeting room. They are dressed in dark business suits. The scene is captured in a dramatic, slightly overexposed style. The individuals are leaning in, some with their hands on the shoulders of others, suggesting a tense or intense discussion. One woman on the left is pointing her finger towards the center. A man in the middle is looking towards the right. Another man on the right is also pointing towards the center. The overall atmosphere is one of conflict or a struggle for agreement. The word "Consensus" is overlaid in large, white, sans-serif font across the middle of the image, underlined.

Consensus

Consensus

A group of business professionals in a meeting, with text overlaid on the image. The image is dark and semi-transparent, showing several people in business attire sitting around a table, engaged in discussion. The text is white and bold, providing a definition of consensus.

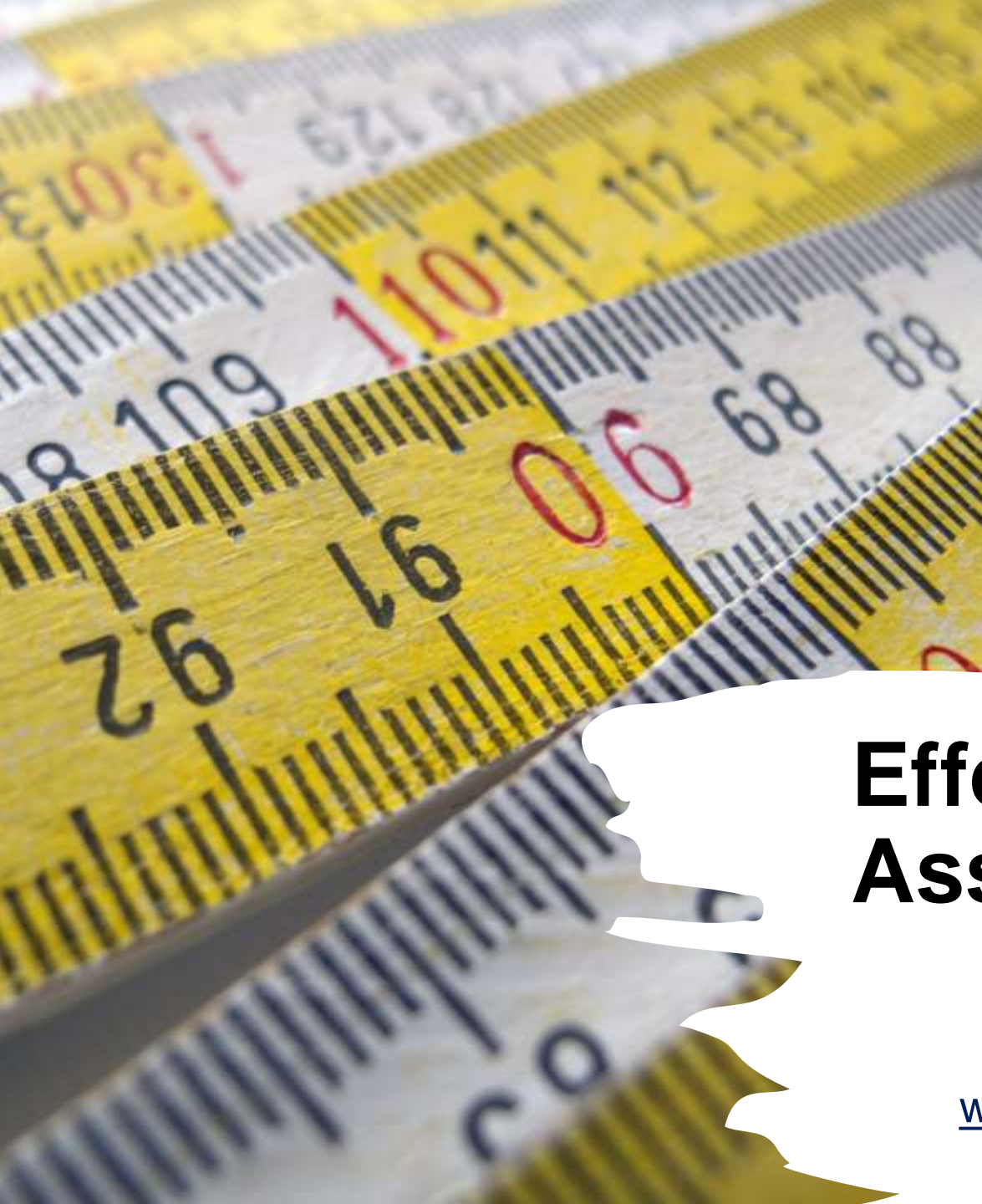
~ Seek the “common mind” through respectful dialogue

~ An agreement everyone can “live with” (even if it is not their first choice)

~ Consensus is achieved once:

(a) the discussion has been full and fair

(b) everyone can live with the modified proposal



Effective Parish Assessment

www.effectiveparish.org

THE ORTHODOX PARISH – A LIVING HOUSE OF FAITH





How Fast Is Our World Changing?



Exponentially!

We are living in exponential times...

... the speed of change is
unimaginable and accelerating

'The following is based on the pioneering YouTube video “Did You Know?” (with certain updated statistics).

Did You Know? is licensed by Karl Fisch, Scott McLeod, and XPLANE under a Creative Commons Attribution Non-Commercial Share-Alike license. You are free to copy, distribute, remix and transmit the presentation as long as you give proper attribution to the original creators and share the resulting work under the same license. You may not use Did You Know? for commercial purposes without permission from the creators. (Selected statistics have been updated, as much as reasonably possible, from available sources.)

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



Pokémon GO - 19 days



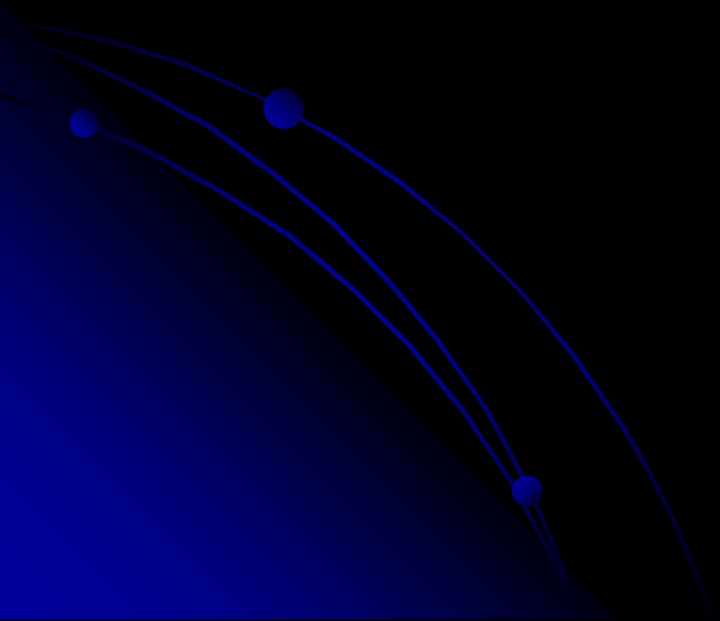


~ 2.3 BILLION worldwide users

~ 8.3 hours of video is uploaded every second

~ Viewers watch 1 BILLION hours of video every day

We are living in exponential times...



facebook started about 19
years ago in October 2003.

~ It now has over 2.89 Billion
active monthly users.

~ It is has over 1.91 Billion
active daily users.

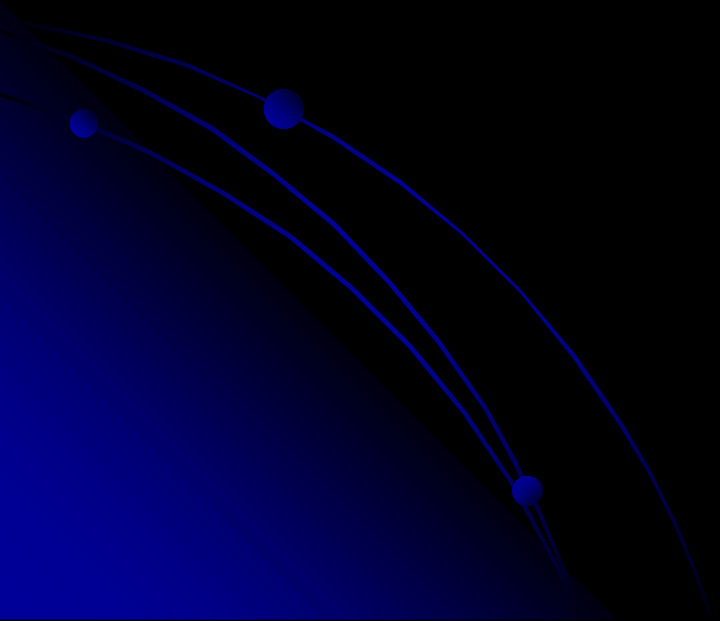
If Facebook were a country . . .



. . . it would be the largest country in the world

. . . Almost twice the size of China and India, and 8.7 times bigger than the U.S.

We are living in exponential times...



~ 97% of American adults text.



~ Text messages have a 98% open rate versus only 20% for email.

~ 95% of all text messages are read in under 3 minutes.

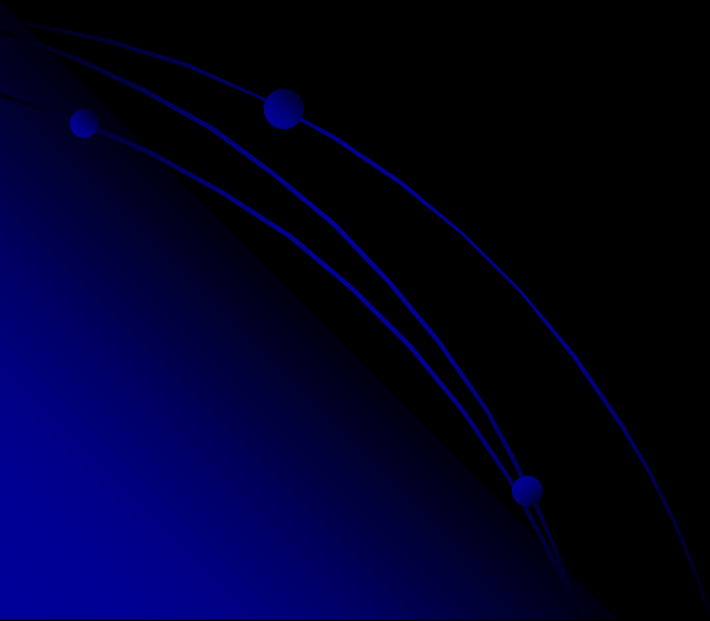


~ 13% of couples married in
the U.S. in 2005 . . .
. . .met online

~ By 2017, 39% of couples
in the U.S. met online

We are living in exponential times...

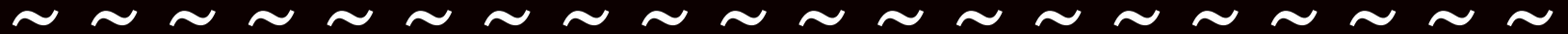
So what does this mean for Holy
Trinity Grand Rapids?





Jack Welch

Chairman & CEO - General Electric

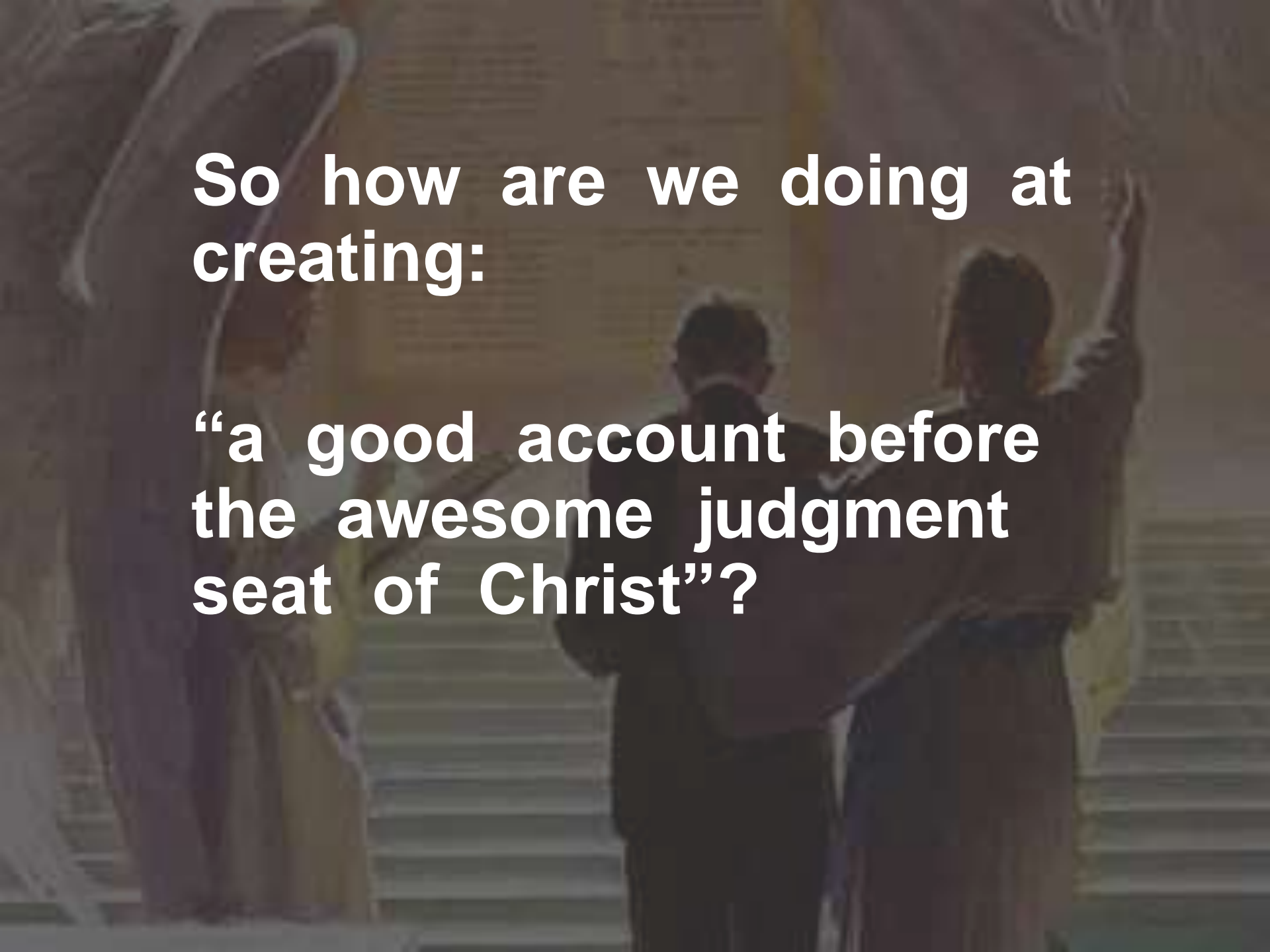


“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”



“Change before you have to.”

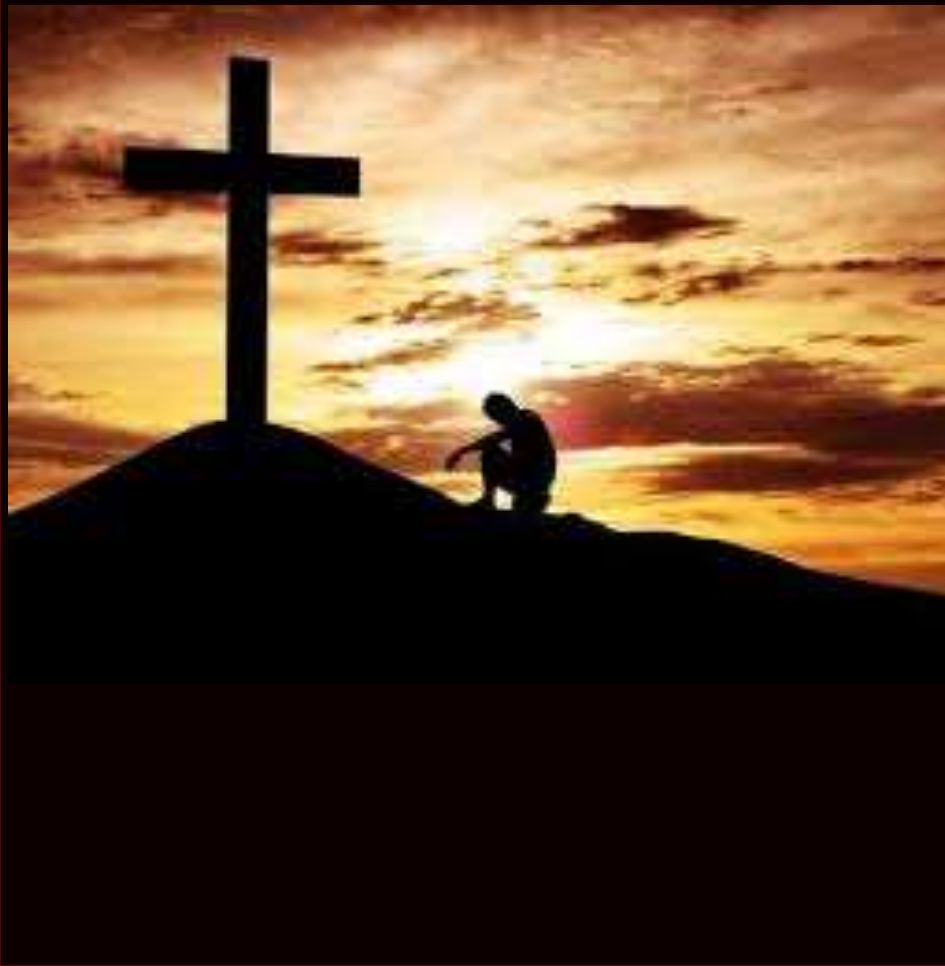




**So how are we doing at
creating:**

**“a good account before
the awesome judgment
seat of Christ”?**

How Are We Doing Spiritually?



We Lost Our Adults

47% of adults who were raised in the Orthodox Church have left the Church¹

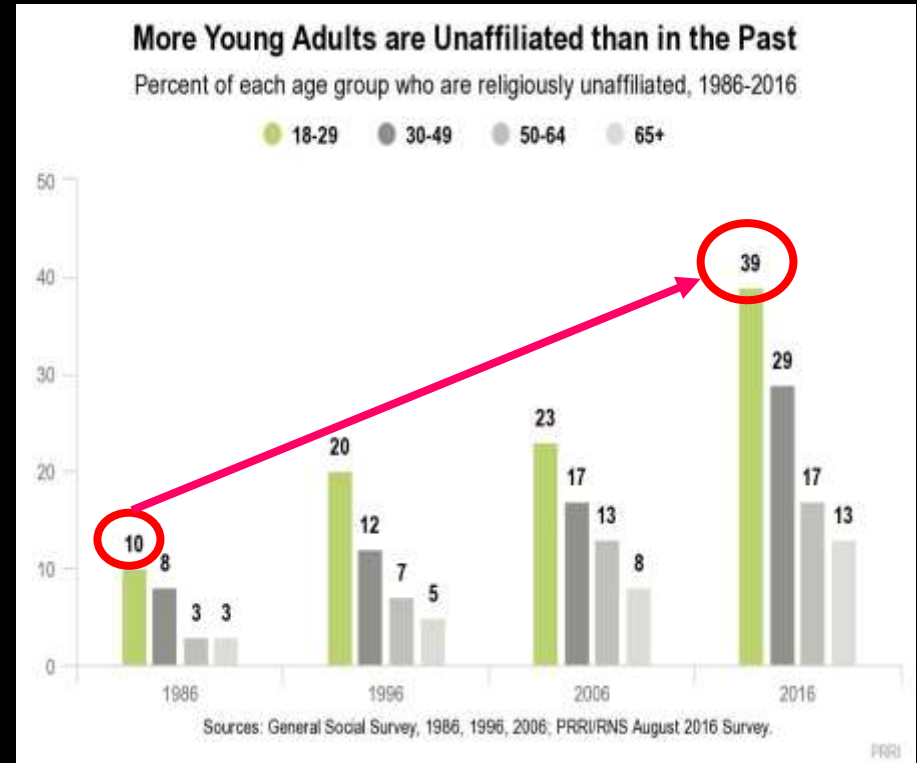
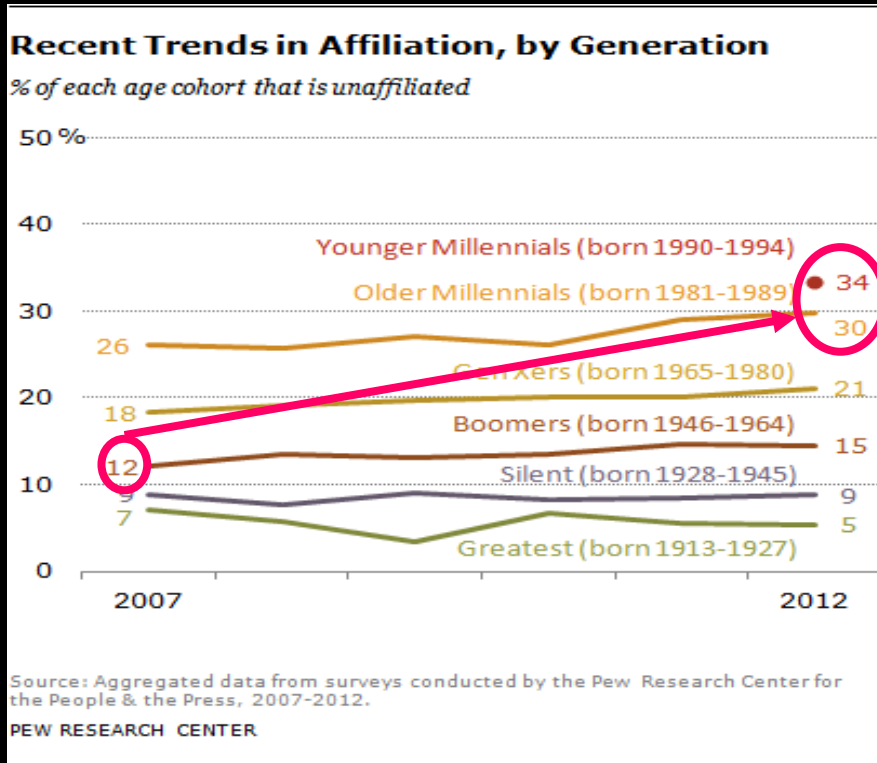
Cradle Orthodox Adults Who Are Still in the Church



■ YES ■ NO

PRE-COVID We Can “Kiss Our Youth Goodbye”

**34% to 39% of Millennials (1981-1996) are
“NONES” and claim NO religion**



[Religion in the Millennial Generation \(2010\)](#) and [U.S. Religious Landscape Survey \(2007\)](#), Pew Forum on Religion & Public Life of the Pew Research Center.

Public Religion Research Institute August 2016 Survey

PRE-COVID We Can “Kiss Our Youth Goodbye”

Youth church drop out rate has grown from

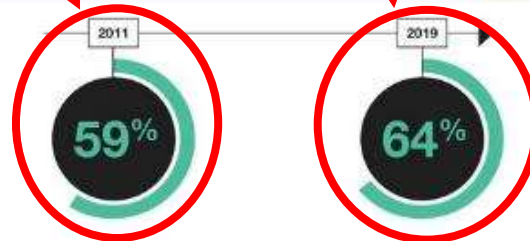
59% (2011) to 64% (2019)

When Barna president David Kinnaman published his 2011 book *You Lost Me*, we heard from many people (especially church leaders) who were shocked to learn that 59 percent of young adults with a Christian background had dropped out of church at some point during their 20s—many for just a time, but some for good.

Eight years later, research for Kinnaman's new book *Faith for Exiles: 5 Ways for a New Generation to Follow Jesus in Digital Babylon* reveals that the church dropout problem is still a problem. In fact, the percentage of young-adult dropouts has increased from 59 to 64 percent. Nearly two-thirds of U.S. 18–29-year-olds who grew up in church tell Barna they have withdrawn from church involvement as an adult after having been active as a child or teen.

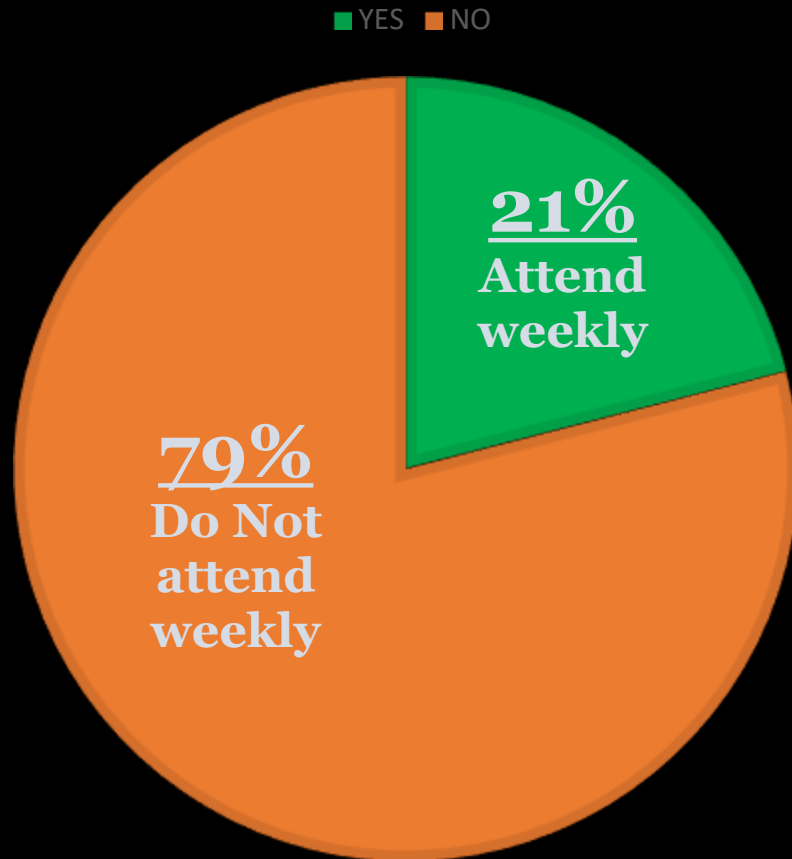
INCREASE IN CHURCH DROPOUTS

Barna



PRE-COVID Church Attendance Data

ATTEND CHURCH WEEKLY



Only 21% of all GOA adherents regularly attend church services on a weekly basis.¹

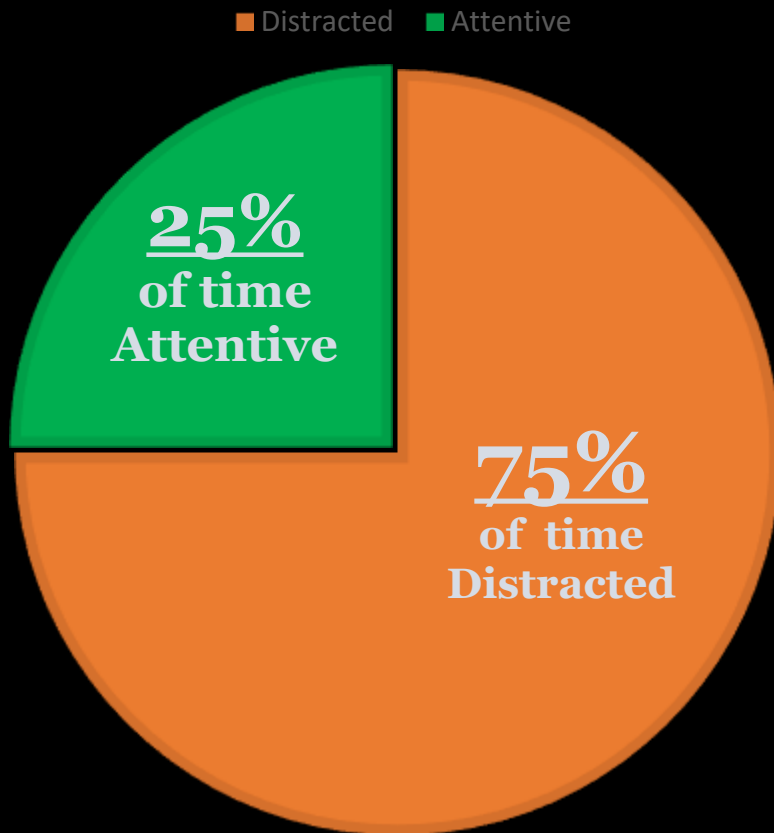
P.S. It averages:

- 21 % in GOA parishes
- 22 % in Serbian parishes
- 26% across all Orthodox parishes
- 37% in Antiochian parishes
- 40% in OCA parishes
- 48% in Carpatho Russian parishes

¹ Eight Facts about Church Attendance in US Orthodox Christian Churches (2010) Assembly of Canonical Orthodox Bishops of North and Central America.

Church Attentiveness Data

% OF TIME DISTRACTED

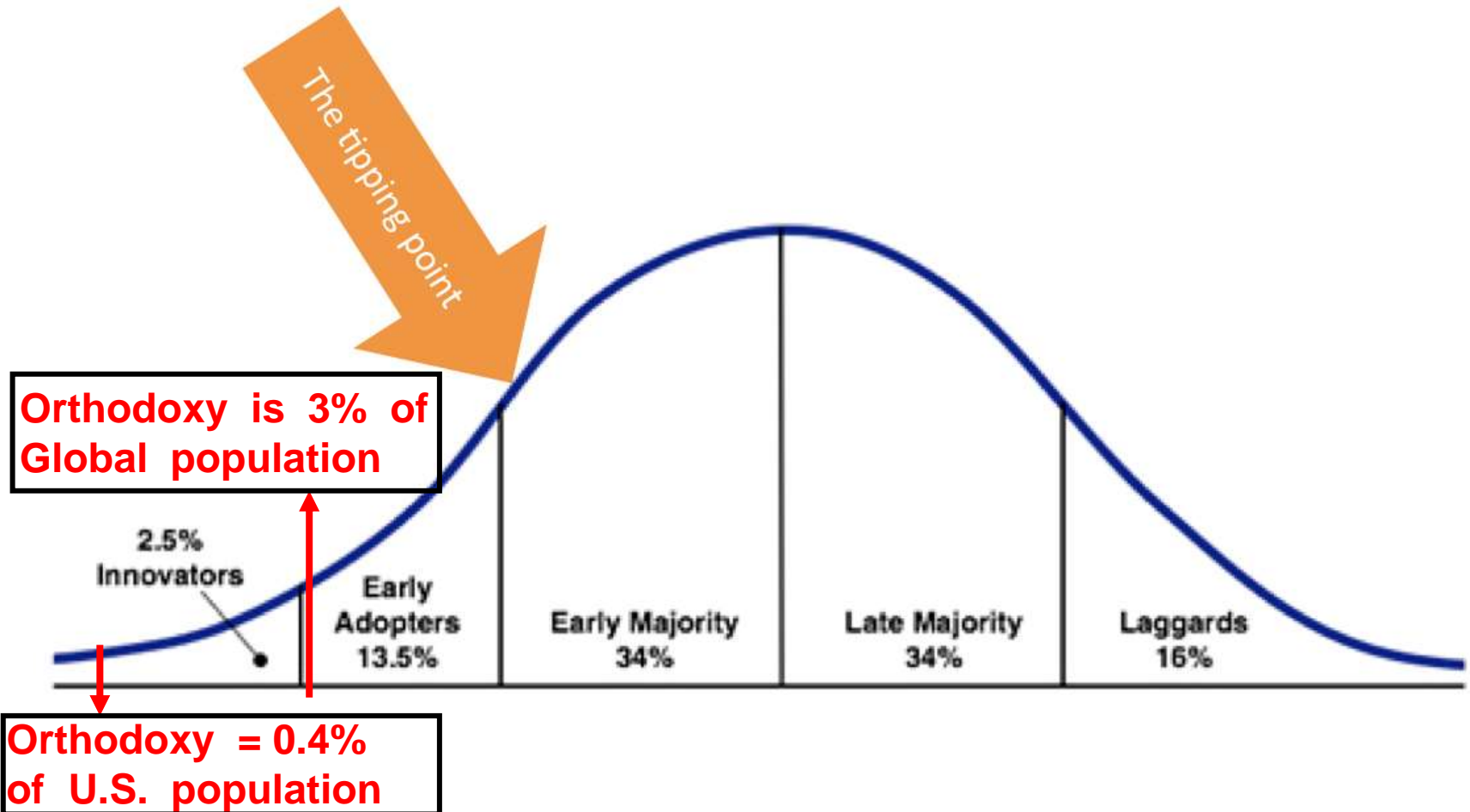


Our minds wander 70% to 80% of the time during Orthodox church services (excluding the sermon)¹

¹ Personal survey data acquired from interviews of hundreds of Orthodox Christians by Stewardship Calling

How Is Orthodoxy Doing At Sharing Its WHY?

The law of diffusion of innovation





Where You Live Matters



lighter color = less religious

GALLUP POLL

State of the States
Importance of Religion

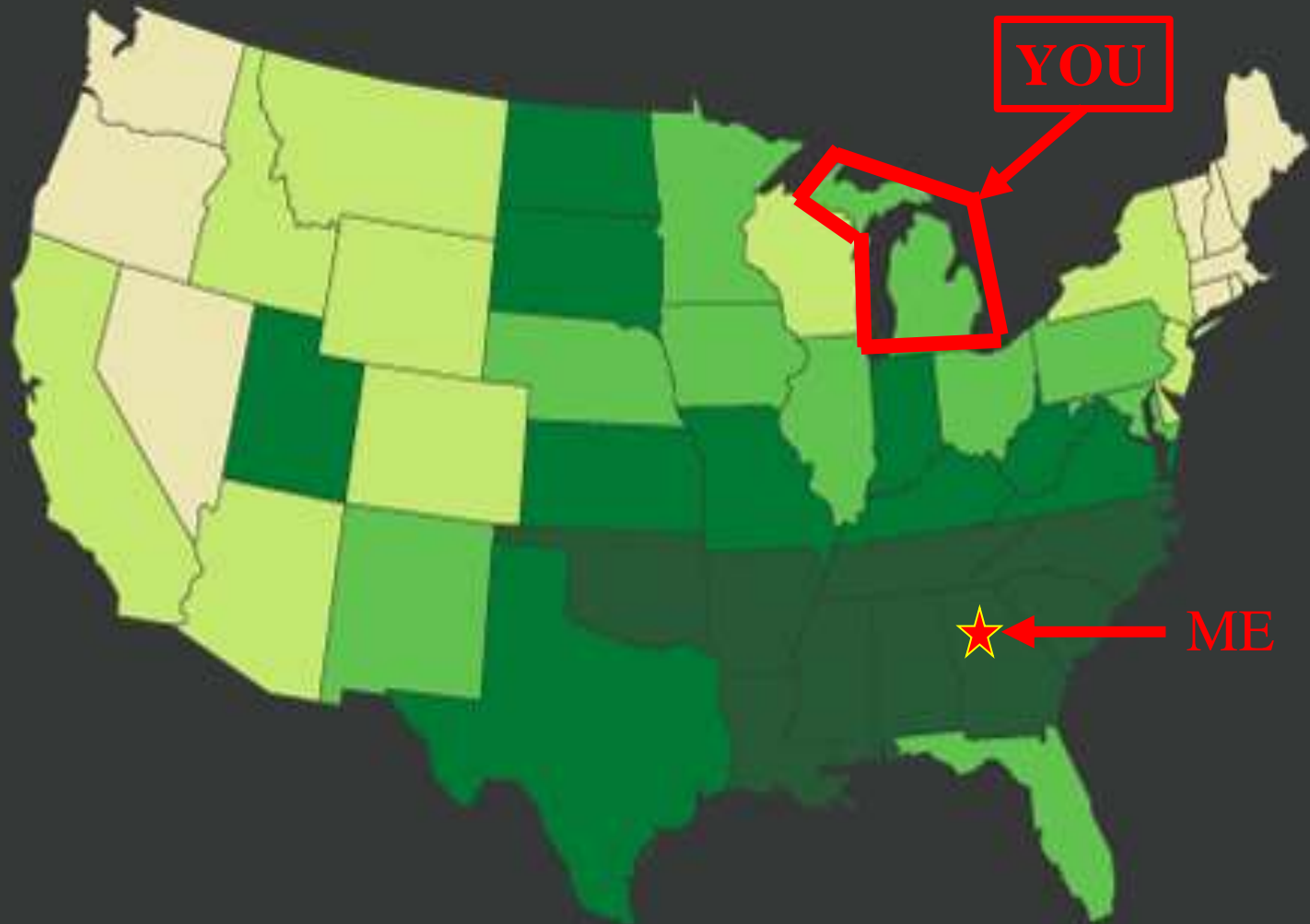
Most Religious

More Religious

Average

Less Religious

Least Religious



How Are We Doing Financially?

GENEROSITY



PRE-COVID Giving Facts¹

- ~ People give a lower % of income to churches in the 2000's than during the Great Depression or the 1920's
- ~ 37% of church goers give \$0 to their church
- ~ 17% of Americans reduced their church giving
- ~ Average Orthodox stewards give their church between 0.5% to 0.8% of their income ²

¹ Christian Stewardship Association; Barna Research Group; Empty Tomb; Giving USA Foundation, <https://nonprofitssource.com/online-giving-statistics/church-giving/>, Stewardship Calling Financial Stewardship Analysis of over 250 parishes

² From Financial Stewardship Analysis of over 250 U.S. Orthodox Parishes conducted by Stewardship Calling ministry

PRE-COVID Giving Facts¹

U.S. Orthodox Christians are in:

~ top 1/3 in annual income

~ bottom 1/3 in church stewardship

¹ Pew Forum income data compared against Financial Stewardship Analysis of over 275 U.S. Orthodox Parishes conducted by Stewardship Calling ministry

Holy Trinity Greek Orthodox Church
Grand Rapids, MI

Financial Stewardship Analysis

~~~~~  
*“For unto whomsoever much is given, of him shall be much required.”*  
*Luke 12:48*  
~~~~~

Bill Marianes



**STEWARDSHIP
CALLING**





Holy Trinity GOC Actual 2018 - 2020 and GOC Average Percentages



INCOME TOTALS

- Stewardship
- Disguised Stewardship
- NO (Non-Orthodox) Income

AVG

52%

20%

28%

2020

77%

17%

6%

2019

56%

13%

31%

**% of total Parish expenses going
to Parish chosen charities**



0.5%

0.9%

Holy Trinity Significant Stewardship Donor Concentration

Donor Concentration from donor contribution records	2020	2019	2018
TOP 10	35%	35%	33%
TOP 20	51%	52%	49%

**Excessively high donor
concentration**



Holy Trinity Dreams ¹

What ministries, services or charities could you fund if you had

\$ 967,678

in total annual stewardship instead of only \$ 283,097

¹This is achievable if Holy Trinity became a tithing parish

Here's How This Is Possible at Holy Trinity GOC

¹ Median annual household income U.S. Census as reported 10-02-2020: Lebanese \$87,099; Russian \$85,989 - Greek \$82,036; Romanian \$81,878; Ukrainian \$81,603; Serbian \$81,452; Bulgarian \$80,626; Armenia \$77,110. =

MEDIAN INCOME OF AMERICANS FROM HISTORICALLY ORTHODOX COUNTRIES = \$81,750

- Est. Median U.S. Orthodox Christians income = **\$81,750¹**
- **\$8,175** = a median income tithe
- Your 2021 median stewards donation = **\$1,003**
- Your stewards are giving \approx **1.2%** of Orthodox “proxy” median
- If all 153 stewards earned the median and tithed, your stewardship income would = **\$1,250,775** instead of only **\$283,097**
- What could you do with **\$967,678** more?

A photograph of a shattered glass vase, tilted at an angle. The vase is broken into several large pieces, with sharp edges and a jagged opening. The background is a blurred indoor setting with a light-colored wall and a dark object, possibly a lamp, in the foreground. The overall tone is somber and dramatic.

Reality

Shattered

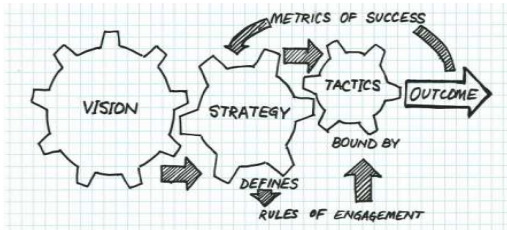


AUDIENCE PARTICIPATION TIME!

**What Are The Biggest Challenges
Facing Your Parish?**



Your Church's "ABCDE"s Biggest Challenges



$$\Delta S = S_f - S_i = \int \frac{dq_{rev}}{T}$$

$$\Delta S = \frac{q_{rev}}{T}$$



The Solution

E²

Your Parish “A” Challenge



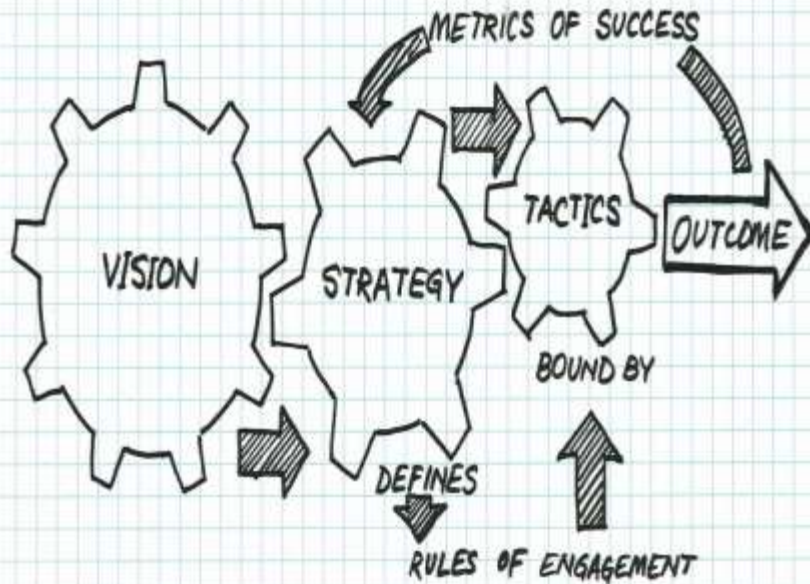
- ~ Some parishioners treat the church like an ATM
- ~ They just drive up and “withdraw” a church service, sacrament, or youth/other ministry activity whenever they want
- ~ And you don’t see them again until they come to make another withdrawal



Your Parish “B” Challenge

- ~ Buildings
- ~ “The Church” is NOT just 90 minutes on Sunday in a building
- ~ The faithful are the Church 24x7x365 and wherever they are and in everything they do

Your Parish “C” Challenge



- ~ Consensus agreement on your church WHY, Core Values & Vision
- ~ WHY is your essential purpose, the reason your church exists
- ~ Core Values are the values you never compromise and that drive all church decisions
- ~ Vision is where your church will be in 3+ years

Your Parish “D” Challenge

- ~ Develop Leaders-Managers-Teams
- ~ Leaders are change agents who lead the church’s WHY and Vision consistent with its Core Values
- ~ Managers lead the WHY and Vision of the Ministry they manage and organize their Teams
- ~ Team Members execute the specific Ministry tasks consistent with the church’s Core Values and their personal values



Your Parish “E” Challenge

$$\Delta S = S_f - S_i = \int \frac{dq_{rev}}{T}$$

$$\Delta S = \frac{q_{rev}}{T}$$

- ~ Entropy
- ~ Everything in the universe moves from order to disorder, and Entropy measures that change
- ~ If you don't make positive changes, you will get negative changes



The Cure To Your Parish “ABCDE” Challenges

~ E²

~ Educate - the faithful on the church WHY, Core Values, Vision and what it means for them to be the church 24x7x365

~ Engage - the faithful more fully in the liturgical, sacramental, and ministry life of the parish as generous stewards of God’s gifts



“I had a miraculous dream in which our list of questions all had answers.”



If Holy Trinity GOC ceased to exist,
would anyone in Grand Rapids miss
us (other than our Greek food)?

Who Owns The Problem?

“Any time the majority of people behave a particular way the majority of the time, the people are not the problem. The problem is inherent in the system.

As a leader, you own responsibility for the system. Although a particular person can be a big problem, if you find yourself blaming the people, you should look again.”

**W. Edwards Deming
(father of the Quality Movement)**

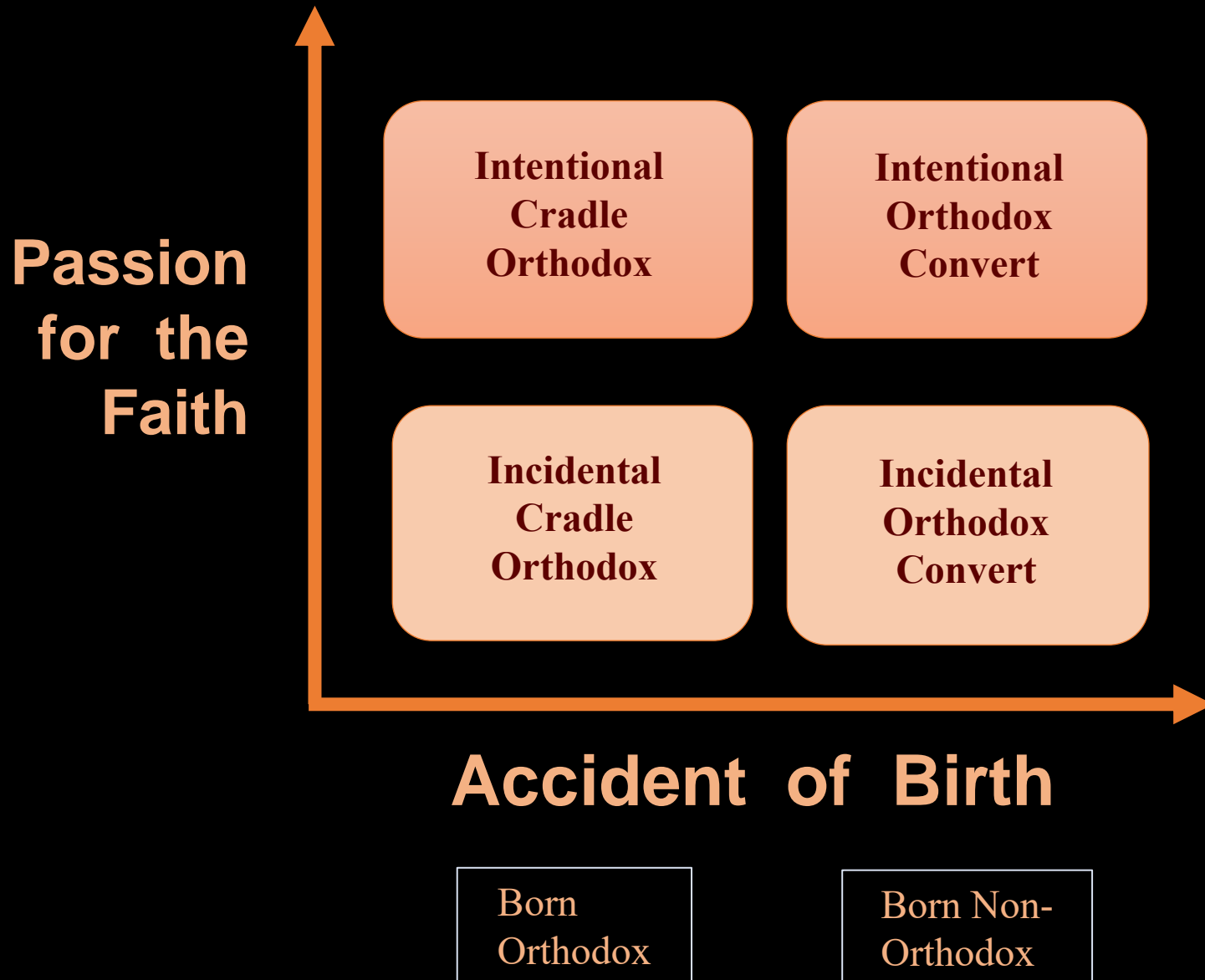


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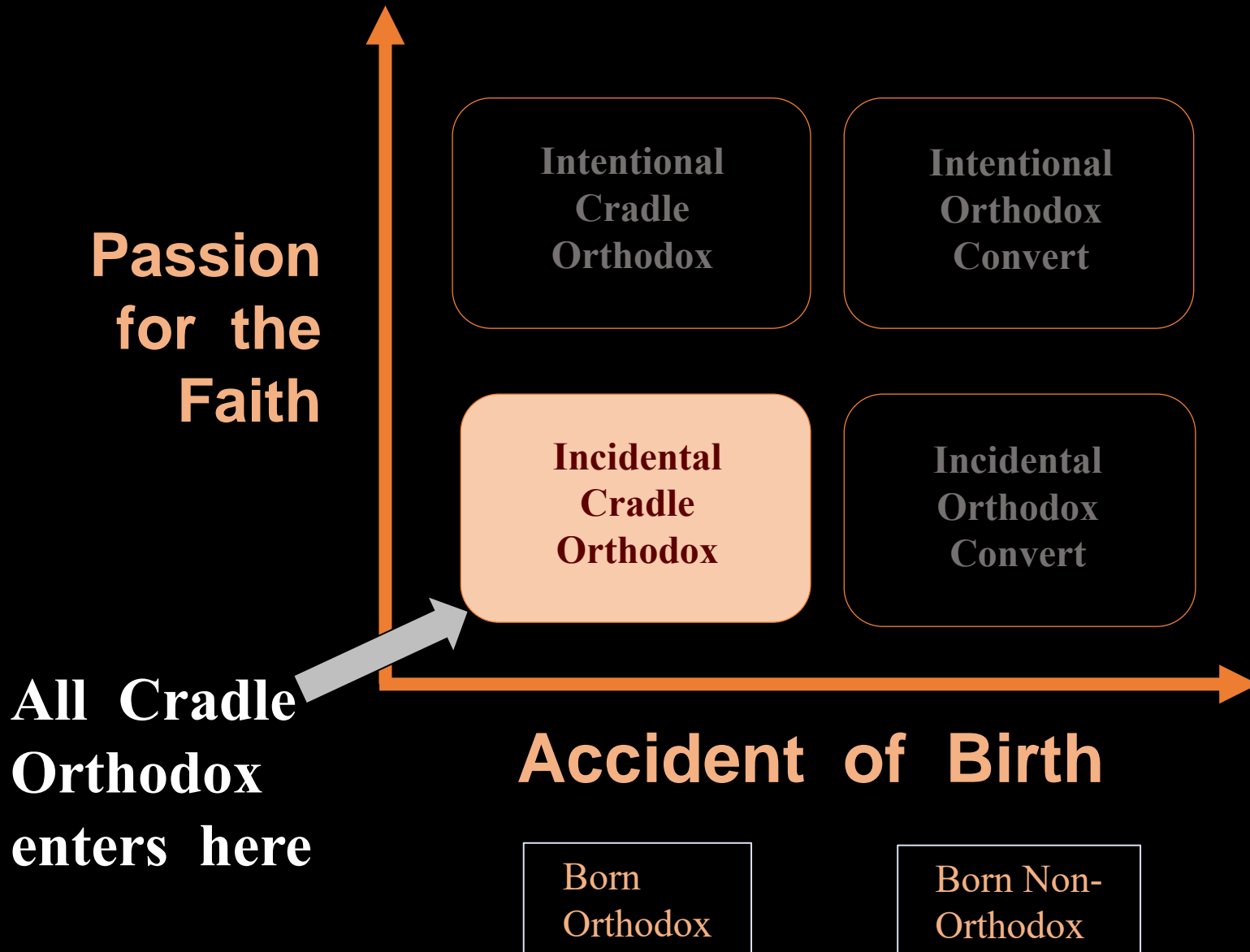
The Orthodox Church Demographic Makeup Has Changed Significantly Over The Last 15 Years



4 Kinds of U.S. Orthodox Christians



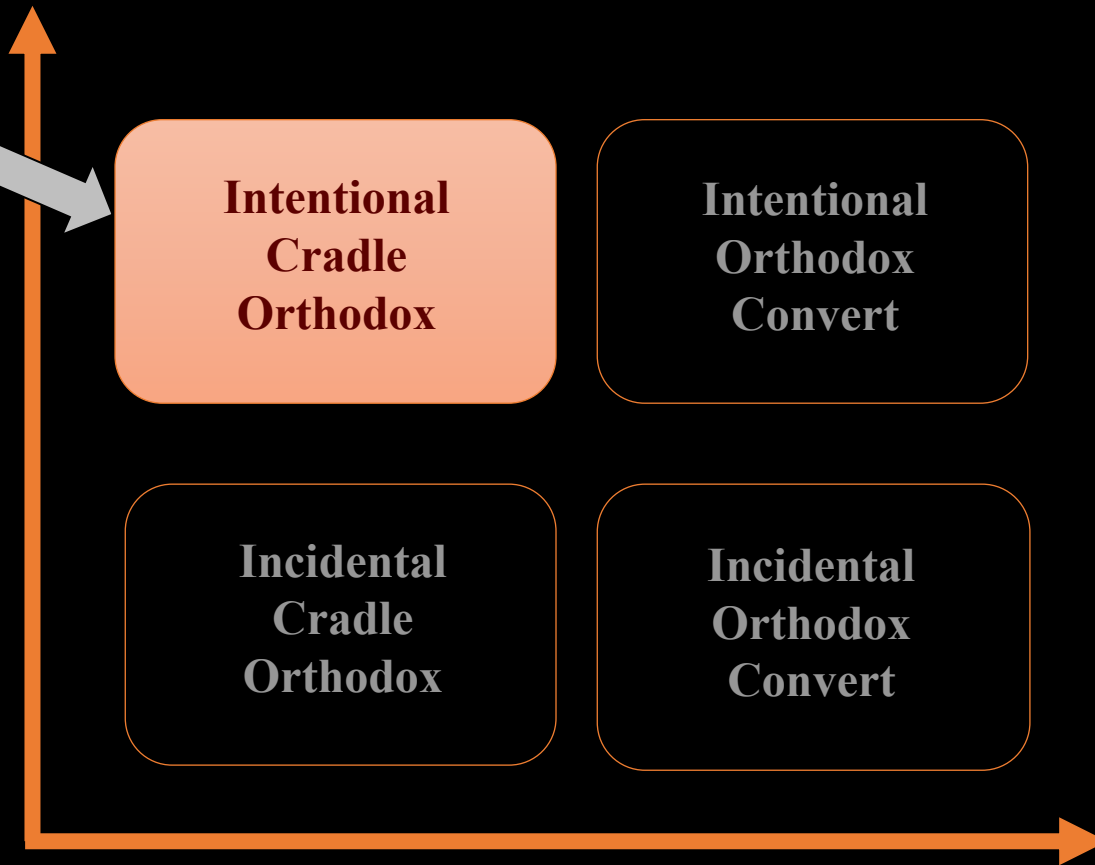
4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians

Few Cradle
Orthodox
move here

Passion
for the
Faith

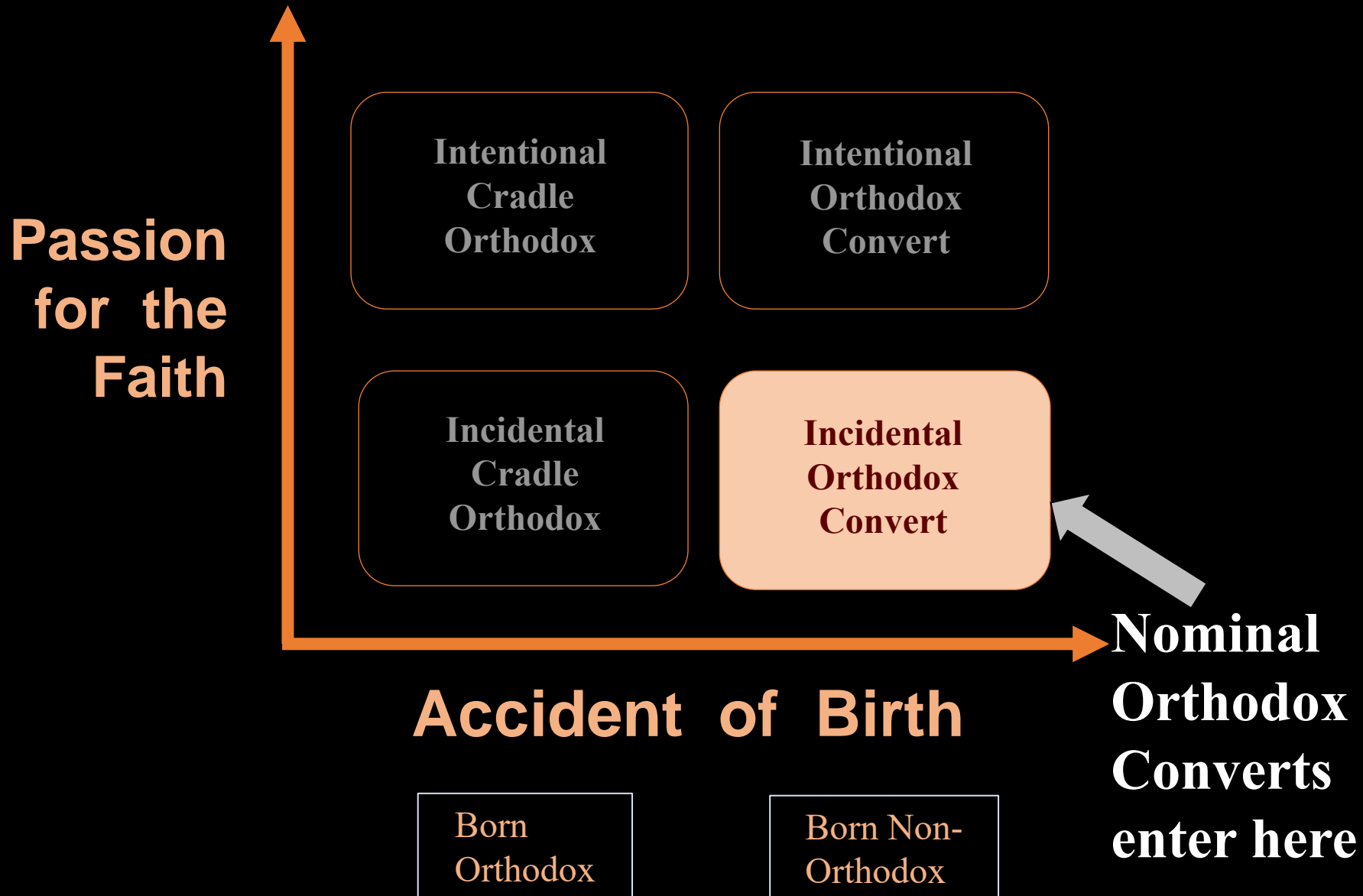


Accident of Birth

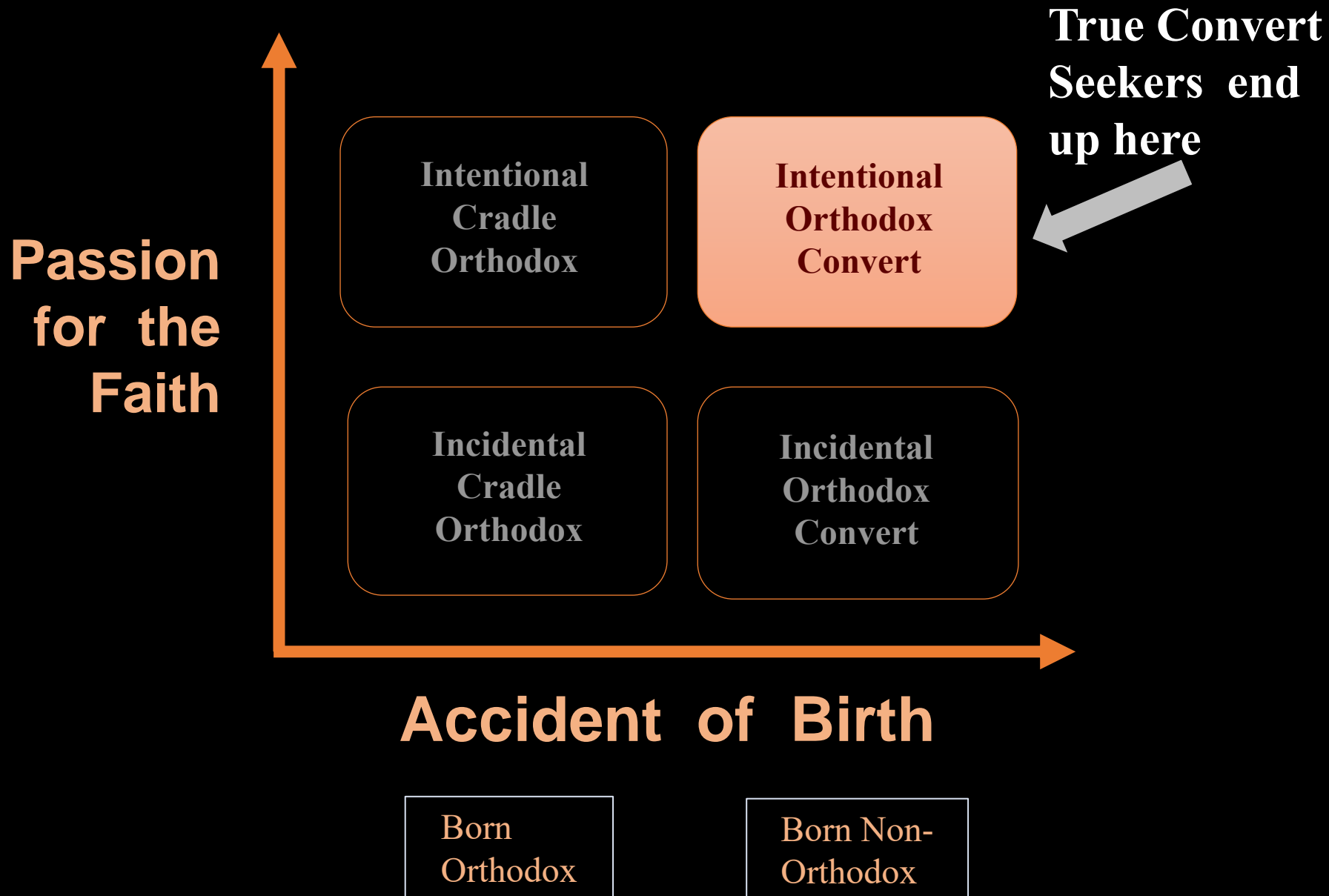
Born
Orthodox

Born Non-
Orthodox

4 Kinds of U.S. Orthodox Christians



4 Kinds of U.S. Orthodox Christians



“If you keep doing what you’ve always done, you’ll keep getting what you’ve always got.”



Henry Ford

“The domain of leaders is the future.

The work of leaders is change.

The most significant contribution leaders make is not to today’s bottom line...

...it is to the long-term development of people and institutions so they can adapt, change, prosper, and grow.”





2 Fundamental Rules and 1 Critical Question

1. Since change is the only constant, you must constantly change.

2. You cannot master what you do not measure.

3. How are you measuring effectiveness or success in your parish?



An illustration of an iceberg floating in a blue sea. The tip of the iceberg, which is above the water line, is labeled "Symptom". The much larger part of the iceberg, which is submerged below the water line, is labeled "Root Causes".

Symptom

Root Causes

Problem = large numbers of sub-Saharan African children getting repeated bacterial infections



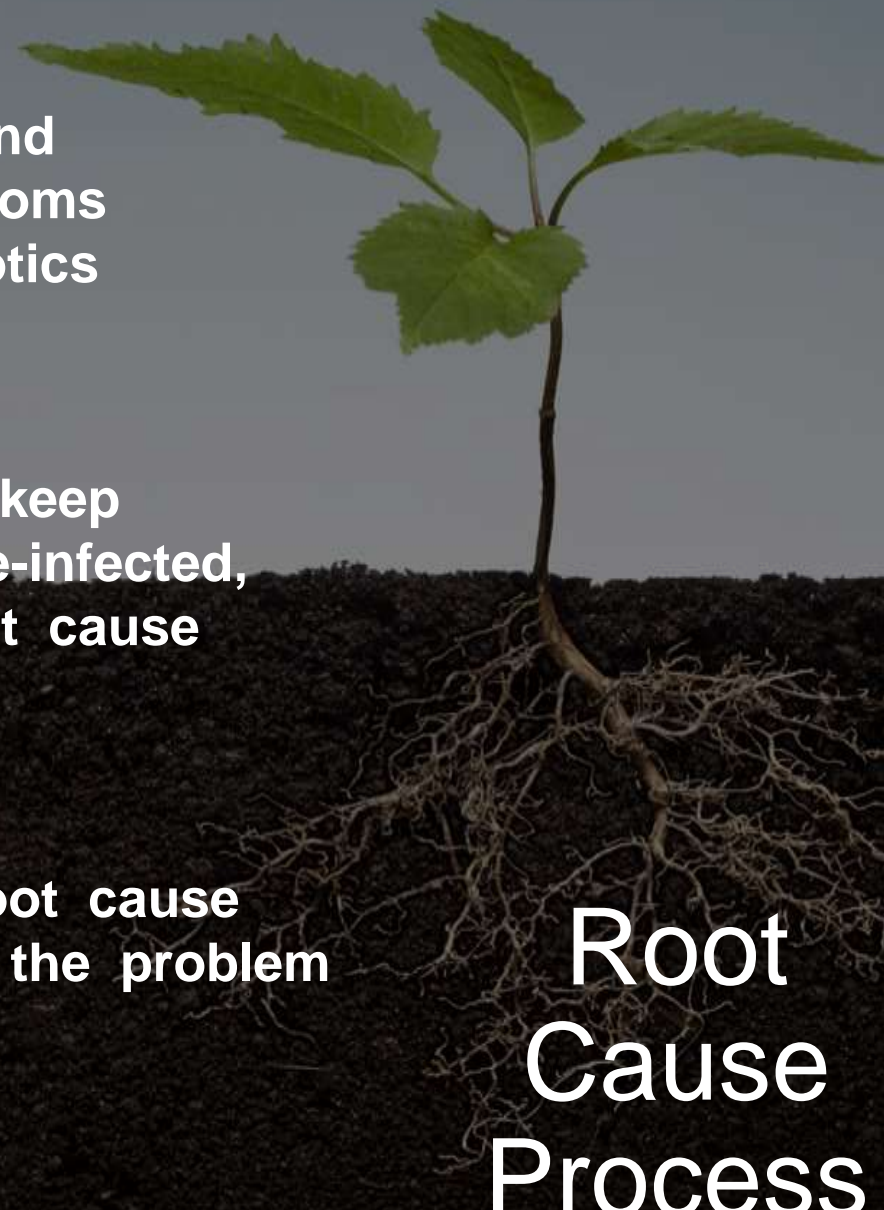
Step 1: diagnose and treat symptoms with antibiotics



Step 2: when kids keep returning re-infected, identify root cause



Step 3: address root cause and solve the problem



**Root
Cause
Process**



The Good News

You are not alone...



“Two are better than one, because they have a good return for their labor.

If either of them falls down, one can help the other up.

But pity anyone who falls and has no one to help them up.”

**ONE
TEAM
ONE
DREAM**



Ecclesiastes 4:9-10

***So we, being many,
are one body in
Christ,***

***and every one
members one of
another.***



Romans 12:5

Are You Willing To Play On A Championship TEAM?



Comfort ... Discomfort







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

**UCLA Coach
John Wooden**



**Won 10 NCAA national
basketball championships
in 12 years (7 in a row)**



**You miss 100%
of the shots
you don't take.**

Wayne Gretzky



“Leaders of a Church will either be risk takers, caretakers or undertakers.”



As iron sharpens iron, so one person sharpens another.

Proverbs 27:17

Don't Leave Your Teammates Hanging

~ You devalue your team and this work if you don't timely respond

~ Can you prioritize this eternally salvific church work the same or more than your "day job"?

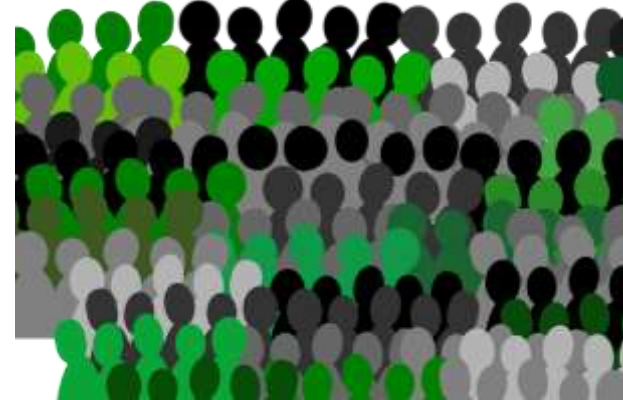
~ If you make this transformational work a priority you won't leave your brothers and sisters teammates hanging



It Takes 3 Teams

Community

Community-wide input throughout, including the beginning and in the Strategic Goal formulation



Strategic Planning Team

A diverse, representative cross-section of Parish strategic thinkers who analyze the data and help draft a Strategic Plan



Implementation Team

A larger diverse group of parish faithful who actually do the work and implement all of the Strategic Goals and Action Plans and who are accountable for the achievement of the Strategic Plan



Oz's 2 Team Premises

None of us is as
smart as all of us are.



None of us can do as
much as all of us can
do together.

TURN *the* PAGE



**There comes a day
when you realize
turning the page is
the best feeling in
the world.**

**Because you realize
there's so much
more to the book
than the page you
are stuck on.**





**Consensus Vision and
Strategic Planning**

Strategic Planning is Biblical





Where there is
no vision, the
people perish.

Proverbs 29:18



A process to:

1. **manage the “busyness” of our Church without turning our Church into a “business”**
2. **define our strategy to allocate our resources to achieve our vision**



**Must answer
4 questions:**

- 1. Why do we exist?**
- 2. Where are we now?**
- 3. Where do we want to be?**
- 4. How will we get there?**

1. SWOT Analysis
2. Statement of Why
3. Core Values
4. Mission Statement
5. Wildly Important Goals (“WIGs”)
6. Lag and Lead Measures
7. Compelling Scoreboard
8. Cadence of Accountability
9. Vision Statement
10. Strategic Plan

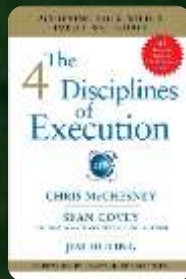


10 Strategic Plan Deliverables



The 4 Disciplines of Execution

1. Determine your Wildly Important Goals (WIGs)
2. Act on Lead Measures
3. Create a compelling scoreboard
4. Create a cadence of accountability



BILL MARIANES

REVITALIZE STEWARDSHIP IN
YOUR PARISH AND PERSONAL LIFE

A STEWARDSHIP CALLING



Ancient Faith
PODCASTS



ANCIENT FAITH RADIO

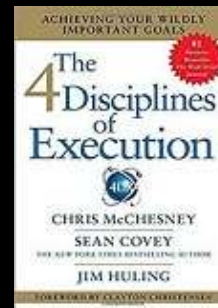
Bringing the Ancient Christian Faith to the Modern World

Ancient Faith Ministries

Using The Four Disciplines of Execution In Parishes

August 5, 2020

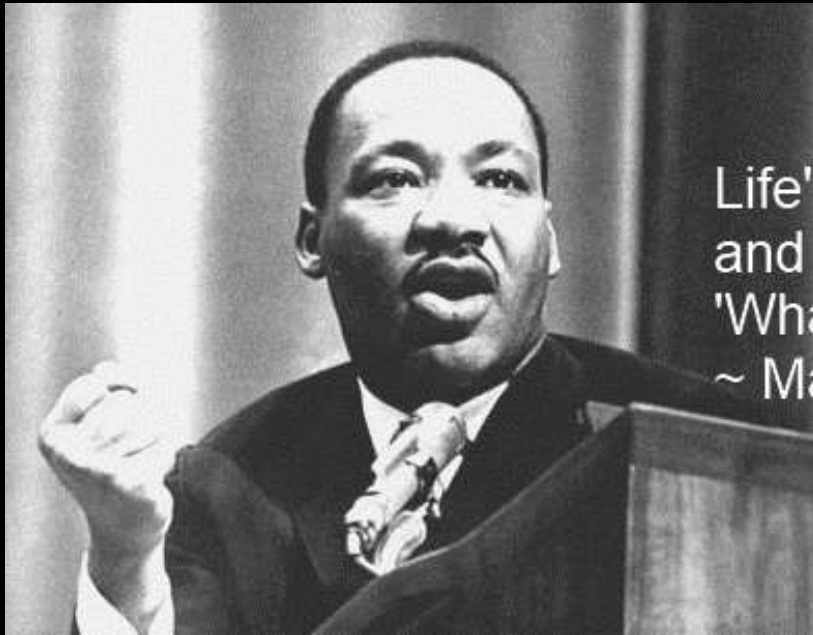
<https://www.ancientfaith.com/podcasts/stewardshipcalling/how-can-you-and-your-church-be-more-effective>



Best-selling author Jim Huling



TODAY, WE MAKE HISTORY



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

If anyone ever asks you, "What Would Jesus Do?"



Remind them that flipping over tables and chasing people with a whip is within the realm of possibilities.

Matthew 21:12

Mark 11:15

Luke 19:45

John 2:15

**This story of courage is told
in all four Gospels**

**LEADERS WHO DON'T
LISTEN WILL EVENTUALLY
BE SURROUNDED BY
PEOPLE WHO HAVE
NOTHING TO SAY**

ANDY STANLEY

SMARTLEADERSHIP

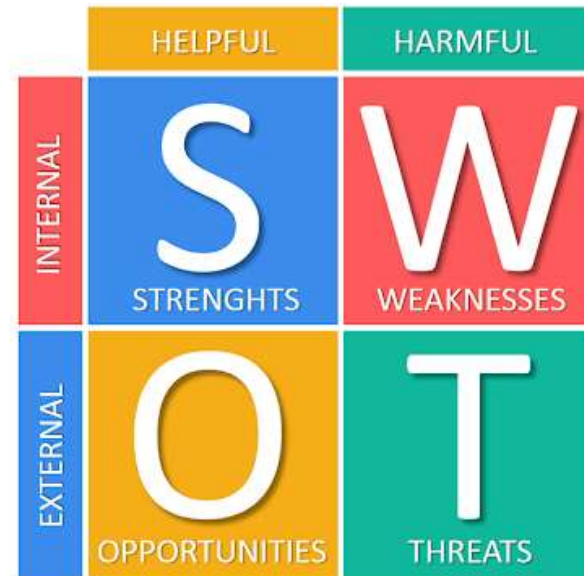
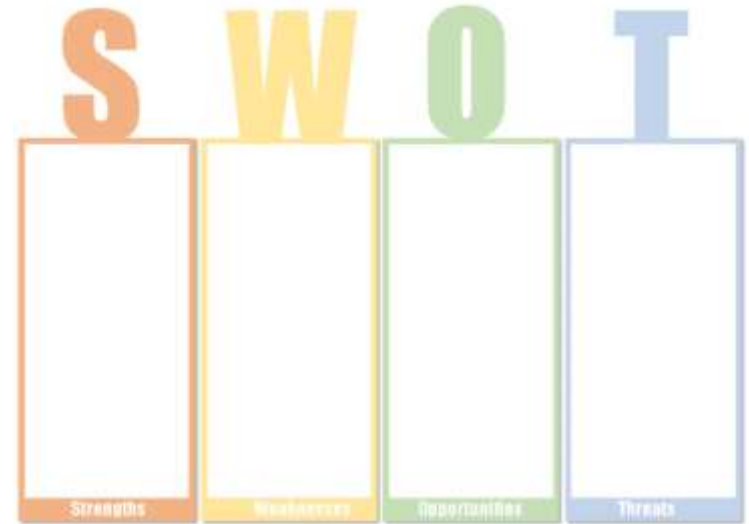
SWOT ANALYSIS

Answers strategic planning question #2:

Where are we now?

~ First focus on INTERNAL Parish Strengths and Weaknesses

~ Second focus on EXTERNAL Opportunities and Threats that our Parish faces



Strengths and Weaknesses

- (a) Strengths include things we do well and characteristics that give us advantages
- (b) Weaknesses include things we do poorly or challenges that place us at a disadvantage



Opportunities and Threats
outside of our Parish that
could affect us

- (a) Opportunities include external things outside of our control that could help us
- (b) Threats include external things outside of our control that could cause trouble for us

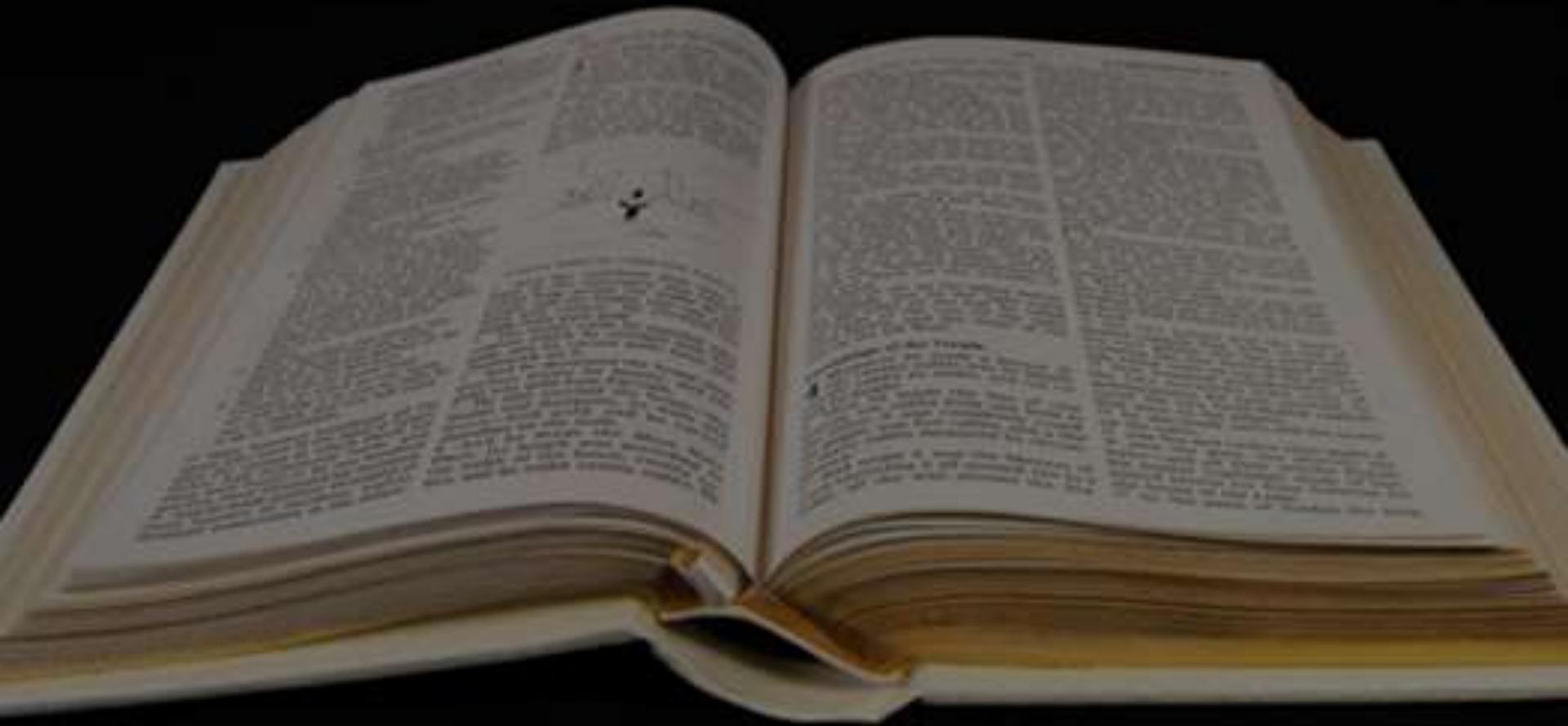


Low Hanging Fruit

The Parish Council can address our Weaknesses
not making final Strategic Plan list



A SWOT Analysis is Biblical



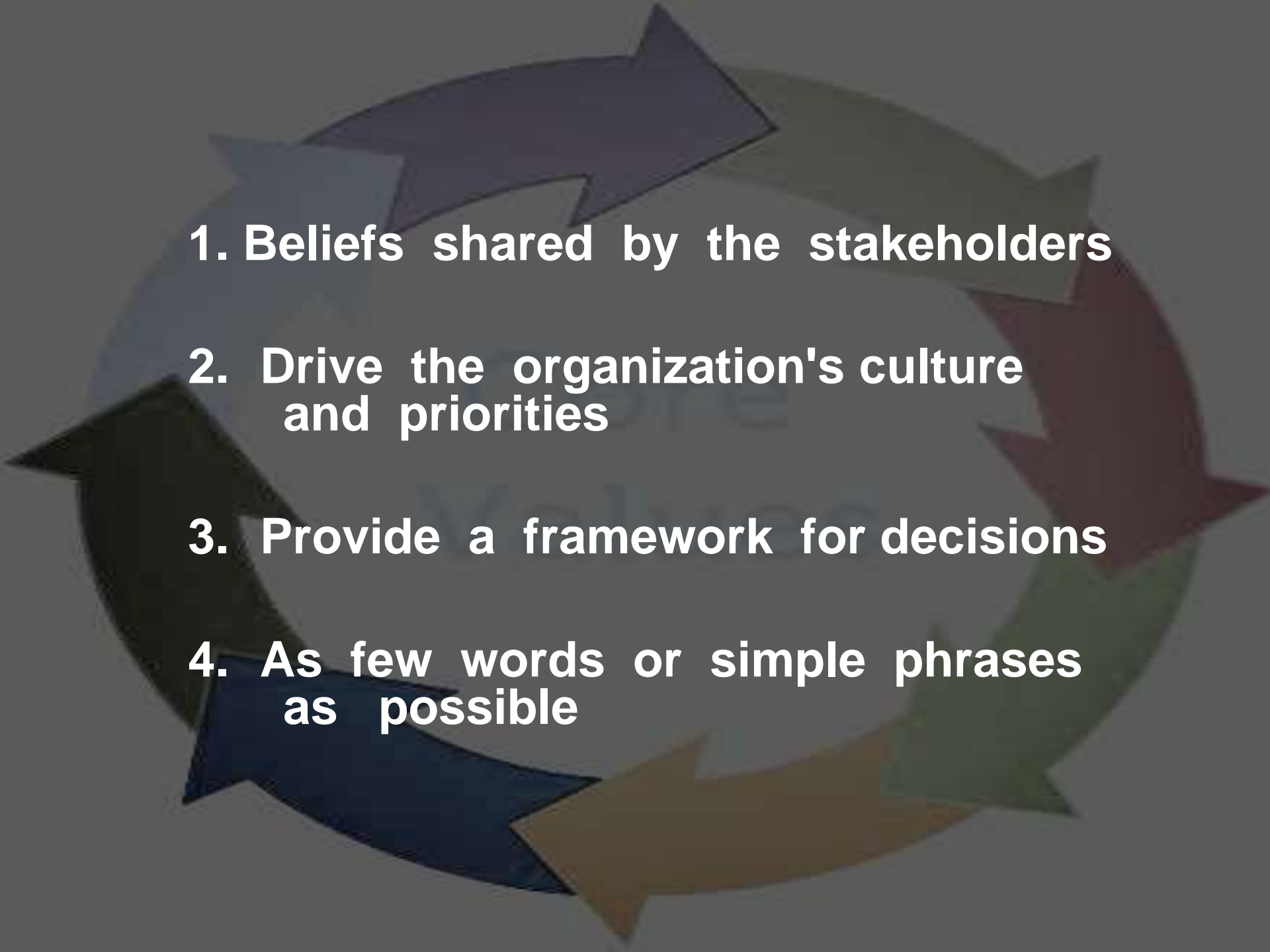
“Examine yourselves as to whether you are in the faith.

Test yourselves!”

$$\begin{aligned} & \frac{1}{5}y - \frac{2}{3}x - \frac{2}{3}y + \frac{1}{2}x \\ &= \frac{3 \cdot 1}{3 \cdot 5}y - \frac{5 \cdot 2}{5 \cdot 3}y - \frac{2 \cdot 2}{2 \cdot 3}x + \frac{3 \cdot 1}{3 \cdot 2}x \\ &= \frac{3}{15}y - \frac{10}{15}y - \frac{4}{6}x + \frac{3}{6}x \\ &= \frac{-7}{15}y - \frac{1}{6}x \quad \checkmark \end{aligned}$$



Core
Values

- 
- 1. Beliefs shared by the stakeholders**
 - 2. Drive the organization's culture and priorities**
 - 3. Provide a framework for decisions**
 - 4. As few words or simple phrases as possible**

Core Values Are Biblical



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

GOD'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

CHRIST'S Core Values

What Are **Your** Personal Core Values?

What Are Your **Family's** Core Values?

G|³

Grit

Integrity

Inquisitive

Inspirational

“That’s what WE do.”

or

“That’s WHAT we do.”

or

“That’s what we DO.”

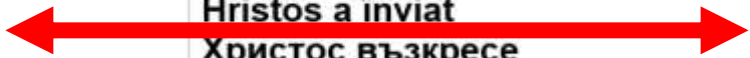


SWOT & Core Values Process

**Let's review page 6 of the
Retreat Handbook together**

Draw the Line - Pick the Word(s)

Christ is Risen
Χριστός ανέστη
Христос воскрес
Хрыстос уваскрос
Христ је ускрснуо
al-Masīh qām
Πιχρίστος ἀψτωΝϞ
Hristos a'inviat
Христос възкресе
Krisztus feltámadt
Христос възкръсна
ქრისტე აღდგა
Христос көтерілді
Kristus vstal z mrtvých
Քրիստոս հարյա՛վ ի մեռելոց
Krishti u ngjall
Kristus prisikélé
Kristus vstal
Cristo ha resucitado
Christus ist auferstanden
Le Christ est ressuscité
Chrystus zmartwychwstał
Cristo è risorto
Christus resurrexit



Resurrection





Your Retreat Teams

**see Retreat
Handbook page 7
for Friday and
Saturday Team
assignment**



QUESTIONS
ANSWERED
HERE
EVEN THE
SILLY ONES

Any Questions?

The background of the slide is a photograph of the interior of a church. It features a series of arched niches containing religious murals and icons. The central focus is a large mural depicting the Holy Trinity. The walls are painted in warm, golden tones, and the overall atmosphere is one of traditional Orthodox architecture.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Strengths

Orthodox Church Services and Theology
Welcoming, Diverse / Multicultural Parish
Financial Stewardship
Clergy
Facilities
Time & Talent Stewardship
Close Community

The background image shows the interior of a church, likely a Greek Orthodox church, featuring a series of arched niches containing religious murals and icons. The central focus is a large mural depicting the Holy Trinity. The text is overlaid on the top portion of this image.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Weaknesses

Poor Offering of All Forms of Stewardship
Cliquish & Lack of Warmth
Insufficient Religious Education For All
Inadequate Leadership Development



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

External Opportunities

Willingness in the external community to learn about Orthodoxy

Pan-Orthodox Cooperation and Activities

Need for external Philanthropy & Community Action

The background image shows the interior of a church, likely a Greek Orthodox church, featuring a series of icons in arched niches and a central dome. The icons depict various figures, including the Holy Trinity and the Virgin Mary with the Christ Child. The architecture is ornate, with gold leaf accents and intricate carvings.

Holy Trinity Greek Orthodox Church

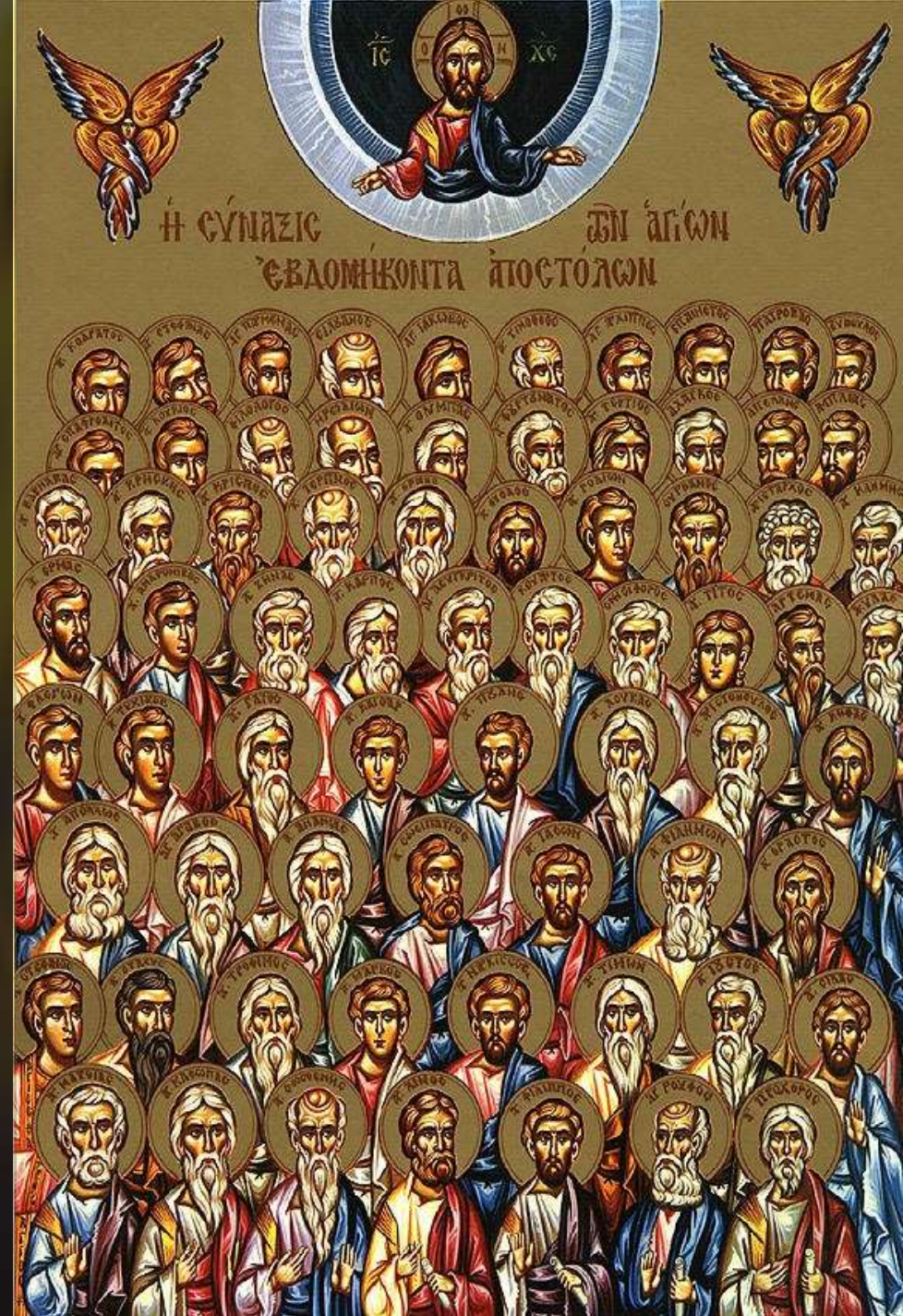
Grand Rapids, MI

External Threats

Secular – Anti-Organized Religion
Misperception / Ignorance of Orthodoxy
Anything Goes Culture
Negative Media Influence
Prioritized/Competing Time Demands
“Religiotainment” (“fun churches”)

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

Luke 10:1





Holy Trinity Greek Orthodox Church
Grand Rapids, MI



Strategic Planning Retreat Day 1

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

Proverbs 29:18

Bill Marianes





Holy Trinity Greek Orthodox Church
Grand Rapids, MI



Strategic Planning Retreat Day 2

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

Proverbs 29:18

Bill Marianes

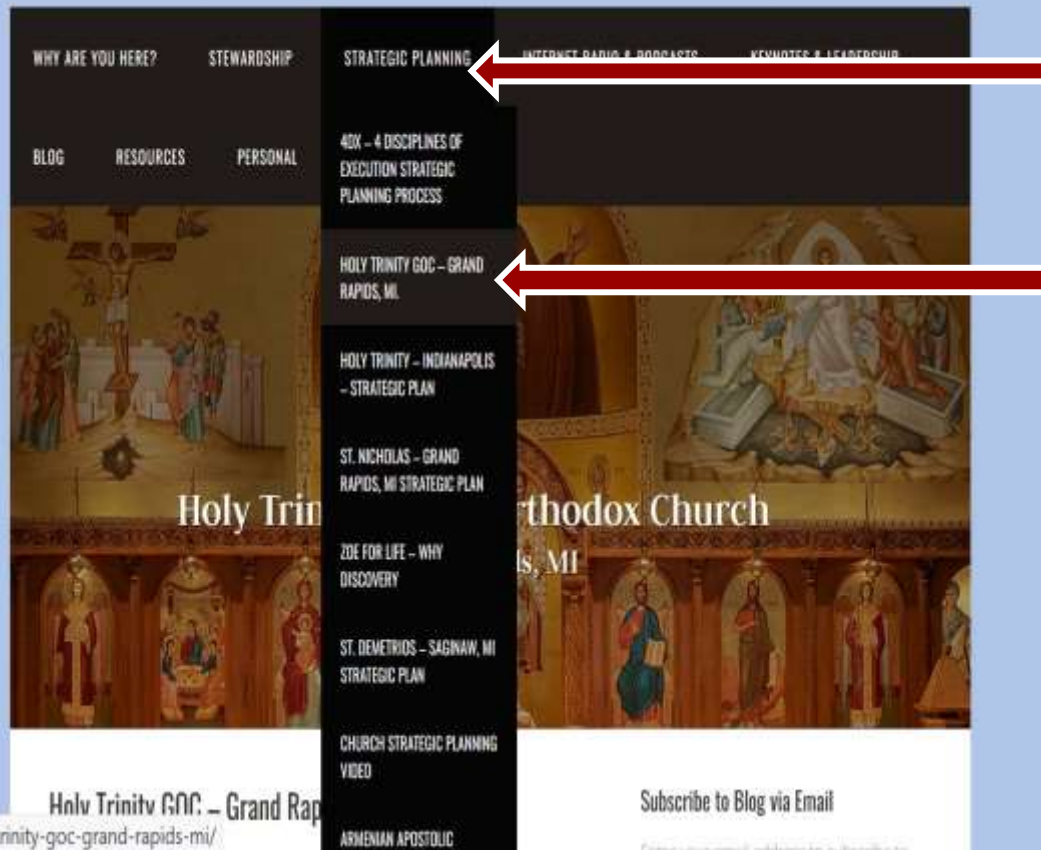


STEWARDSHIP
CALLING



Download This Presentation:

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



[StewardshipCalling.com](https://stewardshipcalling.com)

[Strategic Planning Tab](#)

[Holy Trinity Page](#)

<https://stewardshipcalling.com/holy-trinity-goc-grand-rapids-mi/>

Please Allow Me To Make Some Of You Feel Uncomfortable Because I Want To Help You

Your
Comfort
Zone



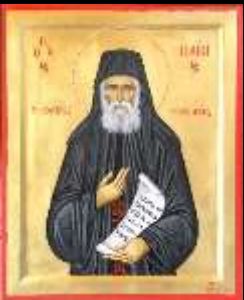
Tough Love



St. Paisios the Athonite

**“The spirit of luke-warmness reigns.
We’ve been spoiled for good.**

How does God still tolerate us?”



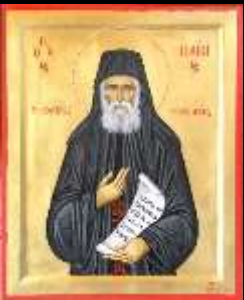
St. Paisios the Athonite



**“Today’s generation is the generation
of indifference.**

There are no warriors !

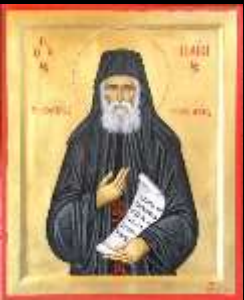
**The majority are fit for parades and
feasts only.”**



St. Paisios the Athonite



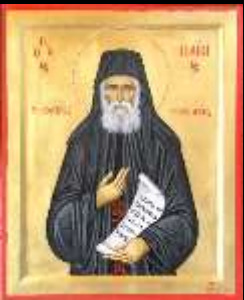
“Even people who’ve got something inside have begun to grow cool saying, **'Can I really do anything to change the situation ?' ”**



St. Paisios the Athonite



“We have to **witness** our Faith
with **boldness**, because if we
continue to remain silent, we’ll
have to **answer in the end.**”



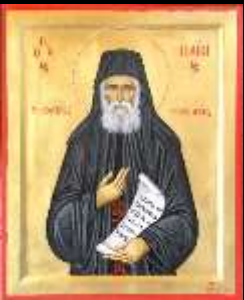
St. Paisios the Athonite



“In these difficult days, **each must do** what is in their own power.

Leave what’s out of their power to GOD.

In this way, our **conscience will be clear.**”



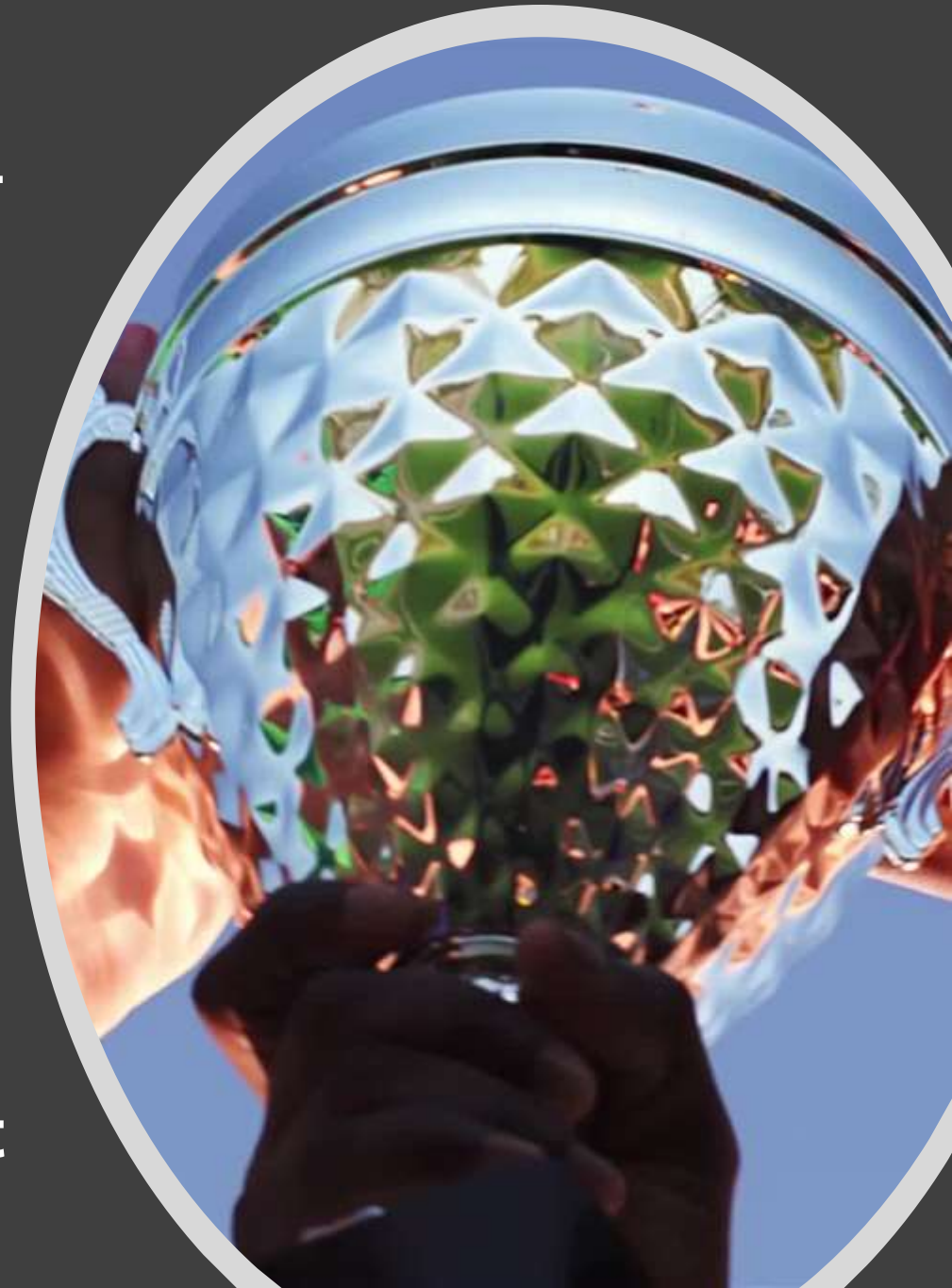
St. Paisios the Athonite



Are You Willing To Play On A Championship TEAM?



Comfort ... Discomfort



The background image shows the interior of a church, likely the Holy Trinity Greek Orthodox Church. It features a series of arched niches containing religious murals and icons. The central focus is a large mural depicting the Holy Trinity. The architecture is ornate, with gold leaf accents and traditional Orthodox iconography. The lighting is warm, highlighting the details of the artwork and the wooden structure of the church.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Strengths

Orthodox Church Services and Theology
Welcoming, Diverse / Multicultural Parish
Financial Stewardship
Clergy
Facilities
Time & Talent Stewardship
Close Community

The background image shows the interior of a church, likely the Holy Trinity Greek Orthodox Church in Grand Rapids, MI. It features a series of arched niches containing religious murals and icons. The central focus is a large mural depicting the Holy Trinity. The architecture is ornate, with gold leaf accents and traditional Orthodox iconography. The lighting is warm, highlighting the details of the artwork and the wooden structure.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Weaknesses

Poor Offering of All Forms of Stewardship
Cliquish & Lack of Warmth
Insufficient Religious Education For All
Inadequate Leadership Development

The background image shows the interior of a church, likely the Holy Trinity Greek Orthodox Church in Grand Rapids, MI. It features a series of icons in arched niches, including depictions of the Holy Trinity, the Virgin Mary, and various saints. The architecture is traditional, with wooden columns and a high ceiling. The text is overlaid on the top portion of the image.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

External Opportunities

Willingness in the external community to learn about Orthodoxy

Pan-Orthodox Cooperation and Activities

Need for external Philanthropy & Community Action

The background image shows the interior of a church, likely a Greek Orthodox church, featuring a series of icons in arched niches and a large central dome painting. The icons depict various figures, including saints and the Virgin Mary with the Christ Child. The central dome painting shows a scene with several figures, possibly a biblical event. The architecture is ornate with gold leaf accents.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

External Threats

Secular – Anti-Organized Religion
Misperception / Ignorance of Orthodoxy
Anything Goes Culture
Negative Media Influence
Prioritized/Competing Time Demands
“Religiotainment” (“fun churches”)



3 Critical Concepts

1. Since change is the only constant, you must constantly change.

2. You need strong roots to grow, so address the root causes

3. You cannot master what you do not measure.



If anyone ever asks you, "What Would Jesus Do?"



Remind them that flipping over tables and chasing people with a whip is within the realm of possibilities.

Matthew 21:12

Mark 11:15

Luke 19:45

John 2:15

**This story of courage is told
in all four Gospels**

WHY Statement

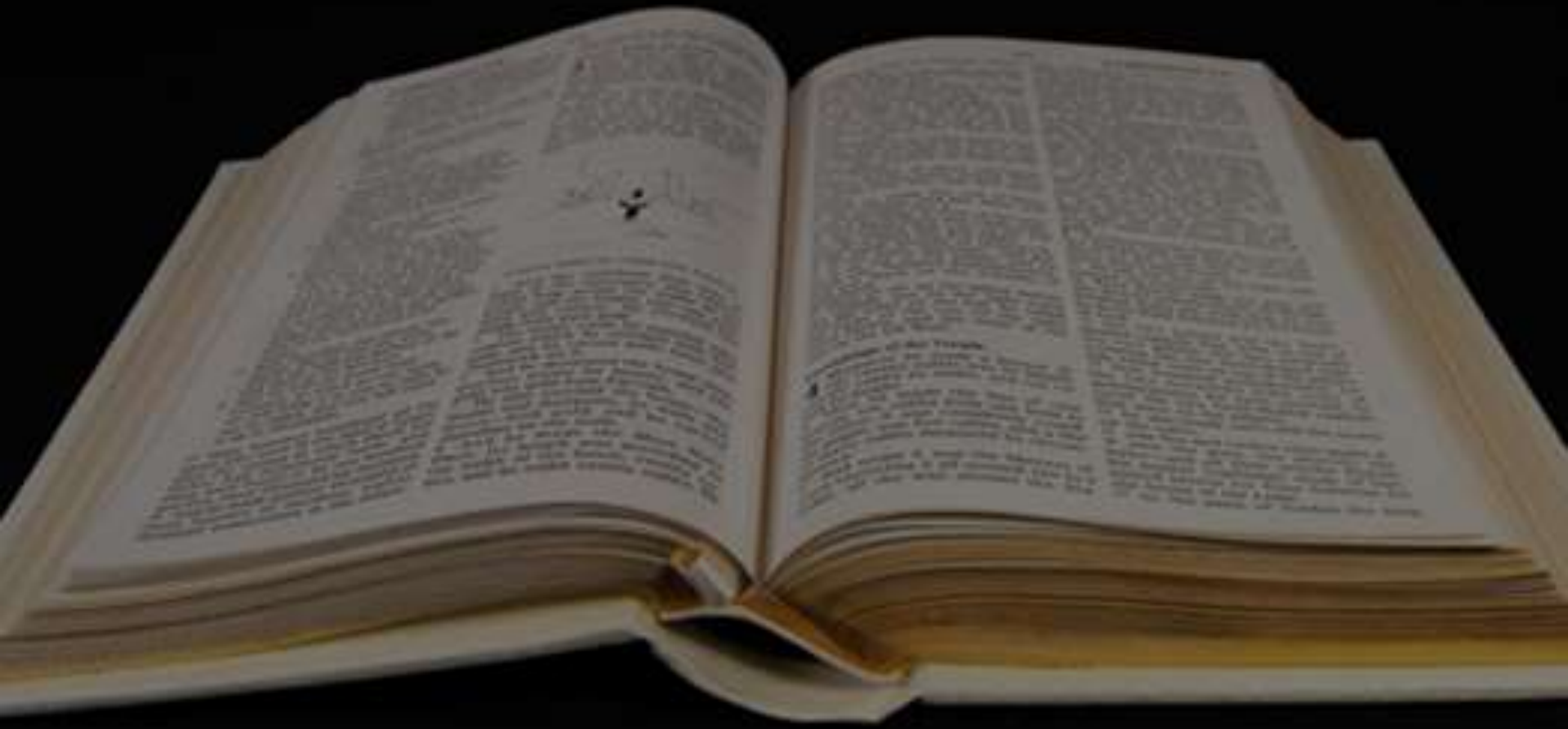
Answers strategic planning question #1:

Why are we here?

~ An articulate, compelling and inspirational reason why our parish exists and why anyone should care, or want to join us.



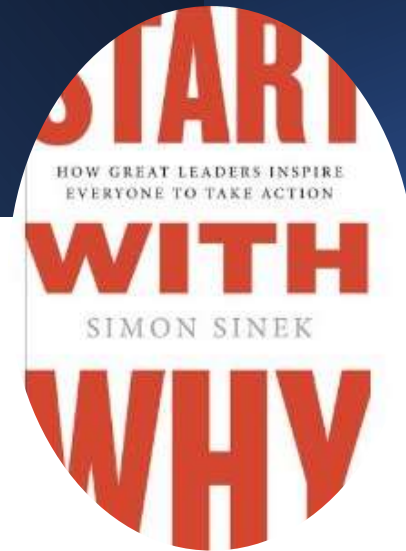
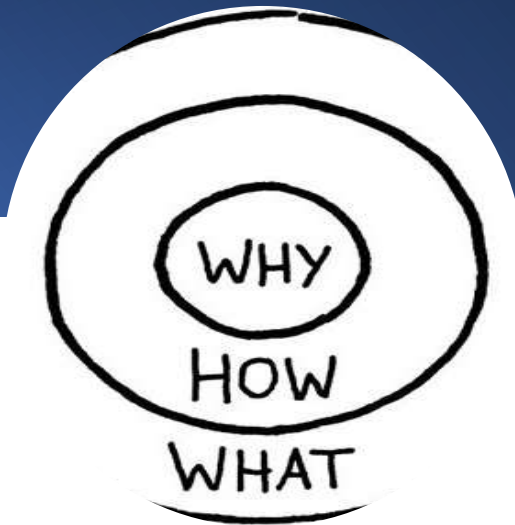
A Statement of Why is Biblical



***“Friends, WHY
are you doing
these things?”***

Acts 14:15

Start With Why - How Great Leaders Inspire Everyone To Take Action

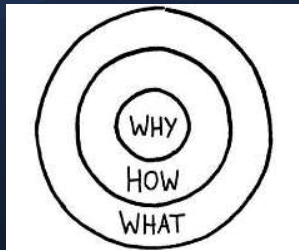
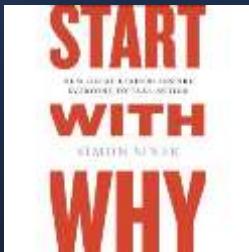


Over 54,212,375 views

http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html

Start With Why - How Great Leaders Inspire Everyone To Take Action

Start With Why - How Great Leaders Inspire Everyone To Take Action

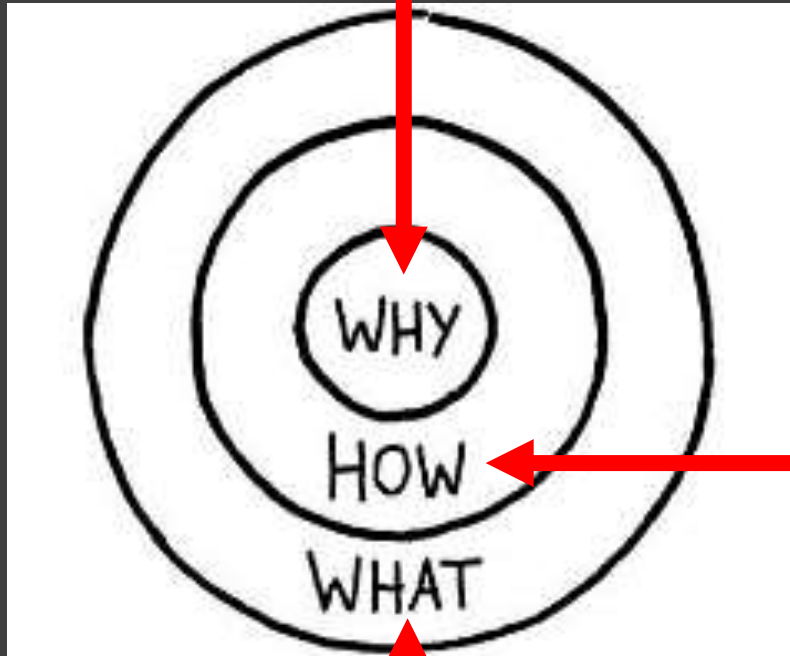


- ~ “How do you explain why some people are able to achieve things that defy all of the assumptions ...or what other similar organizations can do.”
- ~ “People don’t buy what you do, they buy why you do it, and what you do simply proves what you believe.”
- ~ “If you don’t know why you do what you do, how will you inspire others to understand why you do what you do or to want to join you or your organization.”
- ~ “The goal is not to attract people who need what you have. The goal is to attract people who believe what you believe.”

WHY

Why do we exist and do what we do?

The intersection of WHY with Strategic Planning



Vision / WIGs

Where are we going and how will we get there?

Mission

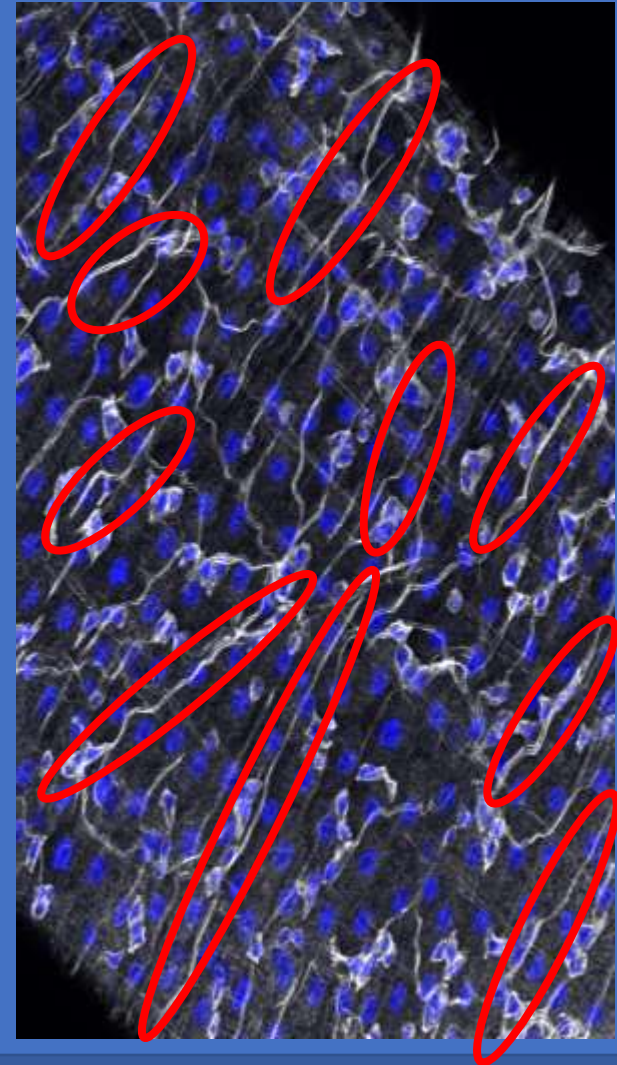
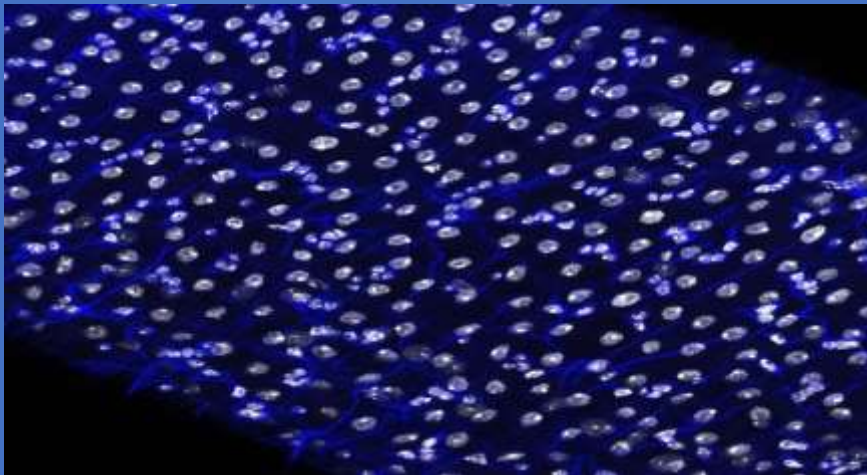
What do we do?

Your Second Brain”¹

“The 2nd brain informs our state of mind...”

The enteric nervous system
 (“second brain”) in our gut has
 100+ million neurons

*“A big part of our emotions are
 probably influenced by the
 nerves in our gut...”*



¹ The Second Brain (HarperCollins) Dr. Michael Gershon, Chairman Department of Anatomy and Cell Biology at New York–Presbyterian Hospital/Columbia University Medical Center

² Pictures of midgut enteric neuron system taken from PhD dissertation of Dr. Alexis Marianes –“*How to bust a gut: physiological and stem cell compartmentalization in the Drosophila midgut*” - Johns Hopkins University (2013)

This completes our
Science Lesson!



2 Parts to a Why Statement

TO = the contribution

SO THAT = the impact



To inspire people to do the things that inspire them

so that together, we can change our world.



Simon Sinek's WHY?

Joey Asher's book
Even A Geek Can Speak,
included my 1981 WHY
Statement as a lawyer



Elevator Pitch to Prospects

What is a sales prospect interested in? Solutions to problems. With that in mind, your elevator pitch to a sales prospect should highlight how your product serves or solves your client's problems.

Bill Marianes is a transactional attorney with the law firm Troutman Sanders in Atlanta. When people ask him what he does for a living, he says "I'm a problem solver and dream facilitator." That's appropriate, because when people come to see a lawyer, he says, they either have a problem or something they want to accomplish. After hearing the Marianes elevator pitch, prospective clients are always lured into asking him more detail about what he does.

He never responds to the question, "What do you do?" with "I'm an attorney." That kind of response, he says, means, "I'm stuck with whatever box they put all the attorneys and lawyers in. I don't have a chance to distinguish myself."

*"I'm a problem solver
and dream facilitator"*

**To help people and
parishes discover and
live their stewardship
callings,**

**so that they may have
a good account before
the awesome judgment
seat of Christ.**



**Helping transform and
improve Orthodox
Church parishes,
organizations and
ministries in order to
strengthen the Body
of Christ.**



**To share the love
of Christ and His
Church with those
who are
incarcerated and
their families, so
that lives are
transformed, and
God is glorified.**



ORTHODOX CHRISTIAN PRISON MINISTRY
AN AGENCY OF THE ASSEMBLY OF BISHOPS

**To receive and share
unconditional love,
mercy, healing and
peace, so that life
has greater meaning
and purpose.**

GREEK ORTHODOX
METROPOLIS OF CHICAGO

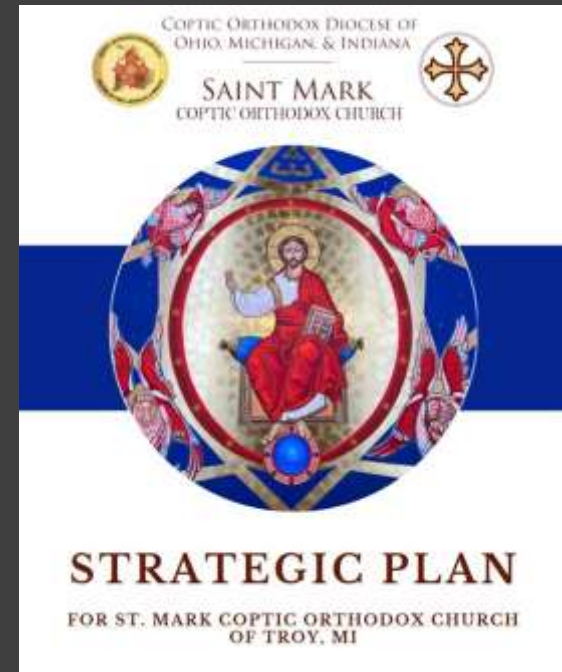


**To practice Christ's
love through faith and
service in a
welcoming community,
so that we may reflect
the image and
likeness of God.**



SAINT NICHOLAS
GREEK ORTHODOX CHURCH | ANN ARBOR, MICHIGAN

**To serve all in a
Christ-centered and
loving environment, so
that we may empower
each other to be the
light of the world and
eternally united with
Christ.**



To guide and support the New England parishes so that they help people glorify God by growing in life, faith and spiritual understanding.



**To be transformed
in Christ's joy,
peace and
sacrificial love, so
that all may
become one with
God and others.**



**To seek and share
Christ's love so
that all will find
eternal life in Him.**



**St. Nicholas
Orthodox Church**

Other Example WHY Statements

To welcome all so that we may share Christ's love with one another.

To bring together all who want to serve and inspire others so that we can all be ready to enter a life with Christ.

To inspire everyone to discover their true purpose in life through the life and teachings of Jesus Christ so that we may lead everyone to salvation.

To spread God's living word to all so that souls are saved.

To be a beacon of Christ's love so that we may make disciples of all nations.

To create engaged disciples of Christ so that we may reflect the image and likeness of God in the world.

To guide all people to the love of Christ so that we may live eternally in heaven with God.

To serve and nurture people so that their path to salvation is an experience of love, peace and inclusion.

To be a warm caring Christian environment so that faith, service and community thrive.

In the next 10 minutes try
and draft a proposed Holy
Trinity WHY Statement
(see Handbook pages 8 & 9)

The clock is
ticking, and as
of now we are
keeping score

TOP GUN





Holy Trinity Greek Orthodox Church

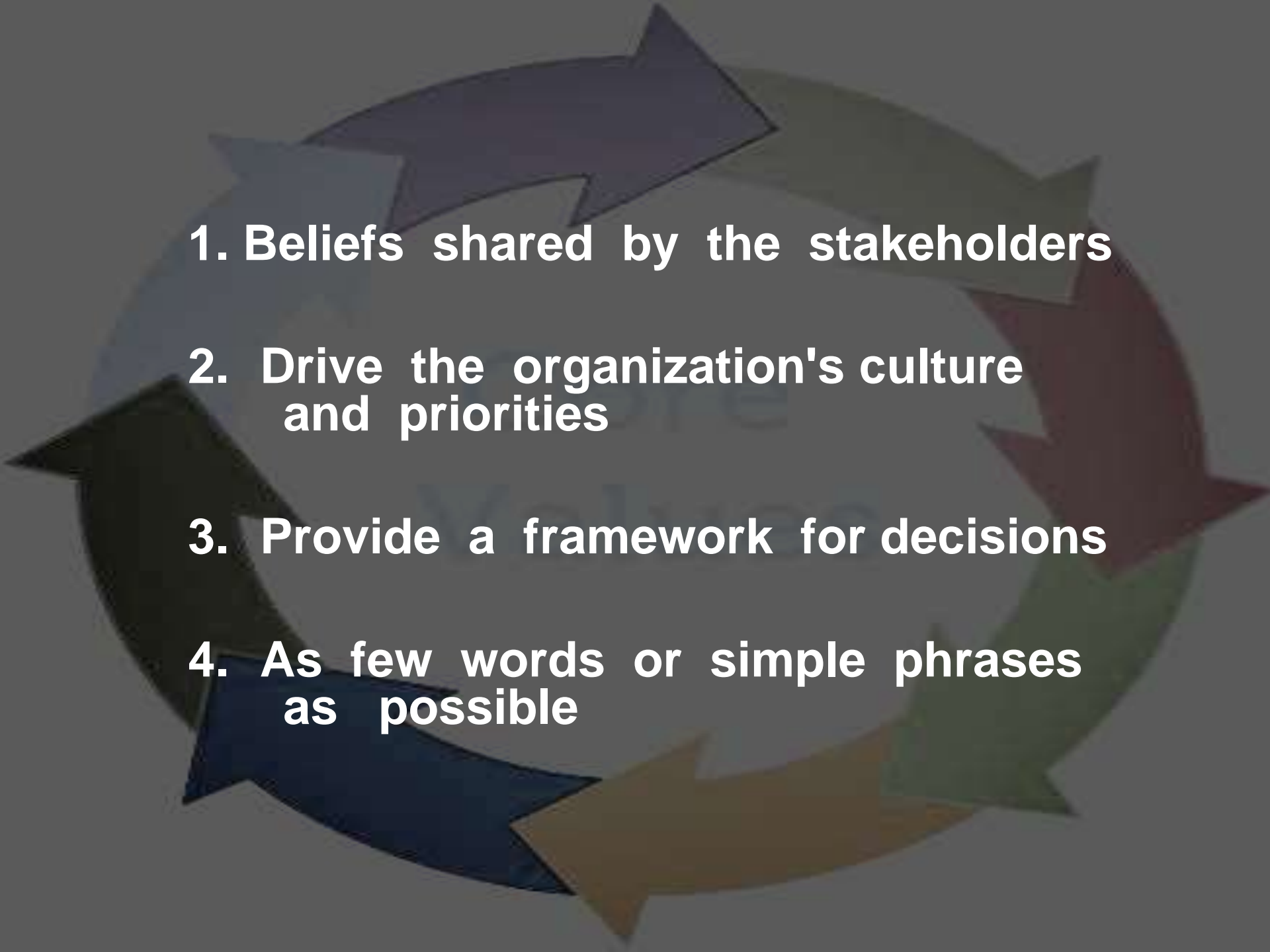
Grand Rapids, MI

Final WHY Statement

**To experience and share
Christ's transformative love,
joy, and peace to be united
with God and one another**



Core
Values

- 
- 1. Beliefs shared by the stakeholders**
 - 2. Drive the organization's culture and priorities**
 - 3. Provide a framework for decisions**
 - 4. As few words or simple phrases as possible**



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Core Values

Final Core Values

Faithfulness

Welcoming Community

Love

Giving

Spiritual Developmental



Mission

Statement

Mission Statement

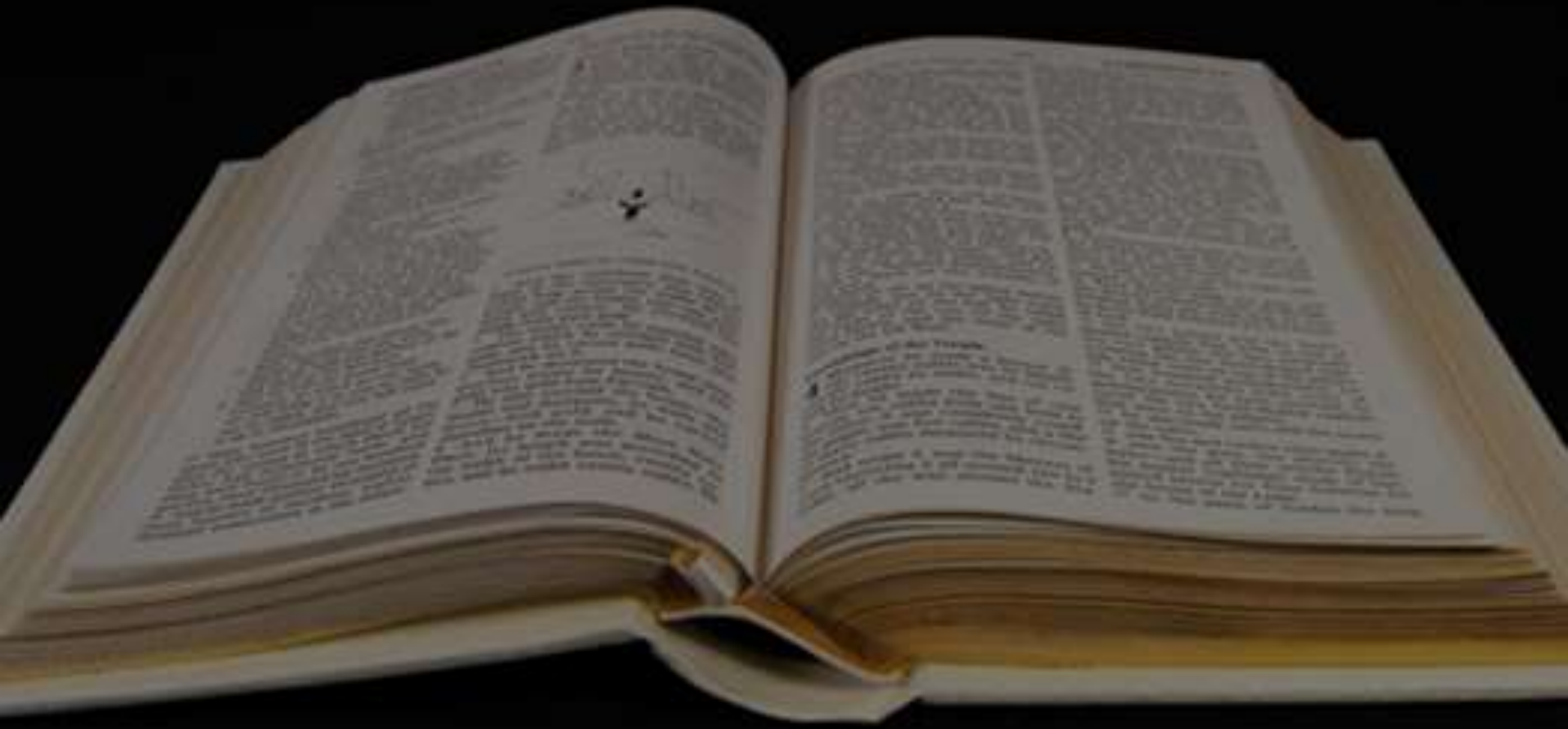
Answers strategic planning question #3:

What do we do?

~ A clear description of the what the organizations it does to achieve its Why/Vision/Goals



A Mission Statement Is Biblical



The Great Commission
Mission Part 2 (Matthew 28:18-20)

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





Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Mission Statement

The Mission of Holy Trinity is:

LEARNING through SPIRITUAL EDUCATION

DOING through WORSHIP ENGAGEMENT

LEADING through DISCIPLESHIP



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Mission Statement (expanded)

The mission of Holy Trinity is:

LEARNING through SPIRITUAL EDUCATION

(focused on everyone understating the Orthodox Faith)

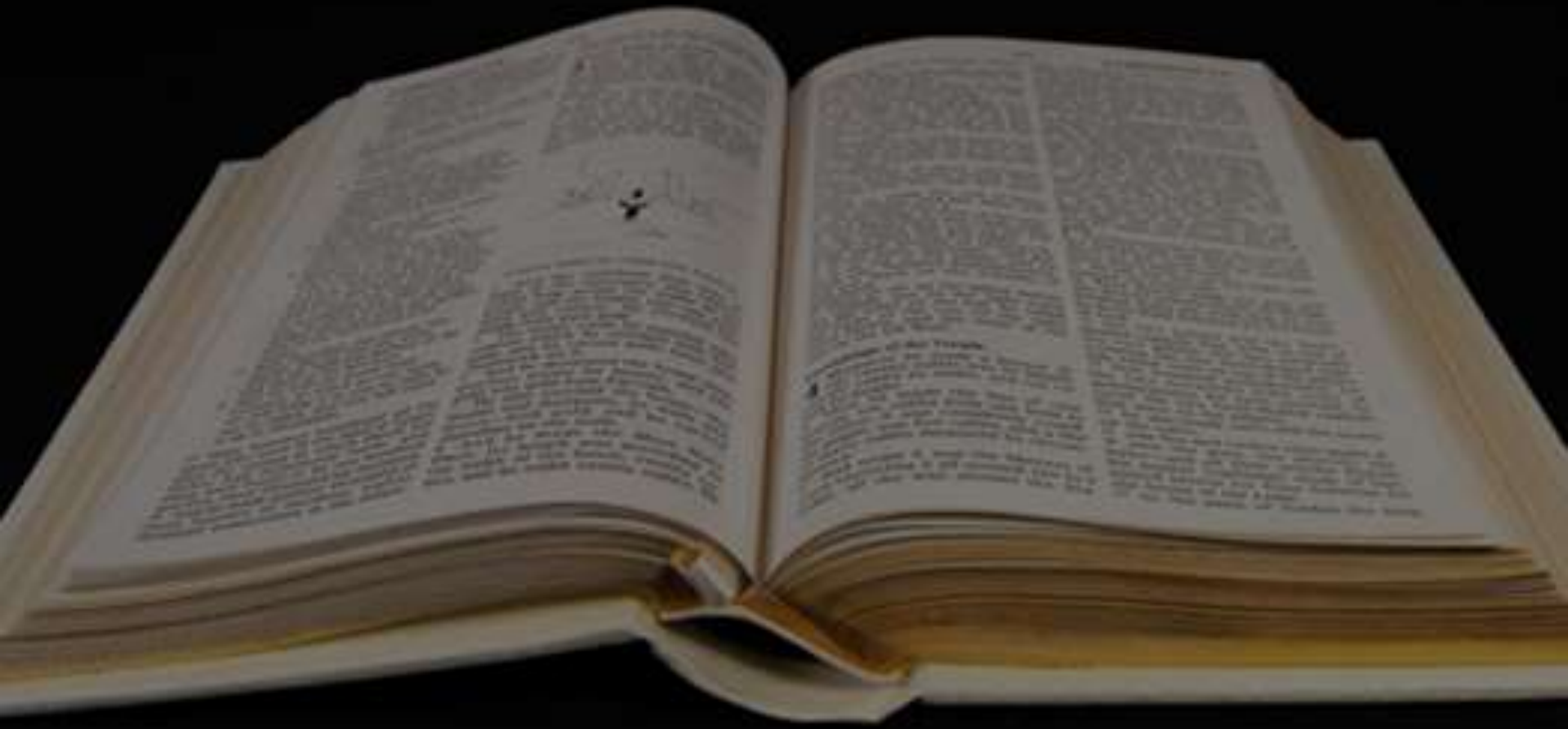
DOING through WORSHIP ENGAGEMENT

(focused on everyone understanding the Divine Liturgy, our private worship responsibilities and everyone's in-reach obligations)

LEADING through DISCIPLESHIP

(focused on leadership development, and everyone's outreach obligations and stewardship of tithes of time, talents and treasures)

Wildly Important Goals Are Biblical



The Great Commission

Mission Part 2 (Matthew 28:18-20)

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



Wildly
Important
Goals

The Great Commission Mission Part 3 (Acts 1:8)

“... and you shall be witnesses to Me in Jerusalem, and in all of Judea and Samaria, and to the ends of the earth.”



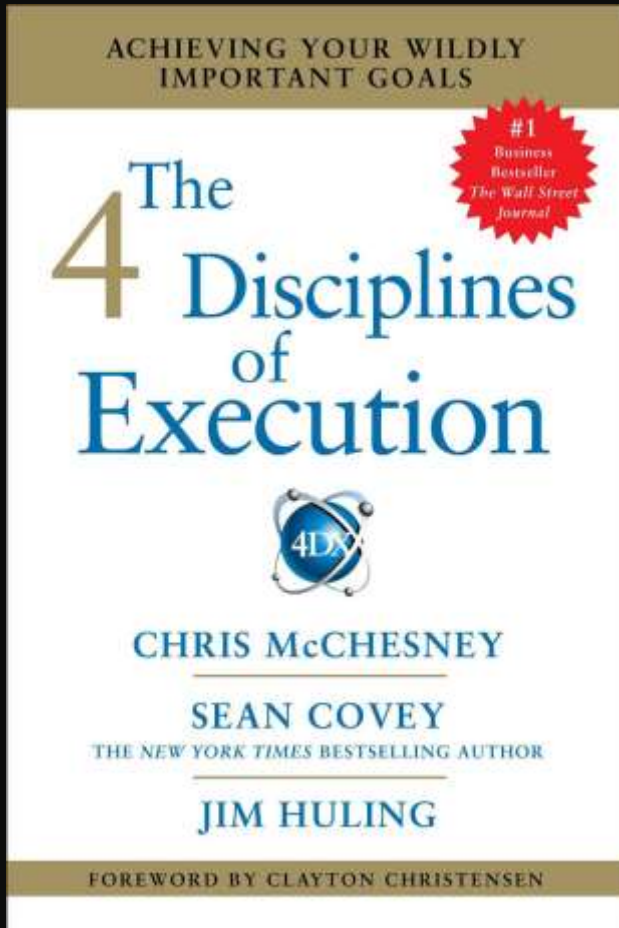
Wildly
Important
Goals

Wildly Important Goals (“WIGs”)

- ~ Human beings are genetically hardwired to do a very small number of things at a time with excellence¹
- ~ Are they the most important things?
- ~ Are the most critical things that can have large scale impacts

¹ MIT neuroscientist Earl Miller: “Trying to concentrate on two tasks causes an overload of the brain’s processing capacity.”

The 4 Disciplines of Execution (4DX)

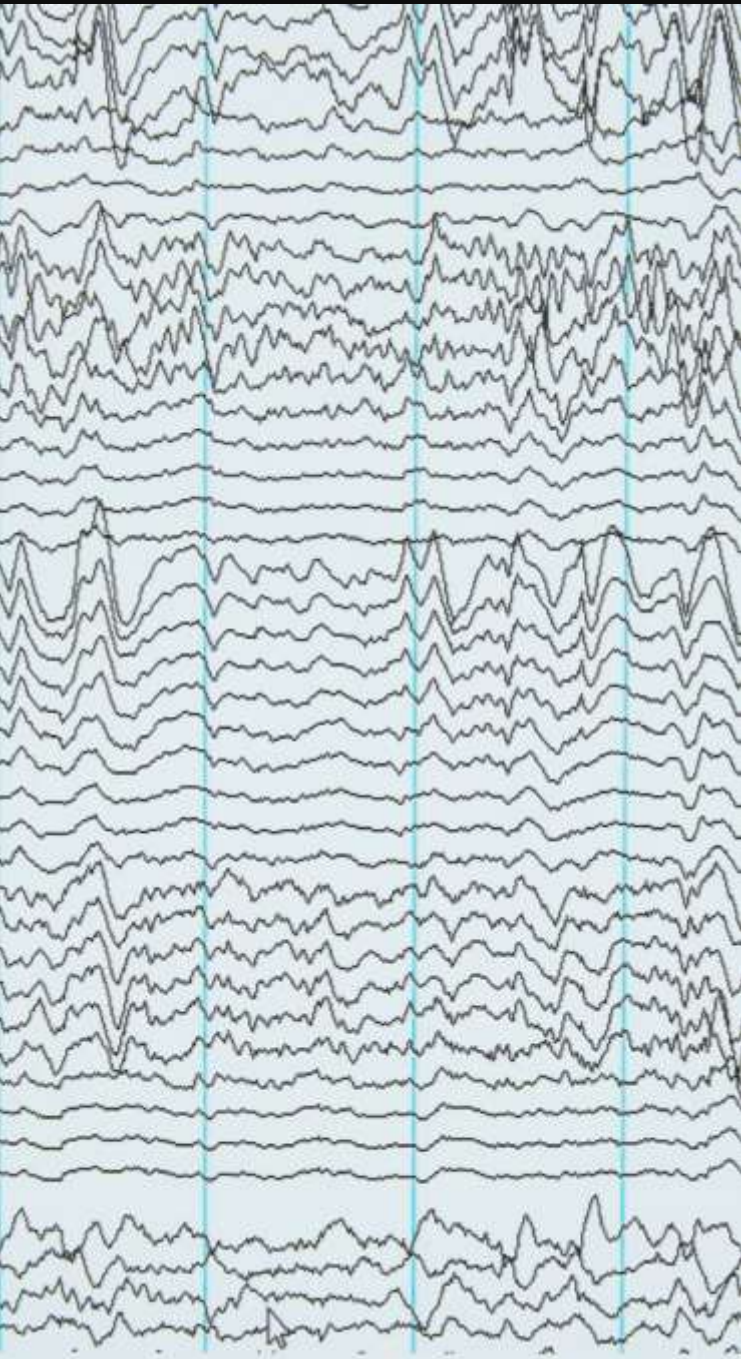


1. Determine your WIG(s) (Wildly Important Goals)
2. Act on Lead Measures
3. Create a compelling scoreboard
4. Create a cadence of accountability

Wildly Important Goals (“WIGs”)

- ~ The most important objectives that won't be achieved without special attention
 - ~ Define:
 - Starting Line (where you are now)
 - Finish Line (where you want to go)
 - Deadline (by when)
 - ~ This creates the discipline of focus on “the one or two things that will change everything”
-





Wildly Important Goals (“WIGs”)

~ “From X , to Y , by when.”

(e.g., raise stewardship median
from \$900 to \$1,200 by 12-31-22)

~ Overall WIGs are the
fewest most critical
objectives to which the
Parish will provide
disproportionate
focus and energy

Gaylord Opryland

the largest non-gaming in-hotel exhibition space.



With 2,888 rooms, it is one of the 30 largest hotels in the world.

Translating Broad 4DX Strategies (WIGs) Into Specific Finish Lines



1. **“Once you set the high-level WIG (‘the war’), defining ‘the battles’ becomes the leader’s key responsibility.”**
2. **“Leaders must ask: ‘What is the fewest number of battles necessary to win the war?’ ”**

Translating Broad 4DX Strategies (WIGs) Into Specific Finish Lines



~ After much debate, they chose a “Customer Satisfaction” WIG of:

Move the guest “top box” satisfaction score of 5

(on a scale of 1 to 5) from 42% to 55% by the end of the year.

Translating Broad 4DX Strategies (WIGs) Into Specific Finish Lines

Opryland research showed:



- 1. Negative opinions formed in the first 15 - 20 minutes are almost impossible to change.**
- 2. Once the inevitable “problem” occurs, it’s all about WHAT the hotel does next.**
- 3. Most people ate at one of the restaurants, so food quality was critical.**

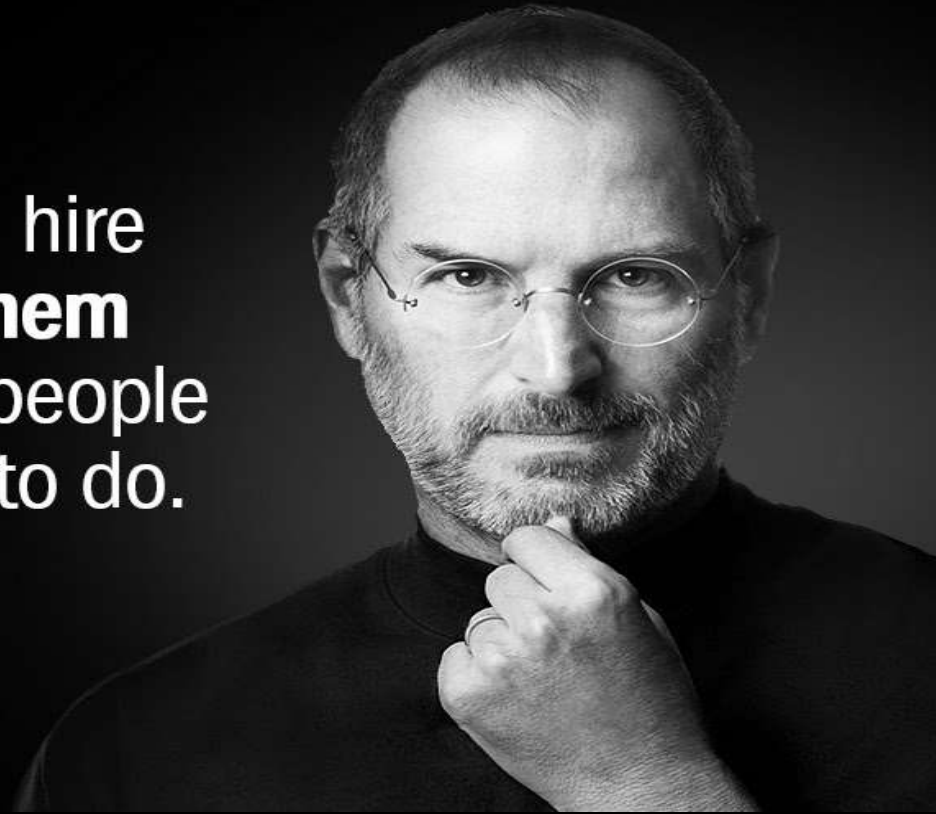
Translating Broad 4DX Strategies (WIGs) Into Specific Finish Lines

Opryland Top Box Score Research Required The Following Target to meet their Overall WIG:



It doesn't make sense to hire smart people and **tell them** what to do; we hire smart people so they can **tell us** what to do.

– *Steve Jobs*



Translating Broad 4DX Strategies (WIGs) Into Specific Finish Lines

Team WIGs were developed to achieve the Overall WIG



- ~ **Front desk team focused on improving check-in speed**
- ~ **Housekeeping focused on increasing quick room availability**
- ~ **Bellstand focused on decreasing the bag delivery time from 106 min to 20 min**

Translating Broad 4DX Strategies (WIGs) Into Specific Finish Lines

The Opryland WIG was to raise top box score from **42%** to **55%** in 12 months)



After only **9** months of intense focus, they raised their Top Box score from **42%** to **61%**



Mission & WIG Process

**Let's review pages 9-11 of
the Retreat Handbook
together**

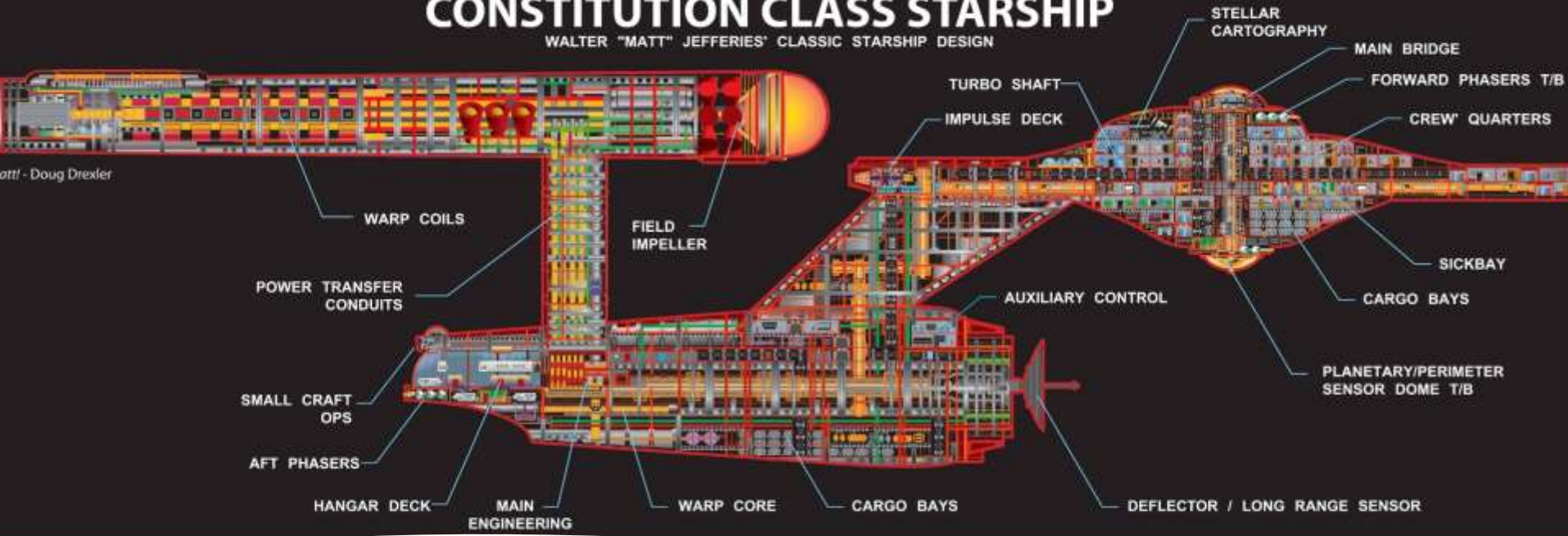


Your Retreat Teams

**see Retreat
Handbook page 7
for Friday and
Saturday Team
assignment**

CONSTITUTION CLASS STARSHIP

WALTER "MATT" JEFFERIES' CLASSIC STARSHIP DESIGN



Break-Out Room Assignments

~ Mission 1 = Room 6

~ Mission 2 = Room 7

~ WIG 1 = GOYA room 8

~ WIG 2 = Room 4

~ WIG 3 = Room 3



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Mission Statement

The Mission of Holy Trinity is:

LEARNING through SPIRITUAL EDUCATION

DOING through WORSHIP ENGAGEMENT

LEADING through DISCIPLESHIP



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Mission Statement (expanded)

The mission of Holy Trinity is:

LEARNING through SPIRITUAL EDUCATION

(focused on everyone understating the Orthodox Faith)

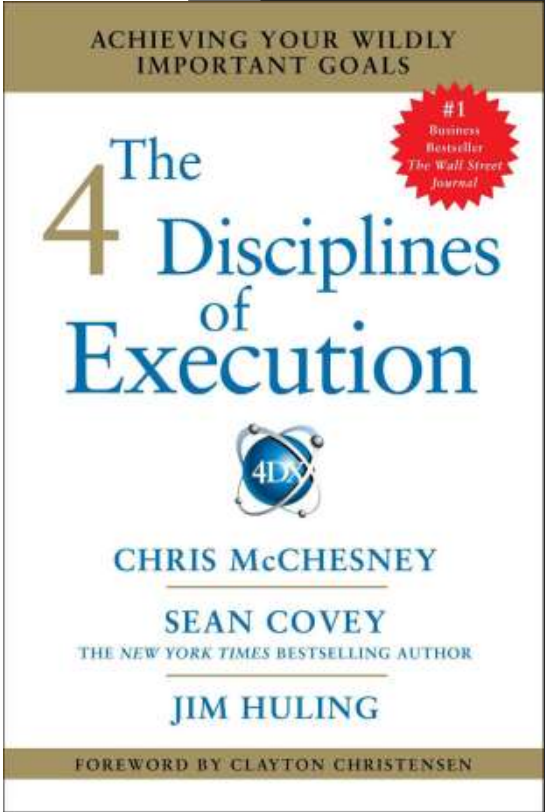
DOING through WORSHIP ENGAGEMENT

(focused on everyone understanding the Divine Liturgy, our private worship responsibilities and everyone's in-reach obligations)

LEADING through DISCIPLESHIP

(focused on leadership development, and everyone's outreach obligations and stewardship of tithes of time, talents and treasures)


1. Determine your WIGs
(Wildly Iimportant Goals)



2. Act on Lead Measures

3. Create a compelling scoreboard

4. Create a cadence of accountability



You must say NO
to good ideas so
that you put extra
energy on the most
critical ideas

If you spend only 80%
of your time on the
“whirlwind” you can
devote 20% of your
time on your WIGs

***“In the
moment,
urgency
always
trumps
importance”***



Chris McChesney

Franklin Covey 4DX

**Steve Jobs hired
Tim Cook to
improve the Apple
Supply Chain**



**The Apple Supply Chain
is now one of the best
in the world.**

**Tim Cook went from Apple's
Chief Procurement Officer
to being Apple's CEO.**



“We are the most focused company that I know of or have read of or have any knowledge of. We say no to good ideas every day.

We say no to great ideas in order to keep the amount of things we focus on very small in number so that we can put enormous energy behind the ones we do choose...

It’s not just saying yes to the right products, it’s saying no to many products that are good ideas, but just not nearly as good as the other ones.”



Tim Cook



Wildly
Important
Goals

- ~ You must say **NO** to good ideas so that you put extra energy on the most critical ideas
- ~ If you spend 80% of your time on the “whirlwind”... you can devote 20% of your time on your **WIGs**

The background of the slide is a photograph of the interior of a church. It features a series of arched niches containing religious murals and icons. The central focus is a large mural depicting the Holy Trinity. The architecture is ornate, with gold leaf accents and traditional Orthodox iconography. The lighting is warm, highlighting the details of the artwork.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Strengths

Orthodox Church Services and Theology
Welcoming, Diverse / Multicultural Parish
Financial Stewardship
Clergy
Facilities
Time & Talent Stewardship
Close Community



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Weaknesses

Poor Offering of All Forms of Stewardship
Cliquish & Lack of Warmth
Insufficient Religious Education For All
Inadequate Leadership Development

The background image shows the interior of a church, likely the Holy Trinity Greek Orthodox Church in Grand Rapids, MI. It features a series of icons in arched niches, including depictions of the Holy Trinity, the Virgin Mary, and various saints. The architecture is traditional, with wooden columns and a high ceiling. The lighting is warm, highlighting the golden tones of the icons and the woodwork.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

External Opportunities

Willingness in the external community to learn about Orthodoxy

Pan-Orthodox Cooperation and Activities

Need for external Philanthropy & Community Action

The background image shows the interior of a church, likely a Greek Orthodox church, featuring a series of icons in arched niches and a central dome. The icons depict various figures, including the Virgin Mary and the Christ Child, and are set against a gold leaf background. The architecture is ornate, with wooden columns and decorative elements.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

External Threats

Secular – Anti-Organized Religion
Misperception / Ignorance of Orthodoxy
Anything Goes Culture
Negative Media Influence
Prioritized/Competing Time Demands
“Religiotainment” (“fun churches”)



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Core Values

Final Core Values

Faithfulness

Welcoming Community

Love

Giving

Spiritual Developmental



FINAL WEAKNESSES

FINAL OPPORTUNITIES

Poor Offering of All Forms of Stewardship

External Need for Philanthropy & Community Action

Cliquish & Lack of Warmth

Pan-Orthodox Cooperation and Activities

Insufficient Religious Education For All

Willingness in the external community to learn about Orthodoxy

Inadequate Leadership Development

Draft Areas of Focus



1. **Spiritual Education** (c-g, current topics,, meaning & application of 5Ts)

Learning

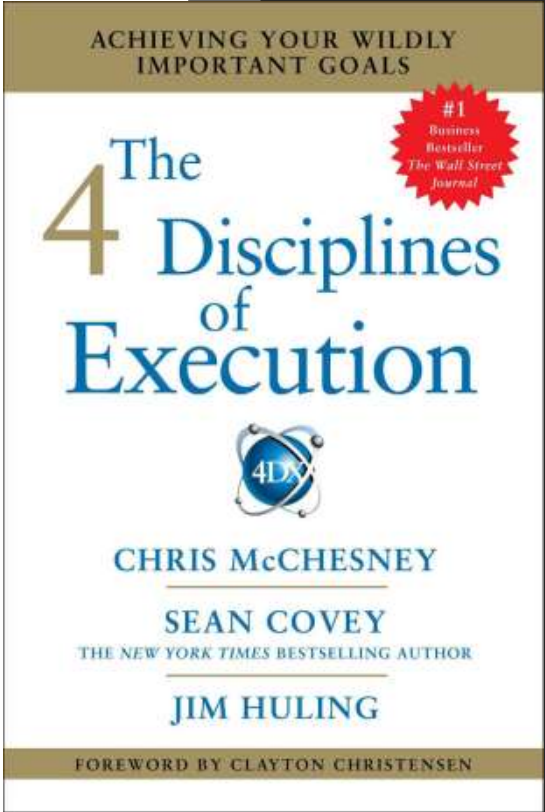
2. **Worship Engagement** (c-g, teaching liturgy, private worship, in-reach& outreach)

Doing

3. **Discipleship** (stewardship, in-reach, outreach, leadership development)

Leading

1. Determine your WIGs
(Wildly Iimportant Goals)



2. Act on Lead Measures

3. Create a compelling scoreboard

4. Create a cadence of accountability



Wildly
Important
Goals

~The most important objectives that can only be achieved with special attention

~ Define:

1. Starting Line (where you are now)

2. Finish Line (where you want to go)

3. Deadline (by when)

~ This discipline allows focus on “the few things that can change everything”



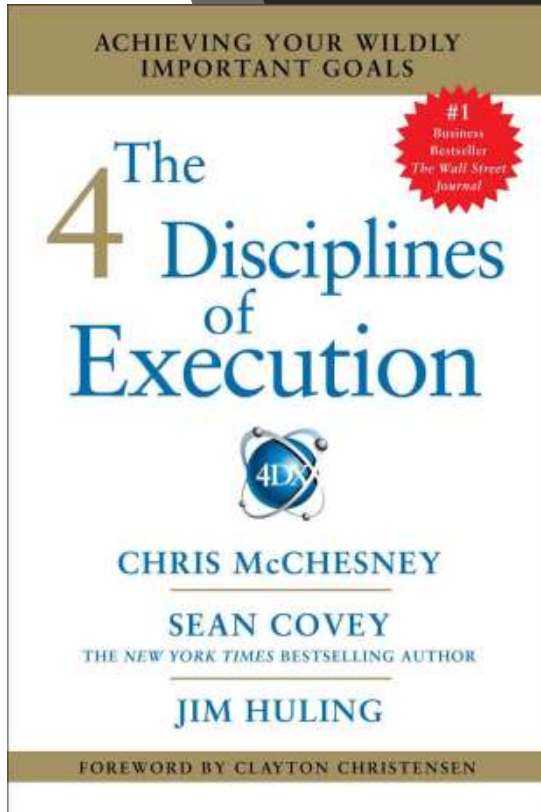
Wildly
Important
Goals

**4. The WIG language is:
“From X, to Y, by
when”**

(e.g., raise stewardship
from \$X to \$Y by 12-31-23)

**5. The Parish WIGs are
the 1-3 most
critical objectives
to which the Parish
applies
disproportionate
focus and energy**

1. Determine your WIGs
(Wildly Important Goals)



2. Act on Lead Measures

3. Create a compelling scoreboard

4. Create a cadence of accountability



Act On Lead Measures

- ~ Lag Measures track the success of the WIG
- ~ Lead Measures track the specific activities that drive a Lag measure
- ~ By the time you see Lag Measures, you can't do anything to fix them
- ~ Lead Measures predict the success of the Lag Measure and can be influenced directly by the team
- ~ Lead Measures must be predictive and influenceable)

Act On Lead Measures



**I have been losing
the same 25
pounds for 25
years.**

Very unsuccessfully!



Act On Lead Measures

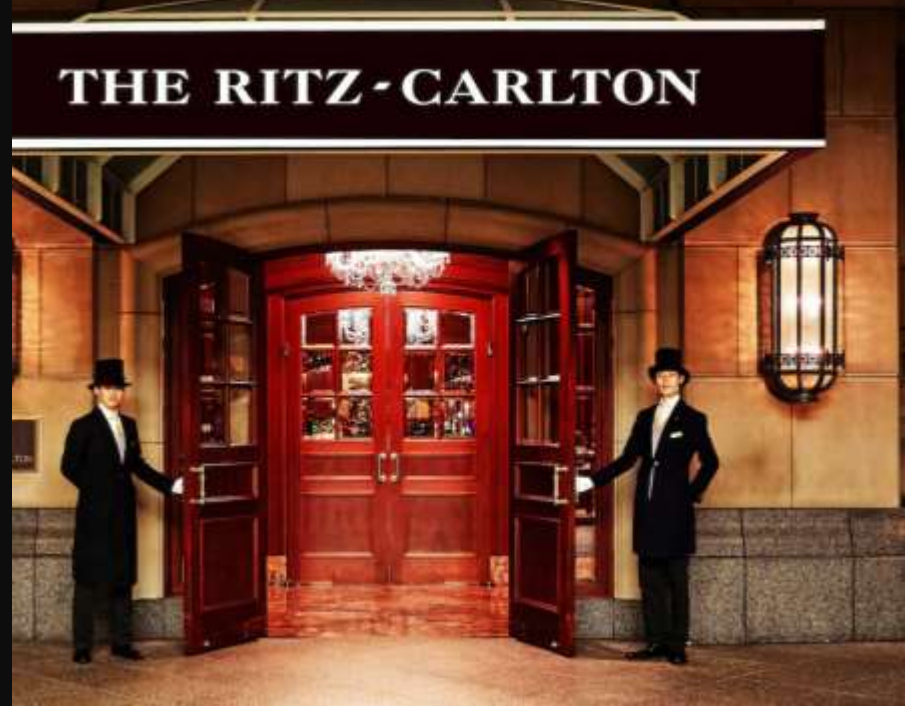
- ~ Lead measures are
 1. PREDICTIVE of the Lag Measure changes
 2. INFLUENCEABLE - directly by the team
- ~ Applying disproportionate energy on Lead Measures helps achieve your Lag Measures
- ~ *“Managing an entity by looking at year end data (a lag measure) is like “driving a car by looking in the rearview mirror”¹*

¹ W. Edwards Deming – father of the Quality Movement

**Which is the
best luxury
global hotel
chain?**



THE RITZ-CARLTON



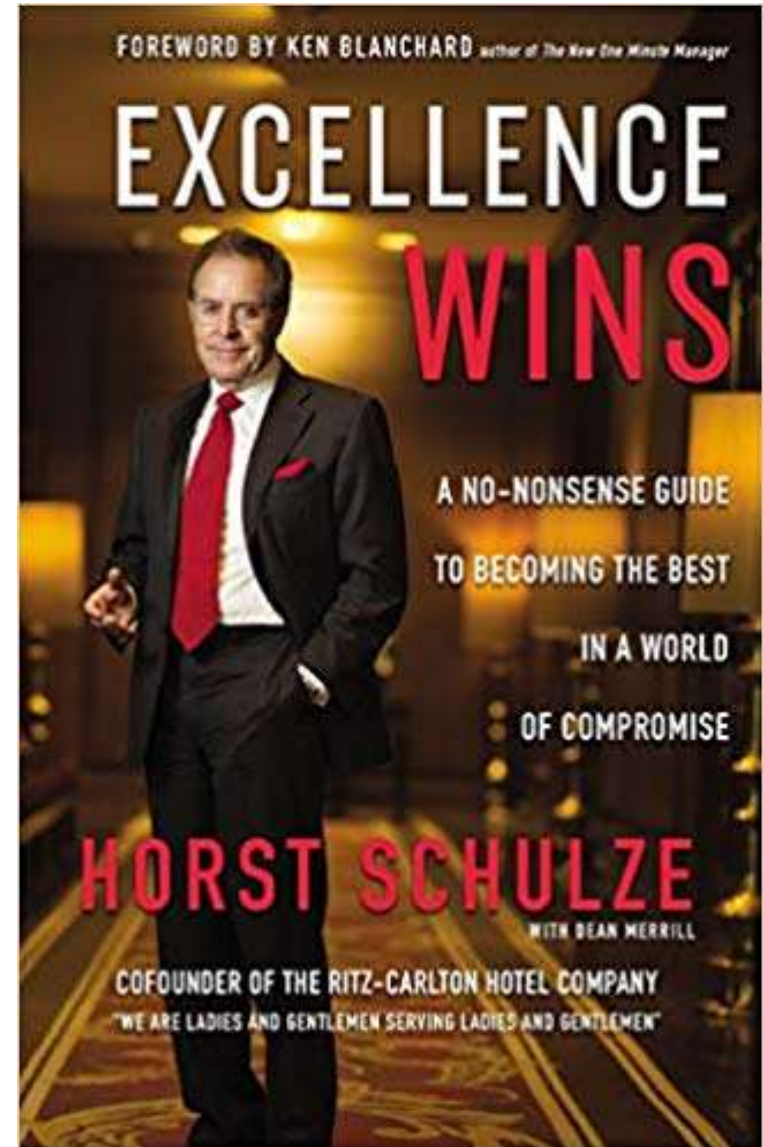
How did Horst Schulze focus on Lead Measures to create the most premier hotel chain?

Andy Stanley Leadership Podcast
Part 1 with Horst Schulze:

<https://podcasts.apple.com/us/podcast/building-vision-with-horst-schulze-part-1/id290055666?i=1000446163631>

Andy Stanley Leadership Podcast
Part 2 with Horst Schulze:

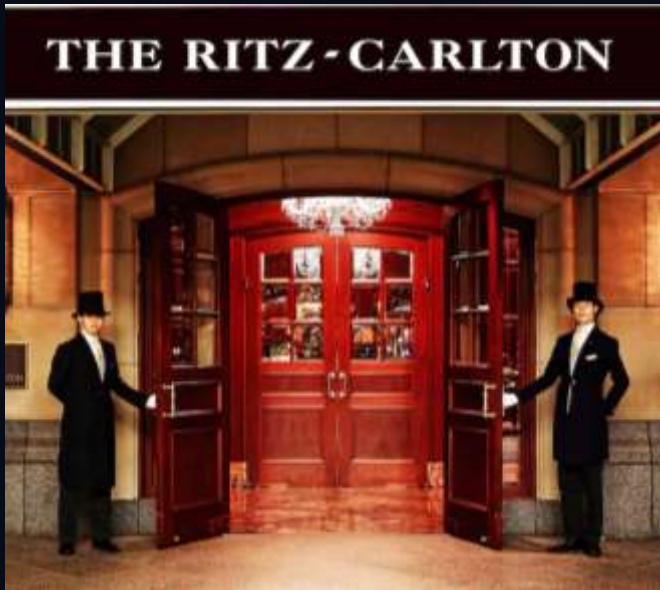
<https://podcasts.apple.com/us/podcast/building-vision-with-horst-schulze-part-2/id290055666?i=1000448382130>



Act on Lead Measures Using Empirical Data

~ What are some important
Lag Measures for the Ritz?

1. Customer satisfaction scores
2. Customers repeat visits/rebook at Ritz
3. Customer spend for each day/whole stay



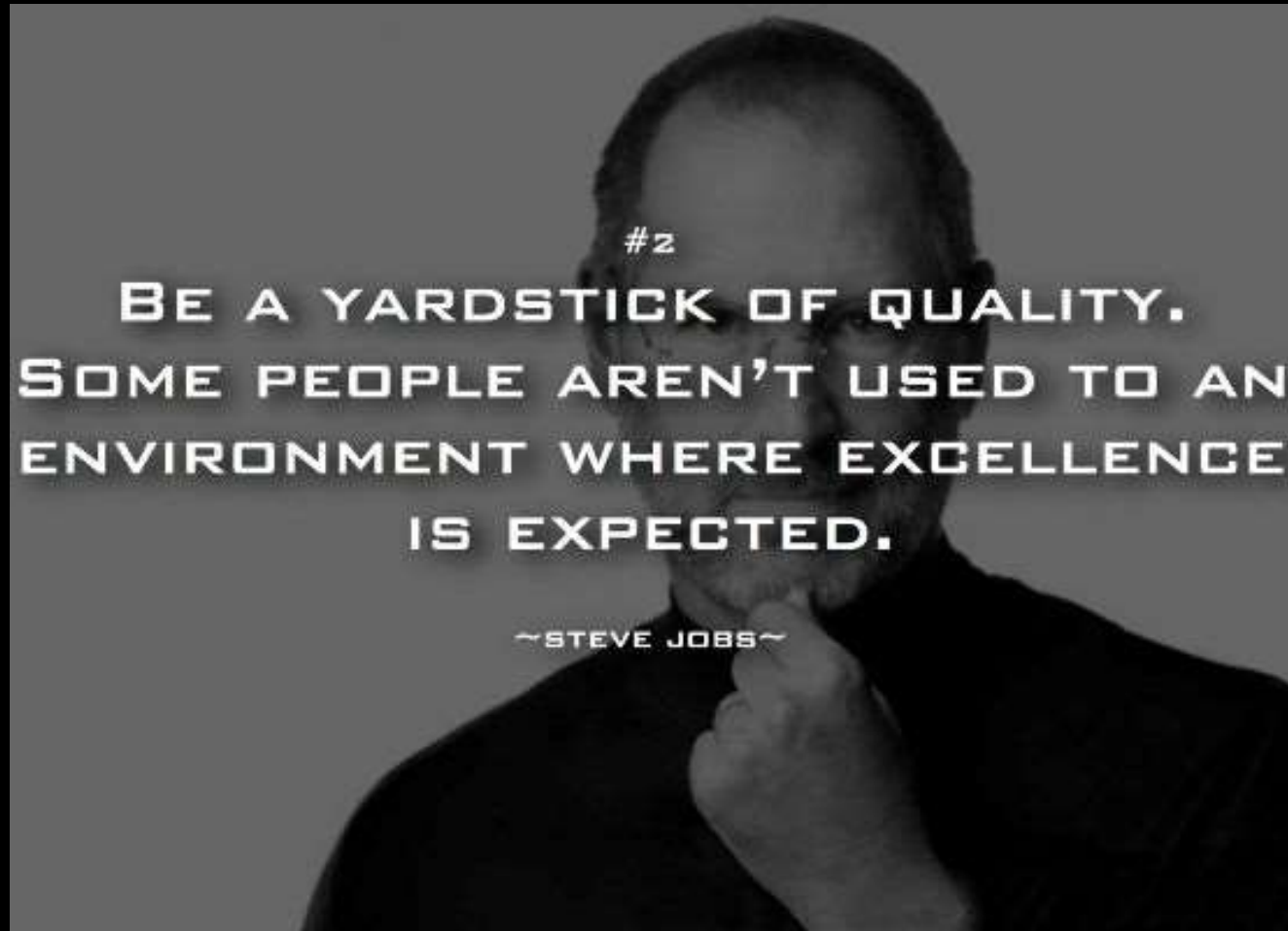
Act on Lead Measures Using Empirical Data

~ What did Ritz Carlton determine was the most important Lead Measure that influenced the Lag Measures?

**EMPLOYEE
SATISFACTION**



What Are Our Expectations?



#2

BE A YARDSTICK OF QUALITY.
SOME PEOPLE AREN'T USED TO AN
ENVIRONMENT WHERE EXCELLENCE
IS EXPECTED.

~STEVE JOBS~



Greek Orthodox Metropolis of Detroit
St. Demetrios Greek Orthodox Church
Saginaw, MI



OUR PATRON SAINT:
GREAT-MARTYR DEMETRIOS
"THE MYRRH-STREAMER"



St. Demetrios - Saginaw
WIG 1
SMART Goal & Lead and
Lag Measures



Stewardship & Engagement **Wildly Important Goal 1**

Develop and implement effective Stewardship, Ministry, and Liturgical Engagement Programs (collectively, the “Engagement Programs”) that within 36 months will achieve the following “Engagement Targets”:

- (a) Increase liturgical engagement by 50% or more;**
- (b) Increase ministries engagement by 50% or more;**
- (c) Increase the parishioner financial stewardship so that all operating expenses are paid through stewardship.**



Prelim Lag Measures WIG 1



- **LAG 1:** Research the most effective stewardship, ministry, and liturgical engagement programs (the “Engagement Programs”) within 4 months
- **LAG 2:** Develop the most effective Engagement Programs within 4 months
- **LAG 3:** Recruit and train the parish “Engagement Ambassadors” within 2 months
- **LAG 4:** Implement the Engagement Programs to achieve the Engagement Targets within 24 months
- **LAG 5:** Compile and assess the results of the Engagement Programs and make necessary improvements within 2 months

- Ministries WIG 1:**
Develop and implement effective Stewardship, Ministry, and Liturgical Engagement Programs (the “Engagement Programs”) that within 36 months will achieve the following “Engagement Targets”:
- (a) Increase liturgical engagement by 50% or more;
 - (b) Increase ministries engagement by 50% or more;
 - (c) Increase the parishioner financial stewardship so that all operating expenses are paid through stewardship.



Prelim Lead Measures WIG 1



- **LEAD 1:**

A: recruit team

B: determine stewardship , ministry, and liturgical engagement key definitions and effectiveness metrics

C: analyze the parish baseline on those key effectiveness metrics and identify parish impediments to success

D: identify at least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs to consider

- **LEAD 2:**

A: evaluate researched Stewardship, Ministry and Liturgical Engagement programs for effectiveness against key performance metrics and parish baselines

B: modify Stewardship, Ministry and Liturgical “Engagement Programs” for utilization at St Demetrios

C: finalize parish Engagement Programs and establish quarterly and/or monthly performance benchmarks

- **LEAD 3:**

A: identify numbers and names of Engagement Programs Engagement Ambassadors

B: develop Engagement Ambassadors training programs

C: train the Engagement Ambassadors

- **LEAD 4:**

A: implement Engagement Programs based on determined monthly and quarterly performance benchmarks

B: continue Ambassadors’ follow-up with parishioners until Engagement Targets are achieved

- **LEAD 5:**

A: obtain qualitative and quantitative data from Engagement Programs effectiveness

B: analyze all data and finalize Engagement Programs assessment and make all necessary improvements

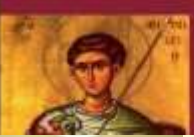
- **LAG 1: Research the most effective stewardship, ministry and liturgical engagement programs (the “Engagement Programs”) within 4 months**

- **LAG 2: Develop the most effective Engagement Programs within 4 months**

- **LAG 3: Recruit and train the parish Engagement Ambassadors within 2 months**

- **LAG 4: Implement the Engagement Programs to achieve the Engagement Targets within 24 months**

- **LAG 5: Compile and assess the results of the Engagement Programs and make necessary improvements within 2 months**



OUR PATRON SAINT:
 GREAT-MARTYR DEMETRIOS
 "THE MYRRH-STREAMER"

Stewardship & Engagement Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>LAG 1: Research the most effective stewardship, and ministry and liturgical engagement programs (the “Engagement Programs”) within 4 months</u>			
1. Form Parish Wildly Important Goal Team 1 (“Engagement Ministry Team 1”).	Strategic Planning Team and Goal co-Captains	1 month after Start Date	Engagement Ministry Team 1 members agree to serve
2. Determine stewardship and ministry and liturgical engagement key definitions and effectiveness metrics.	Engagement Ministry Team 1	2 month after step 1	Engagement definitions and metrics determined
3. Analyze the parish baseline on those key stewardship and engagement effectiveness metrics and survey/research parish impediments to achieving increased stewardship and ministry and liturgical engagement success	Engagement Ministry Team 1	1 months after step 2	Parish baselines and parish impediments are finalized
4. ID at least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs to consider from both inside and outside the Orthodox ecosystem.	Engagement Ministry Team 1	Simultaneous with steps 2 & 3	At least 5 Stewardship and 5 Ministry and Liturgical Engagement Programs examined



OUR PATRON SAINT:
 GREAT-MARTYR DEMETRIOS
 "THE MYRRH-STREAMER"

Stewardship & Engagement Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>LAG 2: Develop the most effective Engagement Programs within 4 months</u>			
5. Evaluate researched Stewardship, Ministry and Liturgical Engagement programs for effectiveness against key performance metrics and parish baselines based on criteria of effectiveness determined in step 2.	Engagement Ministry Team 1	2 months after step 4	Evaluation of alternative Stewardship, Ministry and Liturgical Engagement programs is completed
6. Modify Engagement Programs for utilization at St. Demetrios and finalize parish Engagement Programs and establish quarterly and/or monthly performance benchmarks.	Engagement Ministry Team 1	2 months after step 5	Engagement Programs are finalized
<u>LAG 3: Recruit and train the parish Engagement Ambassadors within 2 months</u>			
7. Identify and recruit the “Engagement Ambassadors” who can implement the Engagement Programs.	Engagement Ministry Team 1	1 month after step 6	Engagement Ambassadors are recruited
8. Develop Engagement Ambassadors training program and train the Engagement Ambassadors selected in step 7.	Engagement Ministry Team 1	1 month after step 7	Engagement Ambassadors are trained

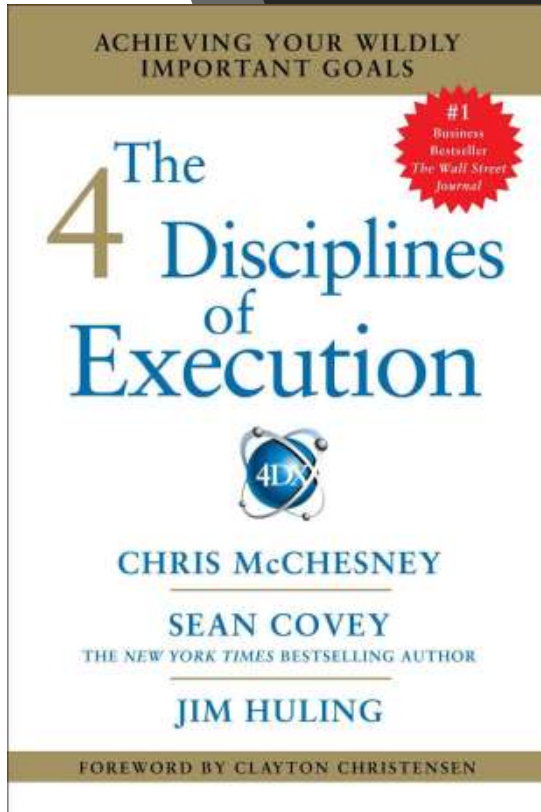


OUR PATRON SAINT:
 GREAT-MARTYR DEMETRIOS
 "THE MYRRH-STREAMER"

Stewardship & Engagement Wildly Important Goal 1 Action Plan



Key Actions Necessary To Achieve Strategic WIG 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<u>LAG 4: Implement the Engagement Programs to achieve the targeted goals within 24 months</u>			
9. Implement Engagement Programs based on monthly and/or quarterly performance benchmarks determined in step 6 with continual Ambassador follow-up with parishioners until Engagement Targets are achieved.	Engagement Ambassadors	24 months after step 8	Established quarterly and/or monthly Engagement Targets are achieved
<u>LAG 5: Compile and assess the results of the Parish Engagement Programs and make necessary improvements within 2 months</u>			
10. Obtain and compile qualitative and quantitative data from Engagement Programs and compile as to the effectiveness and success (based on criteria established in step 2) and areas for improvement.	Engagement Ambassadors and Engagement Ministry Team 1	1 month after step 9	Engagement Programs assessments are completed
11. Finalize and deliver improvements to Engagement Programs assessment analysis report, and make all refinements necessary to make those Ministries more effective based on information identified in step 10, and revise and improve them accordingly.	Engagement Ambassadors and Engagement Ministry Team 1	1 month after step 10	Engagement Programs implementation analysis is completed, and Engagement Programs are refined accordingly



1. Determine your WIGs
(Wildly Iimportant Goals)

2. Act on Lead Measures

3. Create a compelling
scoreboard

4. Create a cadence of
accountability

Create A Compelling Scoreboard

-
- ~ Highest engagement comes when people know the score
 - ~ The best scoreboard is
 1. designed for and by the players
 2. Only shows the critical information



The Compelling Scoreboard focuses on: 1. WIG; 2 Lag Measures; 3. Lead Measures

Create A Compelling Scoreboard

4 Questions to answer:

1. Is the scoreboard simple?
2. Can the team see it easily? (visibility drives accountability)
3. Does it show the most critical data
4. Can everyone quickly tell if they're "winning"



“When the team can see the score, the level of play rises because they can see what’s working, what adjustments are needed, but also because they want to win.”



2 Fundamental Rules and 1 Critical Question

1. Since change is the only constant, you must constantly change.

2. You cannot master what you do not measure.

3. How are you measuring effectiveness or success in your parish?



A Church Compelling Scoreboard

FIRST WEST SCOREBOARD

	EVANGELISM				WORSHIP			
	1 STORY, 1 VERSE, 1 PERSON COMMITMENTS		BAPTISMS		INVITE CARDS DISTRIBUTED		WORSHIP ATTENDANCE	
	THIS WEEK	TOTAL	THIS WEEK	TOTAL	THIS WEEK	TOTAL	THIS WEEK	AVERAGE
WEST MONROE	20	156	2	14	114	1,431	2,174	1,827
FAIRBANKS	16	19	0	7	120	303	270	261
2017 MULTISITE	0	0	0	0	0	0	0	0
TOTAL	36	175	2	21	234	1,734	2,444	2,088

	COMMUNITY				SERVICE			
	NEW GROUPS		LIFE GROUP ATTENDANCE		NEW PEOPLE MOBILIZED		MISSIONS PARTICIPATION	
	THIS WEEK	TOTAL	THIS WEEK	AVERAGE	THIS WEEK	TOTAL	THIS WEEK	TOTAL
WEST MONROE	2	7	1,355	1,367	0	19	0	173
FAIRBANKS	0	1	150	155	0	0	0	0
2017 MULTISITE	0	0	0	0	0	0	0	0
TOTAL	2	8	1,505	1,522	0	19	0	173



Greek Orthodox Metropolis of Detroit
St. Demetrios Greek Orthodox Church
Saginaw, MI



OUR PATRON SAINT:
GREAT-MARTYR DEMETRIOS
"THE MYRRH-STREAMER"



St. Demetrios - Saginaw
WIG 1
SMART Goal & Lead and
Lag Measures



Stewardship & Engagement WIG 1 Compelling Scoreboard

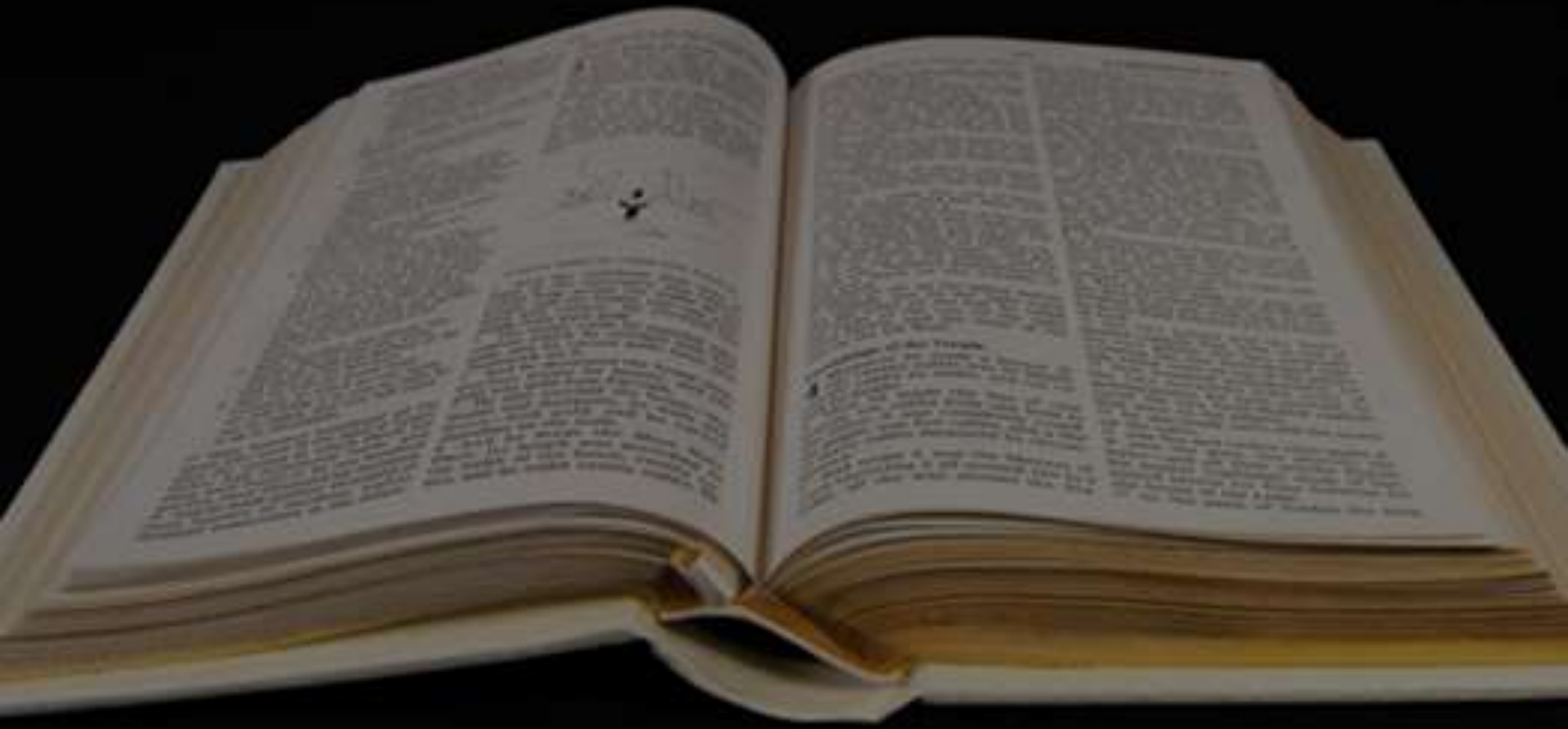


Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Engagement Ministry Team 1	1-1-21	
2. Develop definitions and effectiveness metrics	3-1-21	
3. Analyze parish baselines and engagement success impediments	4-1-21	
4. Research Engagement Programs	5-1-21	
5. Evaluate Engagement Programs	7-1-21	
6. Finalize Engagement Programs	9-1-21	
7. Identify and recruit Engagement Ambassadors	10-1-22	
8. Train Engagement Ambassadors	11-1-22	
9. Implement Engagement Programs and manage to interim quarterly and monthly targets	11-1-24	
10. Obtain Data from Engagement Programs Implementation	12-1-24	
11. Improve Engagement Programs based lessons learned in step 10	1-1-24	

Strategic Wildly Important Goals



Strategic Wildly Important Goals Are Biblical



These twelve Jesus sent out, charging them, ...

*(1) go rather to the lost sheep of
the house of Israel and*

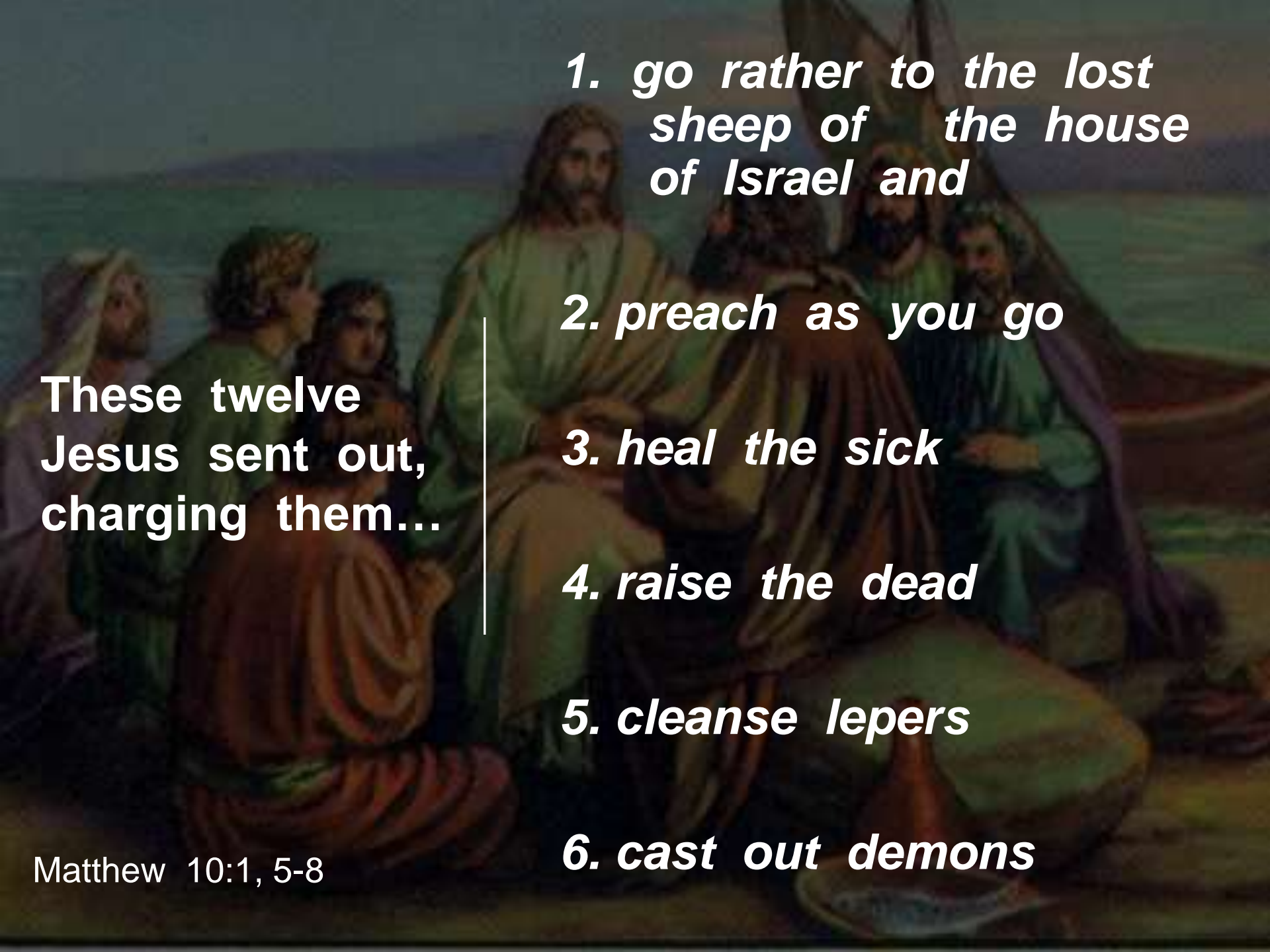
(2) preach as you go

(3) heal the sick

(4) raise the dead

(5) cleanse lepers

(6) cast out demons



**1. go rather to the lost
sheep of the house
of Israel and**

2. preach as you go

3. heal the sick

4. raise the dead

5. cleanse lepers

6. cast out demons

**These twelve
Jesus sent out,
charging them...**

Matthew 10:1, 5-8

SMART Goals

The “SMART” goal process helps ensure our Strategic Wildly Important Goals can be realistically achieved

S



SPECIFIC

M



MEASURABLE

A



ATTAINABLE

R



RELEVANT

T



TIME-BOUND

SMART Goals



Specific: Is the goal clear and specific enough to be understandable?

Measurable: Can you measure the success of the goal?

Attainable: Is the goal attainable within a reasonable time?

Relevant: Is the goal most relevant to us and is it Realistically written?

Time-Bound: Is there a realistic timeline to achieve the goal?

Action Plan

~ Answers strategic planning question #4:

How will we get there?

- ~ The "rubber hits the road" with specific activities outlined in step-by-step detail
- ~ For each step to you identify:
 1. the specific detailed actions
 2. who does it
 3. the deadline for completion
 4. how we know it is completed



Sunday Homework Assignment



~ From the moment arrive on the church campus until everything is over, pretend you are a stranger to Orthodoxy and visiting for the first time.

~ Write down every observation about your “stranger” experience, including anything you didn’t understand or that raised a question.

Do not forget to entertain strangers, for by so doing some have unwittingly entertained angels.

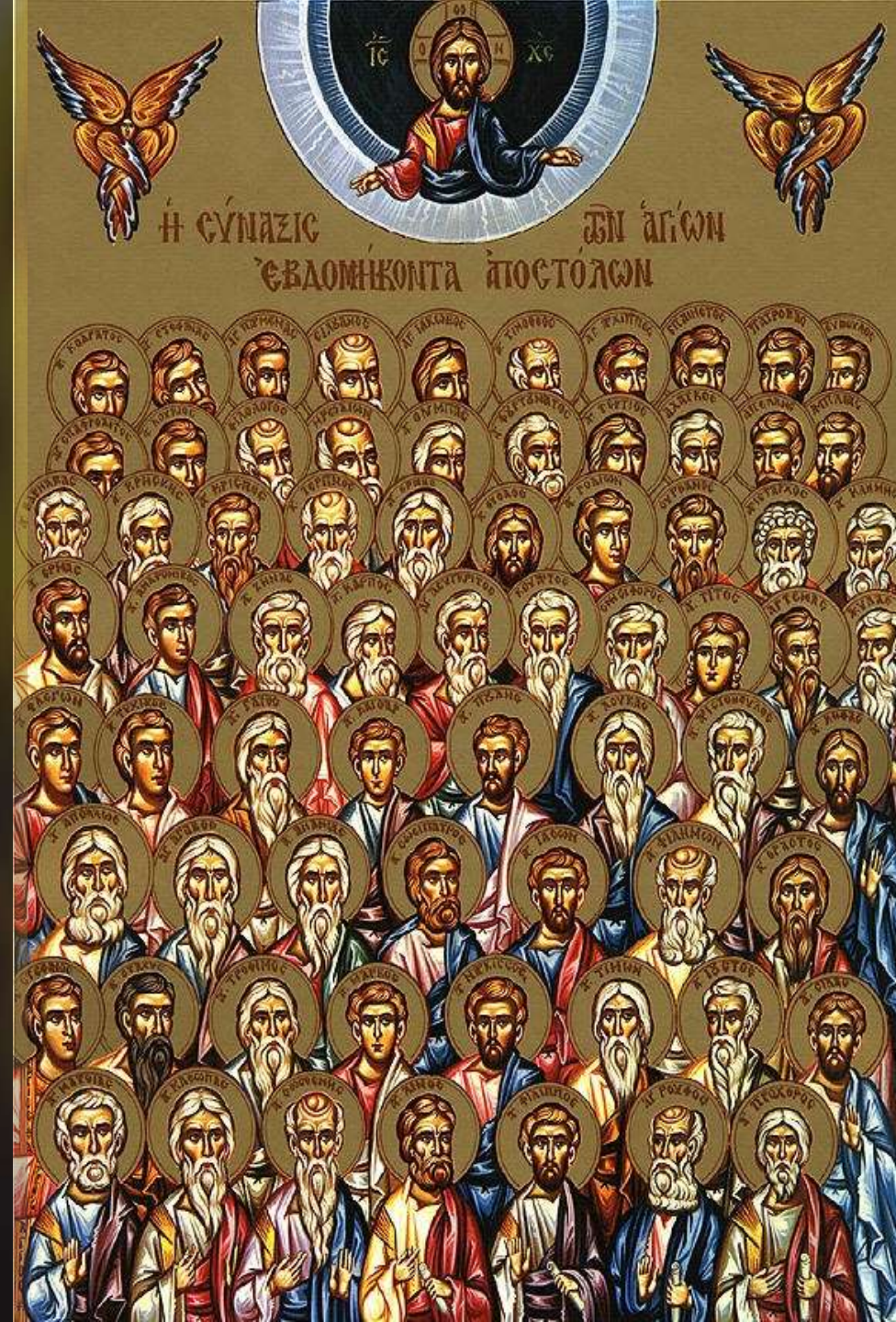


QUESTIONS
ANSWERED
HERE
EVEN THE
SILLY ONES

Any Questions?

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

Luke 10:1





Holy Trinity Greek Orthodox Church
Grand Rapids, MI



Strategic Planning Retreat Day 3

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

Proverbs 29:18

Bill Marianes



STEWARDSHIP
CALLING





Holy Trinity Greek Orthodox Church

Grand Rapids, MI

WHY Statement

**To experience and share Christ's
transformative love, joy, and
peace and to be united with
God and one another**

Today's Revised Schedule

12:30 - 1:45	Opening Prayer and working lunch and discussion of Sunday Services homework assignment.
1:45 - 2:00	Review and recommit to Holy Trinity final SWOT, Statement of Why, Core Values, Mission, WIG/Vision Strategic Areas of Focus. Discussion of SMART Goal development and next steps.
2:00 - 3:00	WIG Teams are formed and: (i) select their Co-Chairs and Secretary; (ii) identify their meeting schedule; (iii) start brainstorming possible Wildly Important Strategic Goals in their Strategic Area of Focus, and (iv) brain-storm people who add value in their area of focus who can be on-ramped. (See instructions on page 11.)
3:00 - 3:30	Discuss next steps, timetable, and final retreat on <u>December 10, 2022.</u> (See post-retreat instructions on pages 11-13.)
3:30	Fr. Joshua's final comments, closing prayer and dismissal.



Sunday Homework Assignment

Write down every observation about your alien “stranger” to Orthodoxy experience, including anything you didn’t understand or that raised a question or issue.

Do not forget to entertain strangers, for by so doing some have unwittingly entertained angels.

Hebrews 13:2





Holy Trinity Greek Orthodox Church
Grand Rapids, MI

WHY Statement

**To experience and share Christ's
transformative love, joy, and
peace and to be united with
God and one another**

The background image shows the interior of a church, likely the Holy Trinity Greek Orthodox Church. It features a series of arched niches containing religious murals and icons. The central focus is a large mural depicting the Holy Trinity. The architecture is ornate, with gold leaf accents and traditional Orthodox iconography. The lighting is warm, highlighting the details of the artwork and the wooden structure.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Strengths

Orthodox Church Services and Theology
Welcoming, Diverse / Multicultural Parish
Financial Stewardship
Clergy
Facilities
Time & Talent Stewardship
Close Community



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Internal Weaknesses

Poor Offering of All Forms of Stewardship
Cliquish & Lack of Warmth
Insufficient Religious Education For All
Inadequate Leadership Development

The background image shows the interior of a church, likely the Holy Trinity Greek Orthodox Church in Grand Rapids, MI. It features a series of icons in arched niches along the walls. The central focus is a large dome painting depicting the Holy Trinity. The architecture is ornate with wooden carvings and hanging lamps.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

External Opportunities

Willingness in the external community to learn about Orthodoxy

Pan-Orthodox Cooperation and Activities

Need for external Philanthropy & Community Action

The background image shows the interior of a church, likely a Greek Orthodox church, featuring a series of icons in arched niches and a large central dome painting. The icons depict various figures, including saints and the Virgin Mary with the Christ Child. The central dome painting shows a scene with several figures, possibly a biblical event. The architecture is ornate with gold leaf accents.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

External Threats

Secular – Anti-Organized Religion

Misperception / Ignorance of Orthodoxy

Anything Goes Culture

Negative Media Influence

Prioritized/Competing Time Demands

“Religiotainment” (“fun churches”)



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Core Values

Final Core Values

Faithfulness

Welcoming Community

Love

Giving

Spiritual Developmental



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Mission Statement

The Mission of Holy Trinity is:

LEARNING through SPIRITUAL EDUCATION

DOING through WORSHIP ENGAGEMENT

LEADING through DISCIPLESHIP



Holy Trinity Greek Orthodox Church

Grand Rapids, MI

Mission Statement (expanded)

The mission of Holy Trinity is:

LEARNING through SPIRITUAL EDUCATION

(focused on everyone understating the Orthodox Faith)

DOING through WORSHIP ENGAGEMENT

(focused on everyone understanding the Divine Liturgy, our private worship responsibilities and everyone's in-reach obligations)

LEADING through DISCIPLESHIP

(focused on leadership development, and everyone's outreach obligations and stewardship of tithes of time, talents and treasures)

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

WIG TEAM LEADS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EMAIL</u>	<u>WIG Team & Role</u>
Fiorenzo	Ana	Ana.Fiorenzo@gmail.com	<u>Co-Chair</u> – LEARN Team 1
Dimitriou	Jim	jdimit63@gmail.com	<u>Co-Chair</u> – LEARN Team 1
Phipps	JoAnna	jphipps23@gmail.com	<u>Secretary</u> – LEARN Team 1
Bageris	Leisa	lbags50@gmail.com	<u>Co-Chair</u> – DO Team 2
Buck	Photini	photini93@gmail.com	<u>Co-Chair</u> – DO Team 2
Phipps	Brian	bhipps65@gmail.com	<u>Secretary</u> – DO Team 2
Bird	Jason	jasontbird5@gmail.com	<u>Co-Chair</u> – LEAD Team 3
Dello	Alex	alexjdello@gmail.com	<u>Co-Chair</u> – LEAD Team 3
Lionikis	Manny	manny@lionikis.com	<u>Secretary</u> – LEAD Team 3

1. LEARNING through SPIRITUAL EDUCATION

2. DOING through WORSHIP ENGAGEMENT

3. LEADING through DISCIPLESHIP

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

LEARNING through SPIRITUAL EDUCATION WIG 1

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EMAIL</u>	<u>WIG TEAM</u>
Agon	Charles		1
Brumley	Katie		1
Chardoul	Paul		1
Couretas	John		1
Crosser	Susan		1
Dimitriou	Jim		1
Fiorenzo	Anamaria		1
Gorant	Jim		1
Gorant	JoAnne		1
Martinez	Josh		1
Martinez	Zoe		1
Phipps	JoAnna		1
Popescu	Andy		1
Wake	Nicholas		1

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

DOING through WORSHIP ENGAGEMENT WIG 2

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EMAIL</u>	<u>WIG TEAM</u>
Bageris	Leisa		2
Brumley	Katie		2
Buck	Photini		2
Couretas	John		2
Karatsinides	Spiro		2
Lange	Ginger		2
Monoyios	Terry		2
Nicholas	Sam		2
Phipps	Brian		2
Taylor	Robert		2
Trierweiler	Becky		2
Zarafonetis	James		2

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

LEADING through DISCIPLESHIP WIG 3

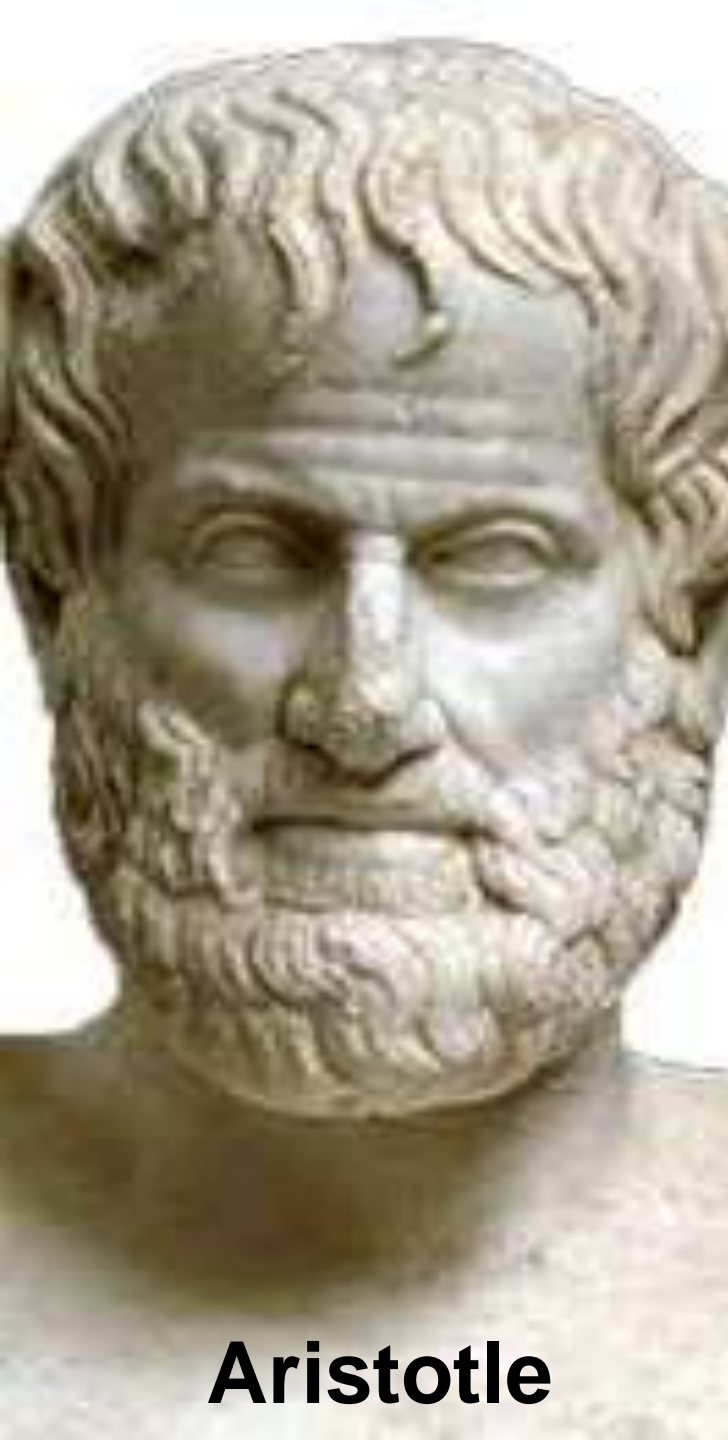
<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>EMAIL</u>	<u>WIG TEAM</u>
Afendoulis	Peter		3
Baarda	Jon		3
Bird	Jason		3
Buck	Bella		3
Dello	Alexander		3
Dyer	Carol		3
Erber	Kate		3
Harshman	Natasa		3
Lionikis	Manny		3
Nichols	Terry		3
Orphan	George		3
Stamas	George		3



Words may inspire, but only ACTION creates change. Most of us live our lives by accident - we live life as it happens. Fulfillment comes when we live our lives on purpose.

— *Simon Sinek* —

AZ QUOTES



Aristotle

**We are what we
repeatedly DO.**

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

Are You Willing To Play On A Championship TEAM?



Comfort ... Discomfort





3 Critical Concepts

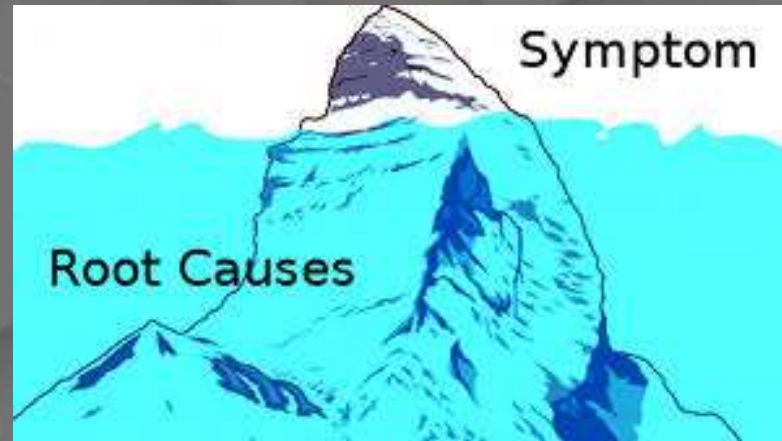
1. Since change is the only constant, you must constantly change.

2. You need strong roots to grow, so address the root causes

3. You cannot master what you do not measure.



Three Choices



What's Next?



Step 2



Part 2 (after Retreat 1) and Second Retreat

**Review page 11-13 of the
Retreat Handbook**

**PAY CLOSE
ATTENTION**

Area of Focus WIG Team Meetings

- ~ Each Team must COMPLETE all of their WIGS, Lag and Lead Measures, Action Plan and Compelling Scoreboard
- ~ Everything must be approved by OZ by NO LATER THAN:
NOVEMBER 27, 2022
- ~ Send any questions to OZ billmarianes@gmail.com
- ~ Please invite OZ to participate in ALL Team calls

**PAY CLOSE
ATTENTION**

**Area of
Focus
WIG
Team
Meatings**

Every Action Plan will have 4 phases:

1. Research Phase

- ~ research how to measure success
- ~ research best practices
- ~ assess your current program against best practices

2. Design and Development Phase

- ~ develop the solution based on research of best practices

3. Training and Implementation Phase

- ~ train any solution team and implement solution

4. Evaluation and Improvement Phase

- ~ assess solution implementation and Improve it

**PAY CLOSE
ATTENTION**

**Area of
Focus
WIG
Team
Meatings**

- ~ You must use the PowerPoint template that will be loaded on your strategic planning page:

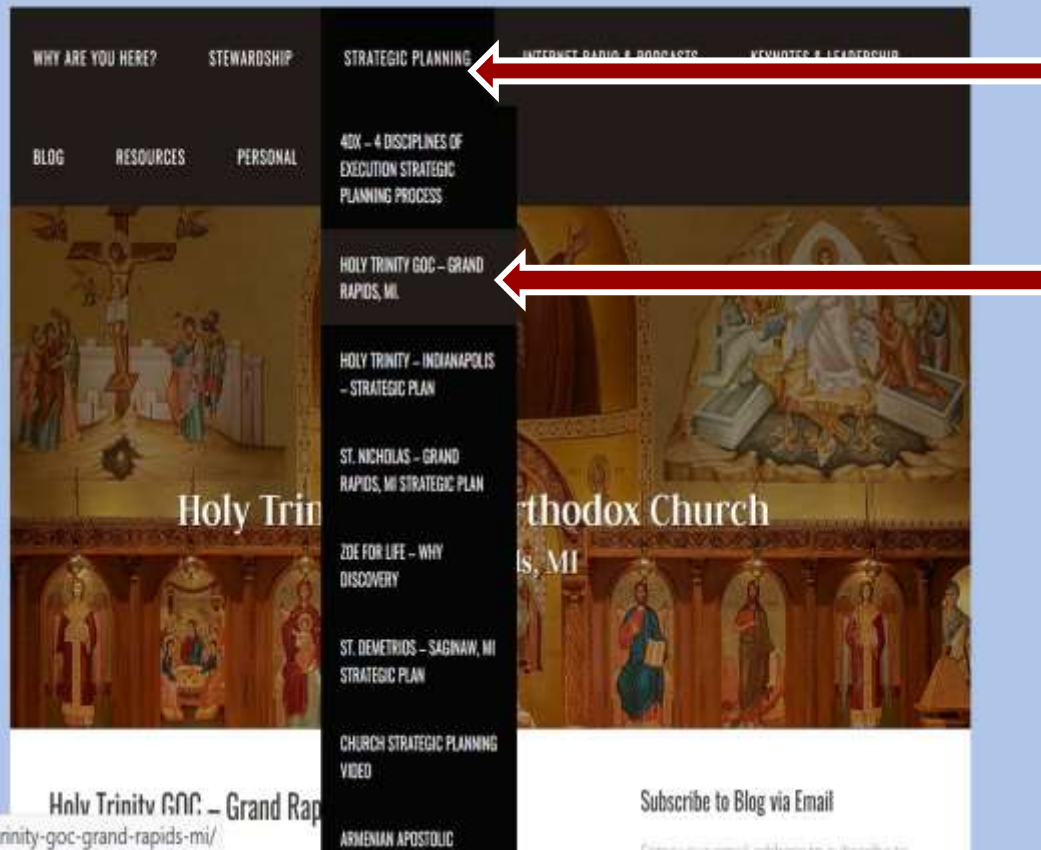
<https://stewardshipcalling.com/holy-trinity-goc-grand-rapids-mi/>

- ~ Additional examples of completed plans can be accessed at:

<https://stewardshipcalling.com/holy-trinity-goc-grand-rapids-mi/>

Download This Presentation:

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



StewardshipCalling.com

[Strategic Planning Tab](#)

[Holy Trinity Page](#)

<https://stewardshipcalling.com/holy-trinity-goc-grand-rapids-mi/>



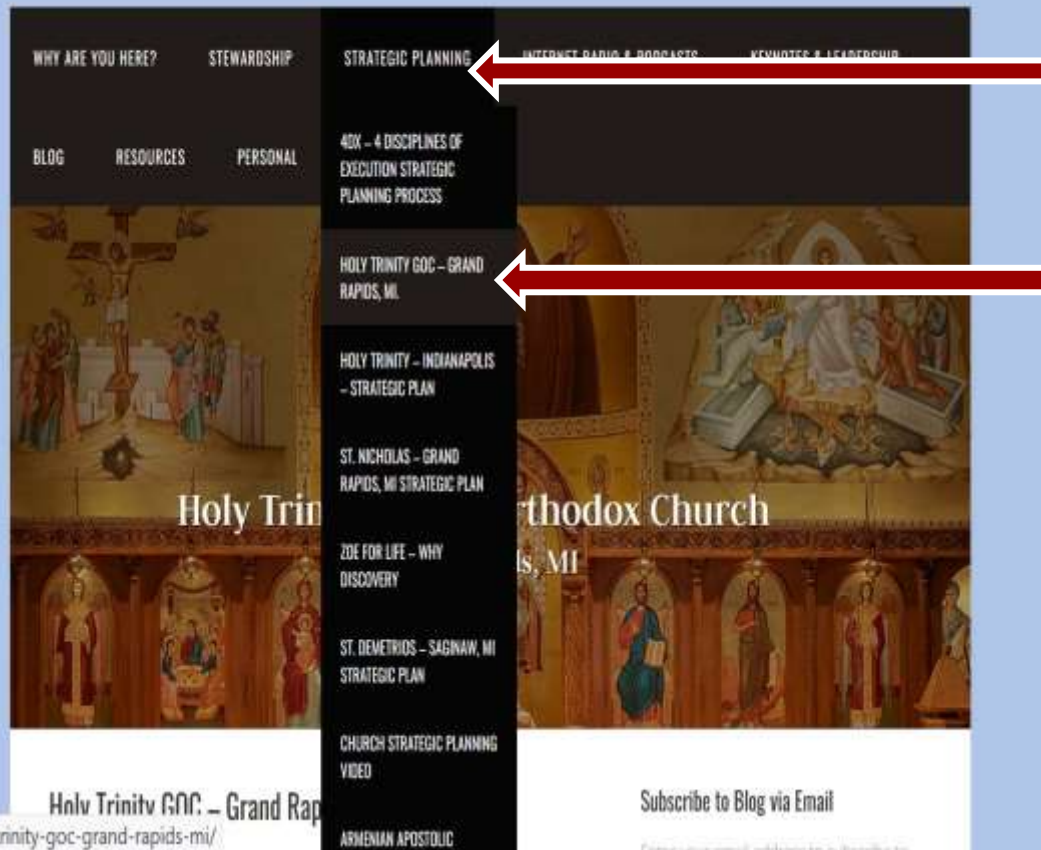
Second SPT Retreat

~ **DECEMBER 10, 2022**

~ **Entire SPT + “on-ramped members” reach a consensus and finalize the entire Strategic Plan**

Download This Presentation:

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



StewardshipCalling.com

[Strategic Planning Tab](#)

[Holy Trinity Page](#)

<https://stewardshipcalling.com/holy-trinity-goc-grand-rapids-mi/>

1. Fr. Joshua

2. Core Team

Chris Afendoulis

Ana Fiorenzo

Jim Gorant

Manny Lionikis

Sam Nicholas

Fr. Joshua Pappas

Chris Upson

3. Retreat Master
Manny (Linda+Athy...)

4. All of you...

Special Thanks

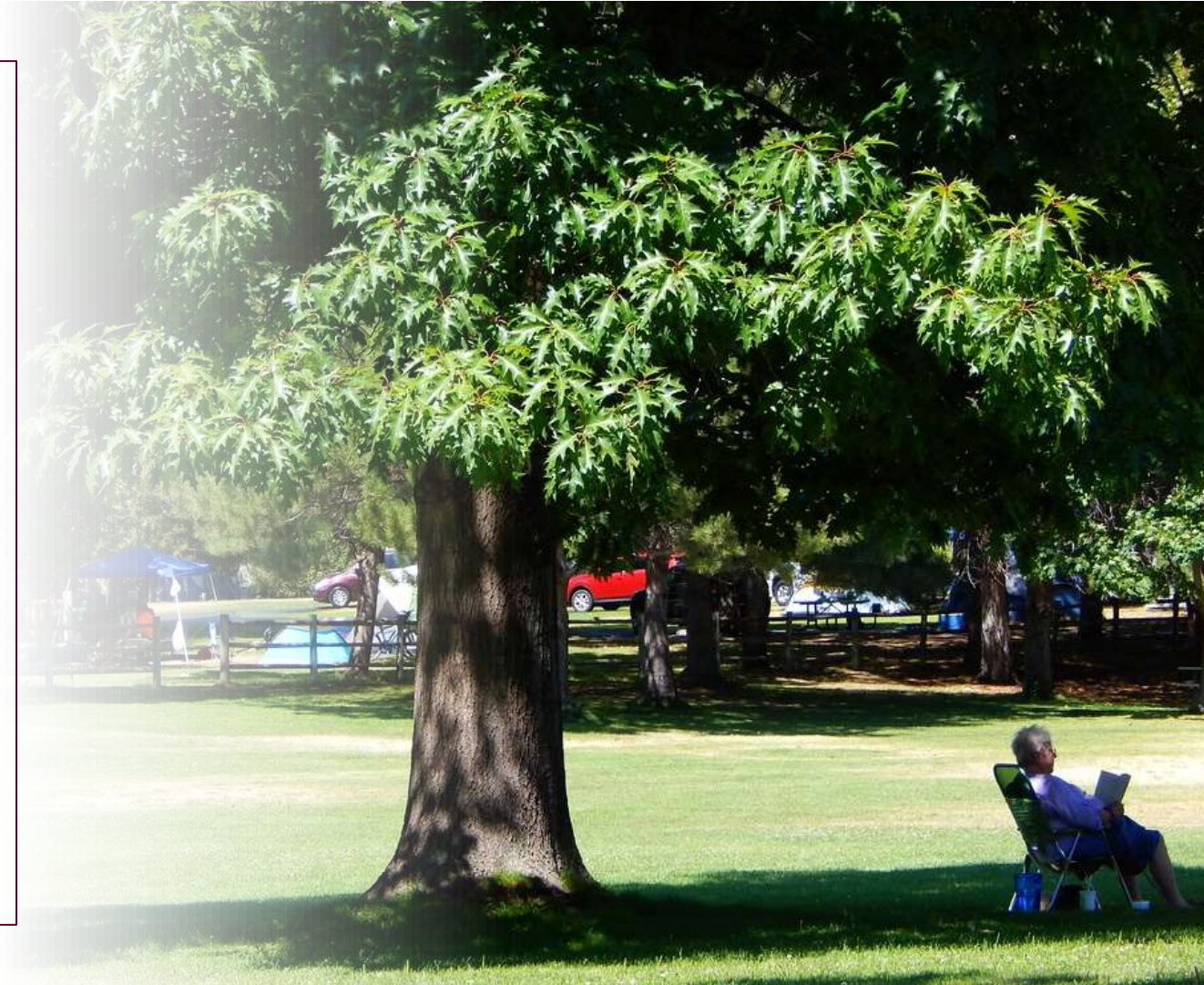


“The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all.”

“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.”

**“A society
grows great
when old men
and women
plant trees in
whose shade
they shall
never sit.”**

Greek Proverb





Old Chinese Proverb

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

The second best time is today.”



**“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

Be Courageous

If anyone ever asks you, "What Would Jesus Do?"



Remind them that flipping over tables and chasing people with a whip is within the realm of possibilities.

**Matthew 21:12
Luke 19:45**

**Mark 11:15
John 2:15**

Now, Lord,
look on their
threats, and
grant to Your
servants that
with all
boldness they
may speak
Your word!

Acts 4:29

Fortune Favors The Bold...





Why Are We Doing This?

“That the end of our lives may be Christian, without pain, blameless and peaceful, and for a good account at the awesome judgment seat of Christ.”



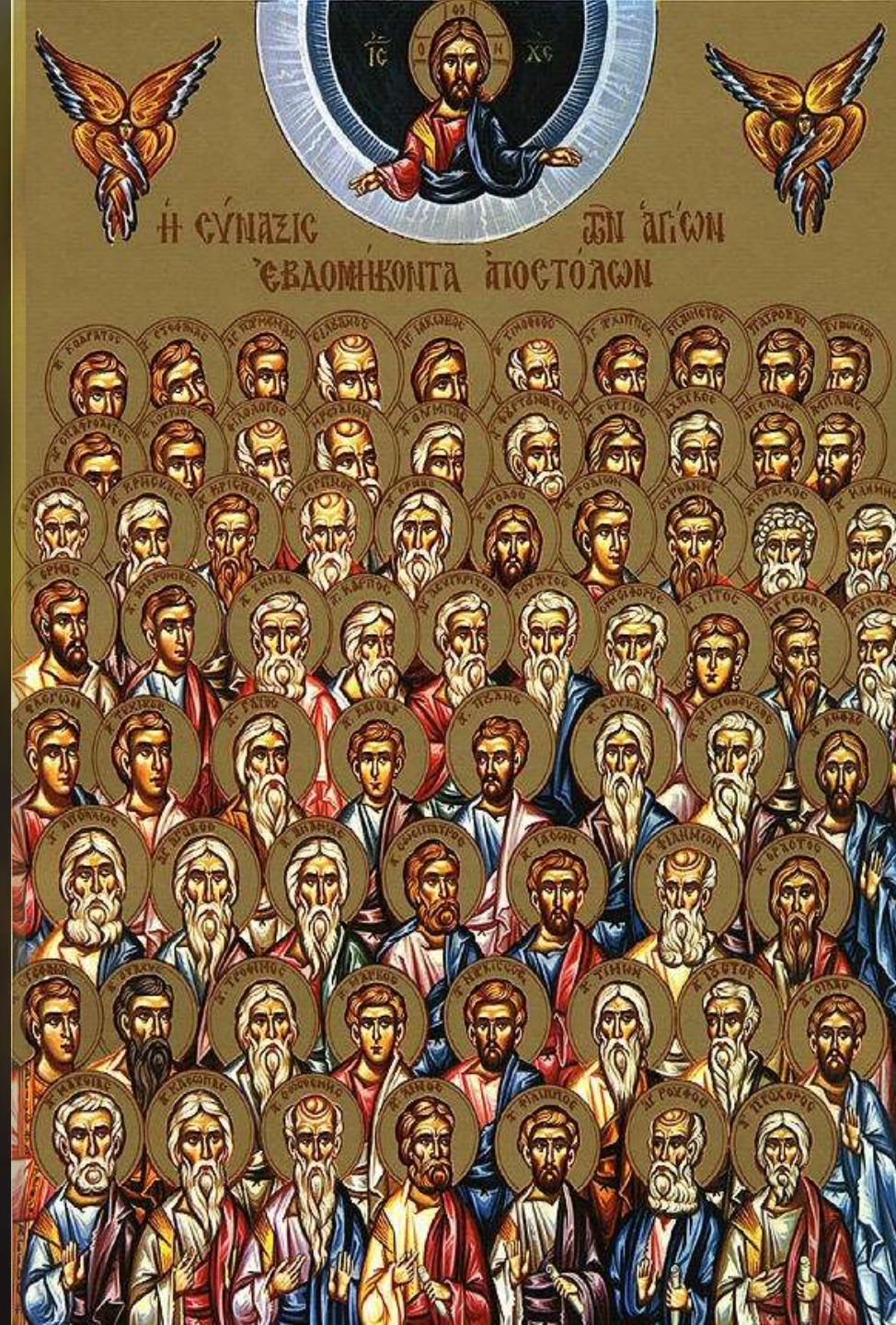
Holy Trinity Greek Orthodox Church
Grand Rapids, MI

WHY Statement

**To experience and share Christ's
transformative love, joy, and
peace and to be united with
God and one another**

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

Luke 10:1





Holy Trinity Greek Orthodox Church
Grand Rapids, MI



Strategic Planning Retreat Day 3

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

Proverbs 29:18

Bill Marianes



STEWARDSHIP
CALLING

