



Holy Trinity Greek Orthodox Church  
Grand Rapids, MI



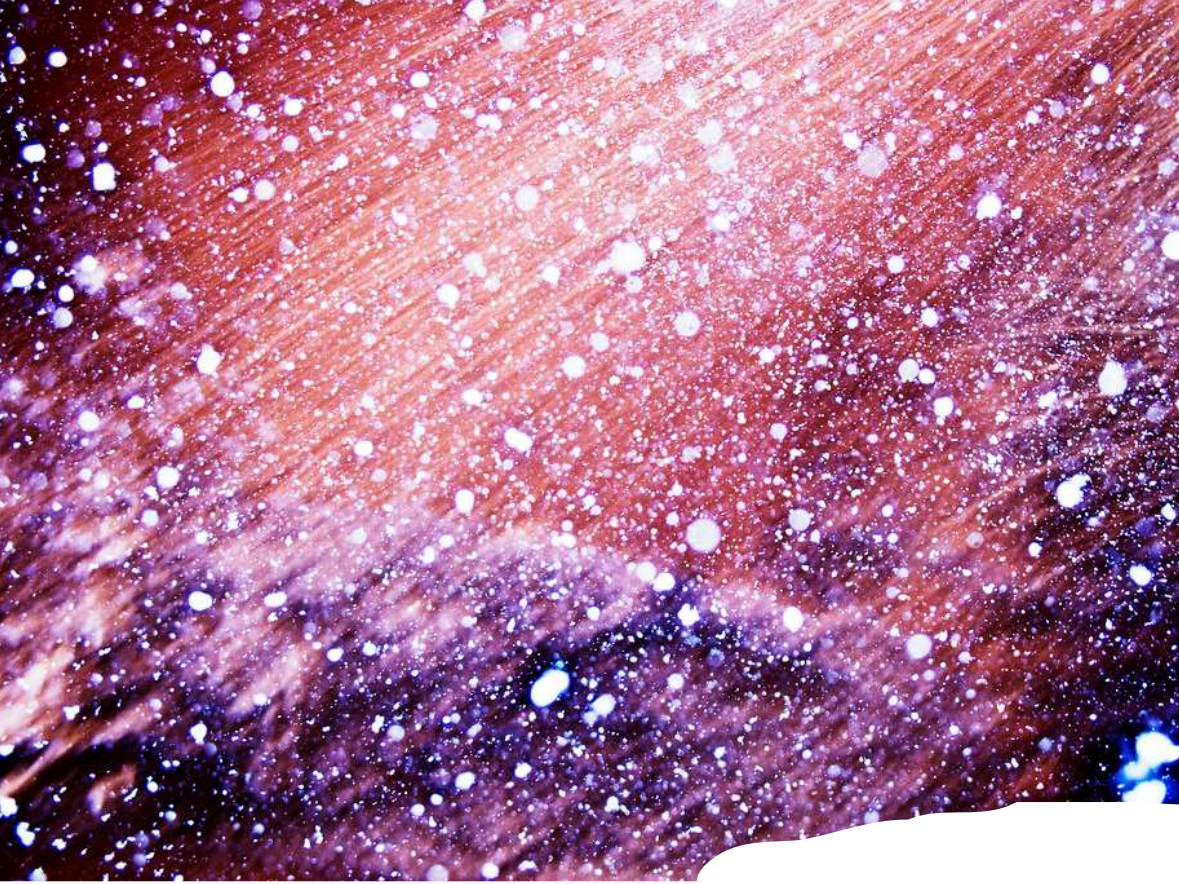
# Strategic Planning Retreat 2

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

Proverbs 29:18

Bill Marianes





You Did Not Hold  
Up Your End Of  
The Bargain



What I Left



TODAY is  
the day  
we...





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 sky is  
not the limit...**

---



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





## 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.”



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



1. Fr. Joshua

2. Goal Team Leads

Leisa Bageris  
Jason Bird  
Photini Buck  
Alex Dello  
Jim Dimitriou  
Ana Fiorenzo  
Manny Lionikis  
JoAnna Phipps  
Brian Phipps

3. Retreat Master Manny

4. All of you...

A wooden table with autumn-themed food including pies, jams, and fruit. The background features a wooden table with various autumn-themed items: a whole pecan pie, a bowl of fruit salad with apples and pecans, a bowl of red jam, a bowl of orange jam, a bowl of green brussels sprouts, a bowl of white mashed potatoes, a whole roasted turkey, a whole pumpkin, and several apples. The scene is decorated with autumn leaves and pinecones.

Special  
Thanks

# Two Process Keys



**Rules of Engagement & Consensus**

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.

# 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



### 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.





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, 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”)**



# 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

## Vision Statement

Within 36 months we will  
measurably improve our

**Spiritual Education**

**Leadership**

**Outreach**

**Stewardship &**

**Worship Engagement**



The background of the slide is a photograph of the interior of a church, specifically the Holy Trinity Greek Orthodox Church in Grand Rapids, MI. The image shows a series of arched niches containing religious icons. The central icon depicts the Holy Trinity, with the Father, Son, and Holy Spirit. Other icons show various saints and figures. The church's architecture is traditional, with ornate woodwork and a warm, golden light.

Holy Trinity Greek Orthodox Church

Grand Rapids, MI

## Vision Statement

**Within 36 months we will  
measurably improve our  
Spiritual Education,  
Leadership,  
Outreach,  
Stewardship,  
Worship Engagement**

# Your Strategic Planning Page

Stewardship Calling

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

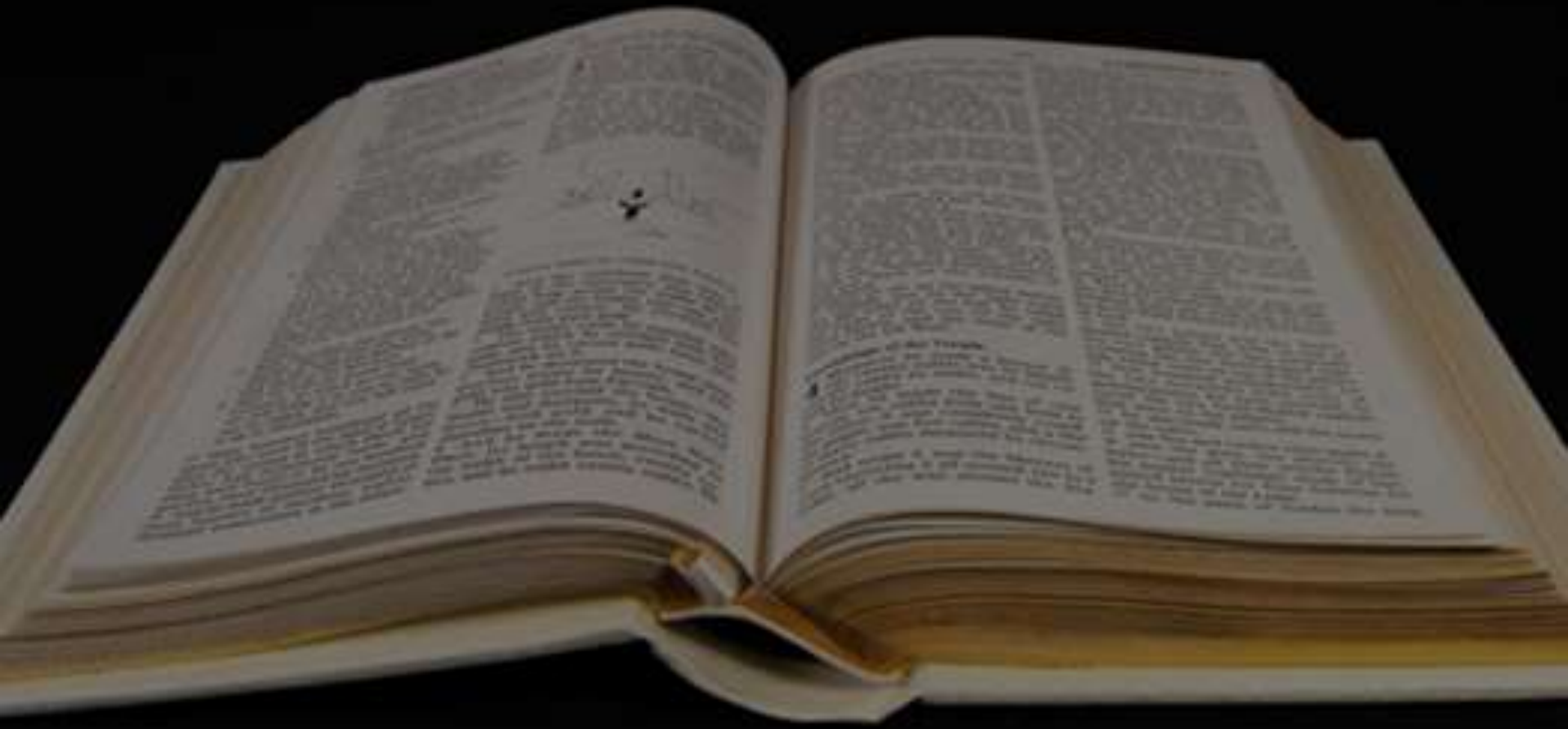
[www.stewardshipcalling.com](http://www.stewardshipcalling.com)

The screenshot shows the website's navigation menu with the following items: WHY ARE YOU HERE?, STEWARDSHIP, STRATEGIC PLANNING (circled in red), INTERNET RADIO & PODCASTS, and KEYNOTES & LEADERSHIP. Below the menu, there are several articles listed in a sidebar, including '4DX - 4 DISCIPLINES OF EXECUTION STRATEGIC PLANNING PROCESS', 'HOLY TRINITY GOC - GRAND RAPIDS, MI.' (circled in red), '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', and 'OCA DIOCESE OF NEW ENGLAND - STRATEGIC PLAN'. The main content area features a large image of a church interior with the text 'Holy Trinity' and 'Orthodox Church' overlaid. At the bottom, there is a 'Subscribe to Blog via Email' section with an email address input field and a 'SUBSCRIBE' button.

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/>

# SMART Strategic Goals Are Biblical





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

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

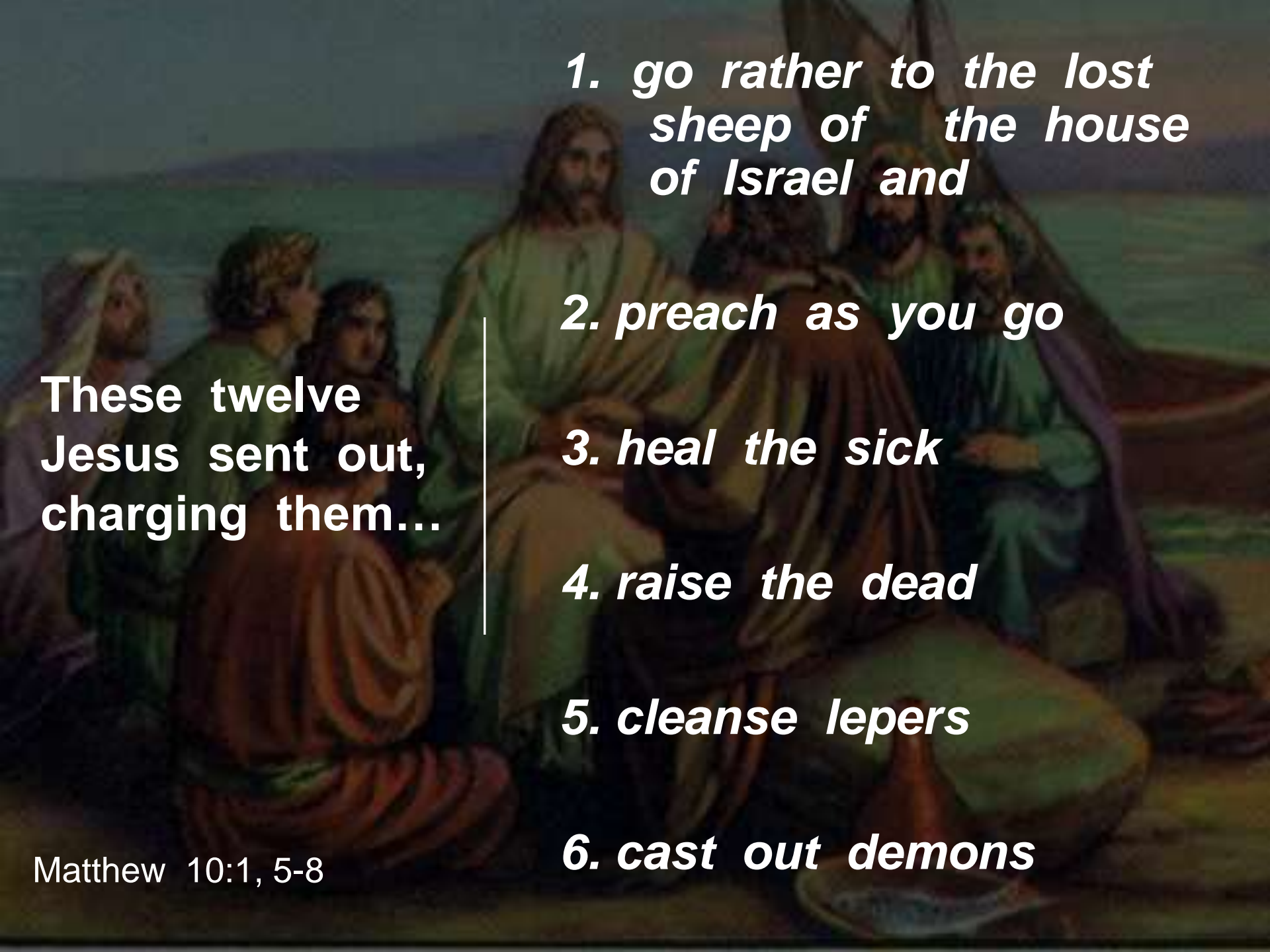
*(2) preach as you go*

*(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?

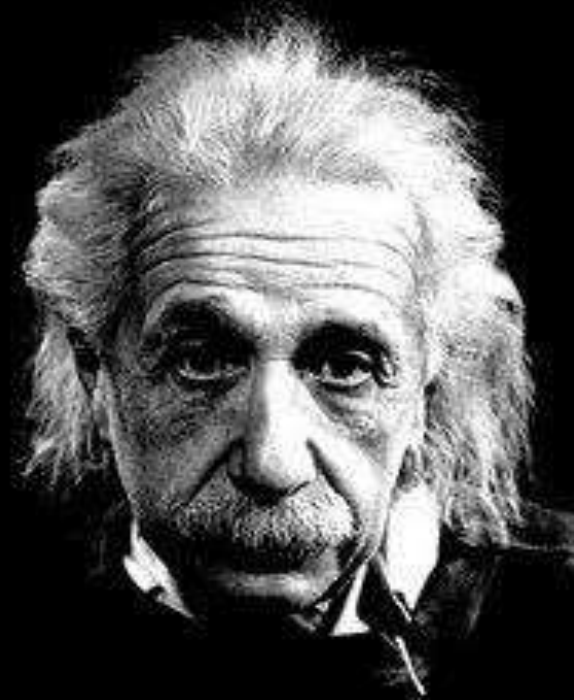
~ The "rubber hits the road" with specific activities outlined in step-by-step detail

~ 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



"WE CANNOT  
SOLVE OUR  
PROBLEMS  
WITH THE SAME  
THINKING WE  
USED WHEN WE  
CREATED THEM"



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

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



**Sun Tzu**



Let's get  
started





# **Adult & Youth Education**

## **S.M.A.R.T. Goal 1**



**Measurably improve parishioner understanding of the Orthodox Faith over the next 23 months by researching, developing, implementing and evaluating a best-practices Adult and Youth Orthodox education program (the “Education Programs”) that will achieve the following “Education Targets:”**

- (a) at least 75% of adult parishioners are aware of the new Education Programs;**
- (b) at least 33% of adult parishioners complete an Orthodoxy 101 6-to-8-week Education Program;**
- (c) at least 25% of adult parishioners complete an Orthodoxy 201 6-to-8-week Education Program;**
- (d) at least 15% of adult parishioners complete an Orthodoxy 301 6-to-8-week Education Program;**
- (e) a quarterly religious Education Program with external speakers is provided beginning after Pascha 2023; and**
- (f) over the course of the 2023-24 youth education program year, at least 50% of youth parishioners will complete at least 50% of the new Youth Education Program classes.**



# Adult & Youth Education Lags – Goal 1



- **LAG 1: Research the most effective adult & youth education programs within 4 months**
- **LAG 2: Develop the most effective adult and youth Orthodox “Education Programs” within 3 months**
- **LAG 3: Identify delivery modalities and recruit and train the Education Programs “Educators” within 2 months**
- **LAG 4: Deliver the Education Programs to at least achieve the outlined Education Targets within 12 months**
- **LAG 5: Compile and assess the results of the Education Programs and make necessary improvements within 2 months**



# Adult & Youth Education Leads – Goal 1



- **LEAD 1:**

- A: recruit team**

- B: research, define and identify metrics to determine effectiveness and what constitutes measurable improvement success**

- C: identify at least 3 adult and youth education programs to consider and establish current baselines**

- **LEAD 2:**

- A: evaluate researched education programs, and benchmark existing Holy Trinity education programs, for effectiveness against Lead 1B definitions and standards**

- B: modify and/or develop new education programs for utilization and create Holy Trinity “Education Programs” to achieve Education Targets**

- C: finalize Holy Trinity Education Programs and effectiveness measurement metrics**

- **LEAD 3:**

- A: identify delivery modalities (technology and “Educators”)**

- B: develop Educator training program, delivery modalities and interim effectiveness assessment process**

- C: recruit and train Educators**

- **LEAD 4:**

- A: identify, recruit and educate Parish adults and youth in the Education Programs to achieve the Education Targets**

- B: assign Educators to respective adults and youth, as necessary**

- C: schedule and complete a parish implementation of the Education Programs to all Education Target number of adults and youth**

- **LEAD 5:**

- A: obtain qualitative and quantitative data from Education Programs effectiveness**

- B: analyze all data and finalize and deliver Education Program assessment and make all necessary improvements to Education Programs**

# Adult & Youth Education S.M.A.R.T. Goal 1 Action Plan

Key Actions Necessary To Achieve <u>Strategic Goal 1</u>	Responsible Party	Deadline <u>Timetable</u>	Completion <u>Confirmation Test</u>
<b><u>LAG 1: Research the most effective Education Programs within 4 months</u></b>			
<b>1. Form Parish Youth and Adult SMART Goal Team 1 (“Education Ministry Team 1”).</b>	Strategic Planning Team and Goal co-Captains	1 month after start date	Education Ministry Team 1 members agree to serve
<b>2. Research, define and identify metrics to determine effectiveness and what constitutes “measurable improvement” success for each targeted demographic of youth and adults and the different Orthodoxy 101, 201, 301, and quarterly, adult educational programs. Survey parishioners’ religious education needs and identify dynamic presenters.</b>	Education Ministry Team 1	3 months after step 1	Success and effectiveness metrics are finalized
<b>3. Identify at least 3 Adult and 3 Youth Education programs to evaluate and consider from both inside and outside the Orthodox ecosystem.</b>	Education Ministry Team 1	Concurrent with step 2	At least 3 education training programs are identified for study

# Adult & Youth Education S.M.A.R.T. Goal 1 Action Plan

Key Actions Necessary To Achieve Strategic Goal 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<b><u>LAG 2: Develop the most effective Education Programs within 3 months</u></b>			
<p><b>4. Using the step 2 criteria of effectiveness and measurable improvement success: (a) evaluate and study the education programs identified in step 3: (b) baseline the effectiveness of the existing Holy Trinity adult and youth education programs; (c) assess parishioner program desires</b></p>		<p><b>3 months after step 3</b></p>	<p><b>Evaluation of alternative education programs and Holy Trinity existing programs are completed</b></p>
<p><b>5. Modify researched or existing programs, or develop new curriculum, as necessary, to finalize the creation of official Holy Trinity Adult and Youth “Education Programs” for use. Identify potential “Educators” who can teach the Education Programs.</b></p>	<p><b>Education Ministry Team 1</b></p>	<p><b>Concurrent with step 4</b></p>	<p><b>Adult and Youth Education Programs are finalized, and Educators are identified</b></p>

# Adult & Youth Education S.M.A.R.T. Goal 1 Action Plan

Key Actions Necessary To Achieve Strategic Goal 1	Responsible Party	Deadline Timetable	Completion Confirmation Test
<b><u>LAG 3: Identify delivery modalities and recruit and train the Education Programs Educators within 2 months</u></b>			
<b>6. (a) identify the best ways to deliver the Adult Education Programs; (b) identify delivery modalities and materials (technology, live education, etc.); (c) recruit potential Educators; and (d) schedule training for Educators.</b>	Education Ministry Team 1	1 months after step 5	Education Programs delivery modalities determined, and Educators are recruited and trained
<b>7. (a) Develop training program for Educators; (b) determine interim quarterly effectiveness assessment measurement process to ultimately achieve Education Targets; (c) train the Educators selected in step 6; and (d) implement and establish all delivery modalities and materials.</b>	Education Ministry Team 1	2 months after step 5 (concurrent with step 6)	Educators are trained in Education Programs, interim assessment process determined, and all delivery modalities are set up
<b><u>LAG 4: Deliver the Education Programs to at least Education Targets of adults and youth over 12 months</u></b>			
<b>8. Identify, recruit, and educate “Education Target” numbers of Parish adult and youth parishioners in each of the 6-to-8-week and quarterly Education Programs.</b>	Educators and Education Ministry Team 1	Concurrent with step 7	At least the Education Target numbers of Adult and Youth Parishioners participate in the Education Programs

# Adult & Youth Education

## S.M.A.R.T. Goal 1 Action Plan

<b>Key Actions Necessary To Achieve Strategic Goal 1</b>	<b>Responsible Party</b>	<b>Deadline Timetable</b>	<b>Completion Confirmation Test</b>
<p><b>9. At least the Education Target numbers of: (a) Adult Parishioners complete the Orthodoxy 101, 201 and 301 and quarterly Education Programs; and (b) youth complete at least one full year of new youth Education Programs.</b></p>	<p><b>Educators</b></p>	<p><b>12 months after steps 7 &amp; 8</b></p>	<p><b>Education Programs is implemented to at least the Target number of Parishioners within the 12 months</b></p>
<p><b><u>LAG 5: Compile and assess the results of the Parish Education Programs and make necessary improvements within 2 months</u></b></p>			
<p><b>10. Obtain and compile qualitative and quantitative data from Parish Education Programs implementations as to the effectiveness and success of the Education Programs (based on criteria established in step 2) and identify areas for improvement.</b></p>	<p><b>Educators and Education Ministry Team 1</b></p>	<p><b>1 months after step 9</b></p>	<p><b>Parish Education Programs implementation assessments are compiled</b></p>
<p><b>11. Finalize and deliver Education Programs effectiveness assessment analysis and make all refinements necessary to make the Education Programs more effective based on information identified in step 10, and revise and improve the Education Programs accordingly.</b></p>	<p><b>Educators and Education Ministry Team 1</b></p>	<p><b>1 months after step 10</b></p>	<p><b>Education Programs implementation assessment analysis are completed Programs are refined accordingly</b></p>



# Adult & Youth Education Goal 1 Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Education Ministry Team 1	(1 month) ____-23	
2. Research and Identify metrics to determine effectiveness and success	(2 months) ____ -23	
3. Research adult and youth education programs	Concurrent with step 2) ____-23	
4. Evaluate adult and youth education programs	(3 months after step 3) ____-23	
5. Finalize Parish Education Programs	(concurrent with step 3) ____-23	
6. Identify delivery modalities and Educators	(1 month) ____-23	
7. Train Educators and implement delivery modalities	(3 months) ____-24	
8. Recruit Adults and Youth to participate in Education Programs	Concurrent with step 7) ____-24	
9. Implement Education Programs to Education Target numbers or adults and youth	(12 months) ____-25	
10. Obtain and compile effectiveness data from Education Programs implementation	(1 month) ____ -25	
11. Compile the results of the Education Program effectiveness assessment and improve the Education	(1 month) ____-25	





## **Worship Engagement S.M.A.R.T. Goal 2**



**We will develop and implement effective youth and adult Worship Engagement Programs (“WE Programs”) that within 36 months will achieve the following “WE Programs Targets”:**

- (a) increase parishioner active worship engagement in church services by at least 25% per year;**
- (b) at least 50% of all parishioners will participate in an age-appropriate “Prayer Life Program” and achieve at least a 20% improvement in their prayer life; and**
- (c) at least 15 former parishioners each year will actively re-engage as full worshipping stewards as a result of our “In-Reach Program.”**



# Worship Engagement Lags – Goal 2



- **LAG 1: Research the most effective youth and adult active worship engagement, personal prayer life and former parishioner re-engagement programs (“WE Programs”) within 3 months**
- **LAG 2: Develop the most effective WE Programs for Holy Trinity adults and youth within 4 months**
- **LAG 3: Identify/create delivery modalities and recruit and train the WE Programs “Educators” within 3 months**
- **LAG 4: Deliver the WE Programs within 24 months**
- **LAG 5: Compile and assess the results of the WE Programs and make necessary improvements within 2 months**



# Worship Engagement Leads - Goal 2



- **LEAD 1:**

- A: recruit team**

- B: define terms and how WE Programs success will be determined, and research and identify metrics to determine effectiveness and success for both adults and youth**

- C: Identify 3 or more effective programs for each of worship engagement, prayer life, and former parishioner re-engagement programs to consider**

- **LEAD 2:**

- A: evaluate all researched WE Programs and existing Holy Trinity programs for effectiveness against Lead 1B definitions and standards and baseline current Holy Trinity effectiveness**

- B: modify and/or develop new WE Programs for utilization at Holy Trinity**

- C: finalize WE Programs to maximize effectiveness against agreed upon metrics**

- **LEAD 3:**

- A: identify WE Programs delivery modalities, technologies and “Educators” to deliver WE Programs**

- B: develop WE Educator training program, delivery modalities, and interim effectiveness assessment process**

- C: recruit and train Educators**

- **LEAD 4:**

- A: identify, recruit and educate youth and adult initial participants in WE Programs and develop parishioner recruitment programs to achieve goals**

- B: assign Educators to respective WE Programs and tasks**

- C: schedule and complete a parish implementation of the WE Programs**

- **LEAD 5:**

- A: obtain qualitative and quantitative data from WE Programs effectiveness**

- B: analyze all data and finalize and deliver WE Programs assessment and make all necessary improvements**



# Worship Engagement S.M.A.R.T. Goal 2 Action Plan



Key Actions Necessary To Achieve Strategic Goal 2	Responsible Party	Deadline Timetable	Completion Confirmation Test
<b>LAG 1: Research the most effective WE Program within 3 months</b>			
1. Form parish Worship Engagement (“WE”) SMART Goal Team 2 (“WE Team 2”).	Strategic Planning Team and Goal co-Captains	1 month after start date	WE Team 2 members agree to serve
2. Research and define how WE success will be determined for each targeted demographic of adults and youth and identify metrics to determine effectiveness.	WE Team 2	2 months after step 1	Definitions and success and effectiveness metrics are finalized
3. Identify 3 or more youth and adult worship engagement, 3 or more youth and adult prayer life programs and 3 or more former parishioner re-engagement programs to evaluate and consider from both inside and outside the Orthodox ecosystem.	WE Team 2	Simultaneous with step 2	3 or more active worship engagement, 3 or more prayer life programs and 3 or more former parishioner re-engagement programs are identified for study



# Worship Engagement S.M.A.R.T. Goal 2 Action Plan



<b>Key Actions Necessary To Achieve <u>Strategic Goal 2</u></b>	<b>Responsible <u>Party</u></b>	<b>Deadline <u>Timetable</u></b>	<b>Completion <u>Confirmation</u> <u>Test</u></b>
<b><u>LAG 2: Develop the most effective WE Program within 4 months</u></b>			
<b>4. Evaluate and study all WE Programs identified in step 3 to determine their effectiveness and applicability to Holy Trinity based on criteria of effectiveness and success determined in step 2.</b>	WE Team 2	1 month after step 3	Evaluation of alternative WE Programs is completed
<b>5. Modify researched or existing WE programs, or develop new WE Programs, as necessary, to finalize official Holy Trinity adult and youth active worship engagement, prayer life and former parishioner re-engagement WE Programs. Identify potential “Educators” who can teach the WE Program to each age demographic.</b>	WE Team 2	3 months after step 4	Adult and Youth WE Programs for active worship engagement, prayer life and former parishioner re-engagement are finalized and potential Educators identified



# Worship Engagement S.M.A.R.T. Goal 2 Action Plan



<b>Key Actions Necessary To Achieve <u>Strategic Goal 2</u></b>	<b>Responsible <u>Party</u></b>	<b>Deadline <u>Timetable</u></b>	<b>Completion <u>Confirmation</u> <u>Test</u></b>
<b><u>LAG 3: Identify delivery modalities and recruit and train the WE Program Educators within 3 months</u></b>			
<b>6. (a) identify the best ways to deliver the respective WE Program for both adults and youth; (b) identify delivery modalities and materials (technology, live education, etc.); (c) recruit potential Educators for each age demographic; and (d) schedule training for Educators.</b>	WE Team 2	3 months after step 5	WE Program delivery modalities determined, and Educators are recruited
<b>7. (a) Develop WE training program for Educators; (b) determine interim effectiveness assessment measurement process; (c) train the Educators selected in step 6; and (d) create all delivery modalities and materials.</b>	WE Team 2	3 months after step 5 (concurrent with step 6)	Educators are trained in WE training program, interim assessment process determined, and all delivery modalities are set up



# Worship Engagement S.M.A.R.T. Goal 2 Action Plan



Key Actions Necessary To Achieve <u>Strategic Goal 2</u>	Responsible <u>Party</u>	Deadline <u>Timetable</u>	Completion <u>Confirmation Test</u>
<b><u>LAG 4: Deliver the WE Programs to adults and youth within 24 months</u></b>			
<b>8. Identify, recruit and educate the parish adults and youth participants in each targeted demographic for each of the three WE Programs.</b>	Educators and WE Team 2	Concurrent with step 7	The adult and youth Parishioners are recruited and participate in the 3 WE Programs
<b>9. The adults and youth in each targeted demographic will complete the three WE Program to achieve minimum target goals of participation.</b>	Educators	24 months after steps 7 & 8	Three WE Programs are implemented to achieve or exceed the minimum targeted goals of participation
<b><u>LAG 5: Compile and assess the results of the parish WE Program and make necessary improvements within 2 months</u></b>			
<b>10. Obtain and compile qualitative and quantitative data from WE Program implementations as to the effectiveness and success (based on criteria established in step 2) and identify areas for improvement.</b>	Educators and WE Team 2	1 month after step 9	WE Program implementation assessments are compiled
<b>11. Finalize and deliver WE Program effectiveness assessment analysis and make all refinements necessary to make the WE Program more effective based on information identified in step 10.</b>	Educators and WE Team 2	1 month after step 10	WE Program is refined accordingly based on results of implementation

# Worship Engagement Goal 2 Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form WE Team 2	1 month ____-23	
2. Research and Identify metrics to determine effectiveness and success	2 months ____ -23	
3. Research WE Programs	Simultaneous with step 2 ____-23	
4. Evaluate WE Programs	1 month ____-23	
5. Finalize WE Program	3 months ____-23	
6. Identify delivery modalities and Educators	1 month ____-23	
7. Train Educators and implement delivery modalities	3 months ____-24	
8. Recruit Target Numbers of adults and youth to participate in WE Program	Concurrent with step 6 ____-24	
9. Implement WE Program to the Education Targets	24 months ____-26	
10. Obtain and compile effectiveness data from WE Program implementation	1 month ____ -26	
11. Compile the results of the WE Program effectiveness assessment and improve the WE Program accordingly	1 month ____-26	





# **Leadership, Outreach & Stewardship**

## **S.M.A.R.T. Goal 3**



**Develop and implement effective Leadership, Outreach, and Stewardship Programs (collectively, the “Discipleship Programs”) that will achieve the following “Discipleship Goals:”**

- (a) 100% of Parish Council members and candidates and ministry leaders will complete our Parish Leadership Program within 12 months and all PC members and Ministry leaders thereafter will do so before assuming their duties and responsibilities;**
- (b) a Welcoming Ministry Program which will actively engage 100% of visitors and invite them to participate in a comprehensive welcoming process within 10 months;**
- (c) a new Outreach Ministry Program will ensure at least 30 or more unaffiliated Orthodox or non-Orthodox join or re-join as stewards the parish each year beginning in 2024; and**
- (d) increase parish time, talents, and treasures stewardship by:**
  - (i) increasing parish stewardship financial giving to fund 100% of all operating expenses within 34 months; with 10% or more of that parish approved budget is expended on mission and community philanthropic outreach; and**
  - (ii) Aggregate time and talent contributions by parishioners is increased by at least 10% over the starting baseline within 24 months.**



# Leadership, Outreach & Stewardship Lags - Goal 3



- **LAG 1:** Research the most effective leadership, outreach, and stewardship programs (the “Discipleship Programs”) within 4 months
- **LAG 2:** Develop the most effective Discipleship Programs within 4 months
- **LAG 3:** Recruit and train any needed parish training “Discipleship Ambassadors” within 2 months
- **LAG 4:** Implement the Discipleship Programs to achieve all Discipleship Goals in not to exceed 24 months
- **LAG 5:** Compile and assess the results of the Discipleship Programs and make necessary improvements within 2 months



# Leadership, Outreach & Stewardship Leads – Goal 3



- **LEAD 1:**

- A: recruit team**

- B: determine leadership , outreach, and stewardship key definitions, desired outcomes, and effectiveness metrics**

- C: analyze the parish baseline on 1(B) key metrics and identify parish baselines and impediments to success**

- D: identify at least 3 Leadership, 3 Outreach, and 3 Stewardship Programs to consider**

- **LEAD 2:**

- A: evaluate researched leadership , outreach, and stewardship for effectiveness against key definitions, performance metrics and parish baselines**

- B: Modify all researched or existing leadership, outreach, and stewardship programs (the “Discipleship Programs”) for utilization at Holy Trinity to meet Discipleship Goals**

- C: finalize parish Discipleship Programs and establish quarterly and/or monthly performance benchmarks to assess progress toward all respective Discipleship Goals**

- **LEAD 3:**

- A: identify numbers and names of Discipleship “Ambassadors” to help deliver Discipleship Programs**

- B: develop Discipleship Ambassadors training programs**

- C: train the Discipleship Ambassadors**

- **LEAD 4:**

- A: implement Discipleship Programs based on determined monthly and quarterly performance benchmarks to achieve all respective Discipleship Goals**

- B: continue Ambassadors’ follow-up until all Discipleship Goals are achieved**

- **LEAD 5:**

- A: obtain qualitative and quantitative data from Discipleship Programs effectiveness**

- B: analyze all data and finalize Discipleship Programs assessment and make all necessary improvements**



# Leadership, Outreach & Stewardship

## S.M.A.R.T. Goal 3



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



# Leadership, Outreach & Stewardship

## S.M.A.R.T. Goal 3



Key Actions Necessary To Achieve Strategic Goal 3	Responsible Party	Deadline Timetable	Completion Confirmation Test
<b><u>LAG 2: Develop the most effective Discipleship Programs within 4 months</u></b>			
5. Evaluate researched leadership, outreach, and stewardship programs for effectiveness against key performance metrics and parish baselines based on criteria of effectiveness determined in step 2.	Discipleship Ministry Team 3	2 months after step 4	Evaluation of alternative Leadership, Outreach, and Stewardship Discipleship programs is completed
6. Modify researched or existing Discipleship Programs for utilization at Holy Trinity and create and finalize parish Discipleship Programs and establish quarterly and/or monthly performance benchmarks to achieve all respective established Discipleship Goals.	Discipleship Ministry Team 3	2 months after step 5	Discipleship Programs are finalized
<b><u>LAG 3: Recruit and train the parish Discipleship Ambassadors within 2 months</u></b>			
7. Identify and recruit the “Discipleship Ambassadors” who can implement the various Discipleship Programs.	Discipleship Ministry Team 3	1 month after step 6	Discipleship Ambassadors are recruited
8. Develop Discipleship Ambassadors training program and train the Discipleship Ambassadors selected in step 7.	Discipleship Ministry Team 3	1 month after step 7	Discipleship Ambassadors are trained



# Leadership, Outreach & Stewardship

## S.M.A.R.T. Goal 3



Key Actions Necessary To Achieve Strategic Goal 3	<u>Responsible Party</u>	<u>Deadline Timetable</u>	<u>Completion Confirmation Test</u>
<b><u>LAG 4: Implement the Engagement Programs to achieve the targeted goals within 24 months</u></b>			
<b>9. Implement Discipleship Programs based on monthly and/or quarterly performance benchmarks determined in step 6 with continual Ambassador follow-up until all Discipleship Goals are achieved.</b>	<b>Discipleship Ambassadors</b>	<b>24 months after step 8</b>	<b>Established quarterly and/or monthly Discipleship Goals are achieved</b>
<b><u>LAG 5: Compile and assess the results of the Parish Discipleship Programs and make necessary improvements within 2 months</u></b>			
<b>10. Obtain and compile qualitative and quantitative data from Discipleship Programs and compile as to the effectiveness and success (based on criteria established in step 2) and areas for improvement.</b>	<b>Discipleship Ambassadors and Discipleship Ministry Team 3</b>	<b>1 month after step 9</b>	<b>Discipleship Programs assessments are completed</b>
<b>11. Finalize and deliver improvements to Discipleship 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.</b>	<b>Discipleship Ambassadors and Discipleship Ministry Team 3</b>	<b>1 month after step 10</b>	<b>Discipleship Programs implementation analysis is completed, and Discipleship Programs are refined accordingly</b>



# Leadership, Outreach & Stewardship Goal 3 Scoreboard



Lead Measure Action	Deadline Date	Status: Percent Complete and Date
1. Form Discipleship Ministry Team 1	1 month ___-23	
2. Develop definitions and effectiveness metrics	2 months ___-23	
3. Analyze parish baselines and success impediments	1 month ___-23	
4. Research Discipleship Programs	Simultaneous with 3	
5. Evaluate Discipleship Programs	2 months ____-23	
6. Finalize Discipleship Programs	2 months ____-23	
7. Identify and recruit Discipleship Ambassadors	1 month ____-23	
8. Train Discipleship Ambassadors	1 month ____-23	
9. Implement Discipleship Programs and manage to interim quarterly and monthly targets to achieve all Discipleship Goals	24 months ___-25	
10. Obtain Data from Discipleship Programs Implementation	1 month ____-25	
11. Improve Discipleship Programs based lessons learned in step 10	1 month ____-25	

# Congratulations

A group of graduates in black caps and gowns are celebrating outdoors. They are smiling and looking upwards, with one graduate in the center holding up her cap. The background is filled with lush green trees under a bright sky.

**Your work is done, and the strategic planning team is officially disbanded with gratitude.**





# **Transition from Strategic Planning to Implementation**



Holy Trinity Greek Orthodox Church  
Grand Rapids, MI

**WHY Statement**

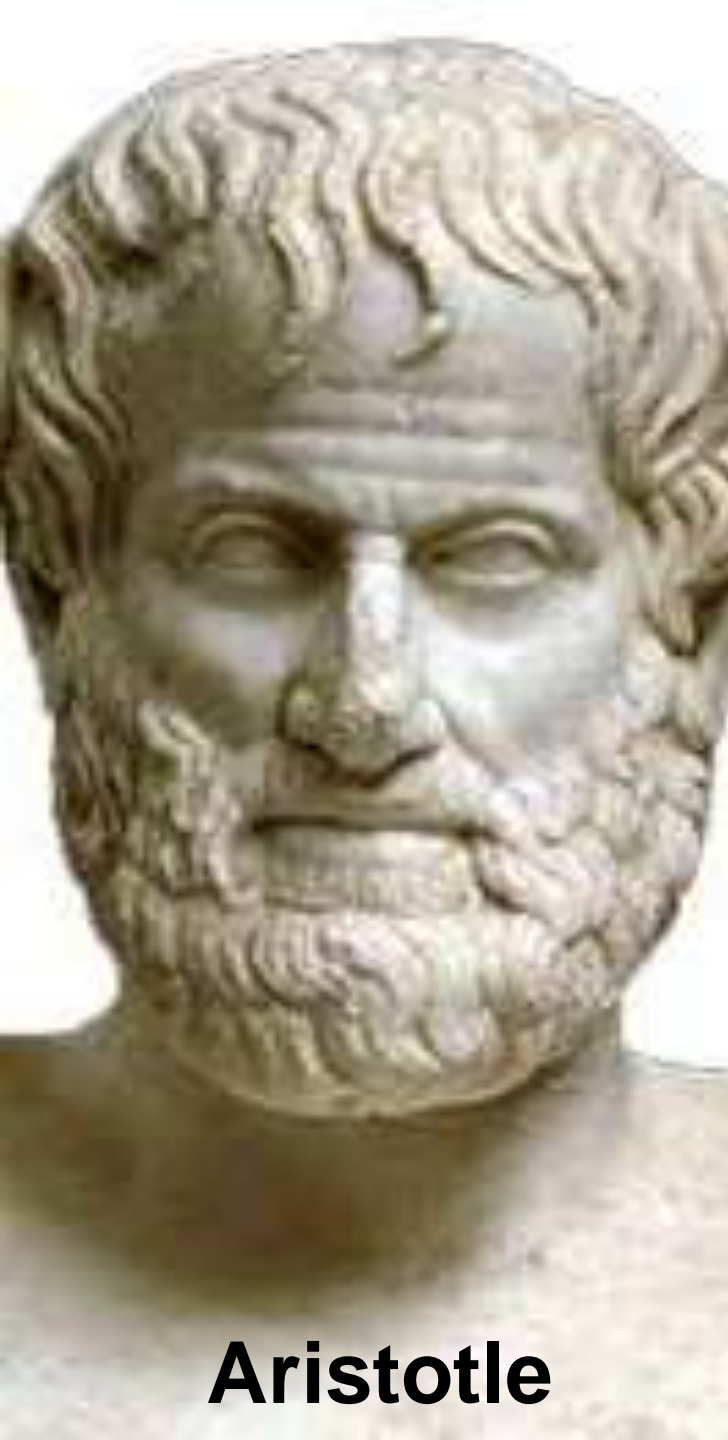
**To experience and share Christ's  
transformative love, joy, and  
peace and to be united with  
God and one another.**



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**

# Next Steps For Success

## Implementation Management

~ All 3 Strategic Goals will have:

1. Goal Co-Captains to manage and lead the team's execution of the Action Plan steps
2. Its own Implementation Team

~ 2 Head Coaches (Sam Nicholas and Jim Gorant) will coordinate with the Goal Co-Captains

~ The Head Coaches and Father Joshua will form the Implementation Headquarters ("IHQ") and ultimately be responsible for the entire implementation process

# Next Steps For Success

## Parish Council and Ministry Leaders

- ~ Review all SWOT Weaknesses that did not rise to the level of a Strategic Goal (“Low Hanging Fruit Issues”)
- ~ Identify which Low Hanging Fruit Issues they will address immediately while the Strategic Plan items are being researched and implemented
- ~ Address those Low Hanging Fruit Issues and publicly celebrate them with the parishioners as immediate successes from the Strategic Planning Process

# 5 Examples of SWOT Low Hanging Fruit Success Opportunities

- **16 - FACILITIES** - Hall needs remodeling; Facilities; Social hall in need of renovation; The outside property needs upkeep; Church needs iconography and additional beauty- its more desolate than other churches; Need outside places for kids to play safely; Church is dirty; Poor use of outdoor grounds. Possible development could include natural park, picnic area, playground, etc.; An aging church building with structural challenges (small altar, brick walls, etc.); facilities: limited spaces / function, datedness; Aging facilities in need of facelift, which creates perceptions of the life of the church of those who may visit (or even attend); Facility upkeep; Don't keep church maintained; Our seasoned building will require major updating/maintenance; Contingencies – roof, kitchen, bathroom, other repairs – continue to be funded with one-off giving appeals.
- **13 - FAMILY ISSUES** - Young families have many conflicting options for how to spend their time and talents so regular attendance is sparse.; Young family participation in liturgy; Support for families with extremely young children – no nursery etc.; Get younger families to bring kids to church; Not always good at embracing young families who are disruptive; Need to reach out to children's and families and engage the families more; Haven't always been good at embracing young families and their children's disruptions in church; May need increase resources for babies/toddlers on Sundays; Inspiring parents to be committed to Christ and faith; Lack of commitment for parents to make church and Christ top priority in their lives and kids' lives; Better parishioner support of Sunday to bring the kids; Parents lack of instilling a Love of Christ and participating in the Life of the church as the number one priority in raising their children.; Families - lack of Faith and culture awareness - both youth and adults.
- **10 - INADEQUATE PHILANTHROPY** - Give away very little collectively of parishioner money (bake sale and endowments is not "our" money) we give \$0 of our own stewardship money to charitable causes; Need more outreach to poor and needy; over-reliance on General Endowment and Philoptochos to serve the underprivileged; Extremely weak focus on philanthropy; I am not aware of any philanthropical projects outside of Philoptochos other than the building project.; Do no face to face social and philanthropic outreach to intentionally reach out to poor and marginalized; Need more people helping others who need help; Not good enough at giving more to charity that serve people in need (Matthew 25); Better at giving to charity than serving those who have fallen through the cracks: hungry, thirsty, stranger, naked, sick, prisoner (Matt. 25:31-46); orphans and widows (James 1:27); poor, victims, homeless, marginalized; Good at community service, not great; we could do more community-wide.
- **7 – COMMUNICATIONS / TECHNOLOGIES INADEQUACIES** - No quarterly or monthly bulletin of highlights – community and spiritual; Communication can sometimes feel daunting and shared via many channels. (I am personally unaware of where I should look for the ultimate "source of truth" regarding church events, parish calendar, etc....); small digital presence, WhatsApp Telegram or FaceBook groups to speed communication (people are too inconvenienced to open emails); Sunday Bulletin & weekly email needs additions: welcome guests, prayer requests, etc.; Need a new address book with pictures; Knowledge of/use of talents and businesses of parishioners. (A directory? I'd love to know if we had plumbers, CPAs, hairdressers, etc., to use/hire).; Technology.
- **6 - STAFFING SHORTAGES** - Need more religious Education teachers; Church Custodian; Grounds need a grounds keeper; Inadequate administrative support for the parish Priest appears over-worked; We penny-pinch when we should be investing in more effective operations and staff.

# 5 Examples of SWOT Low Hanging Fruit Success Opportunities

**1. FACILITIES ISSUES** - The outside property needs upkeep; Hall needs remodeling; Church is dirty; Poor use of outdoor grounds; Aging facilities in need of facelift; Don't keep church maintained

**SOLUTION: maintenance and capital campaign feasibility study**

**2. FAMILY ISSUES** - Support for families with extremely young children – no nursery etc.; Young family participation in liturgy; Not always good at embracing young families who are disruptive; Need to reach out to children's and families and engage the families more; Haven't always been good at embracing young families and their children's disruptions in church;

**SOLUTION: specific family ministry initiatives**

**3. INADEQUATE PHILANTHROPY** - Give away very little collectively of parishioner money (bake sale and endowments is not "our" money) we give \$0 of our own stewardship money to charitable causes; Need more outreach to poor and needy; over-reliance on General Endowment and Philoptochos to serve the underprivileged; Extremely weak focus on philanthropy; I am not aware of any philanthropical projects outside of Philoptochos we could do more community-wide.

**SOLUTION: budget, deliver and publicize greater philanthropy**

**4. COMMUNICATIONS / TECHNOLOGIES INADEQUACIES** - No quarterly or monthly bulletin of highlights – community and spiritual; Communication can sometimes feel daunting and shared via many channels; small digital presence, WhatsApp Telegram or FaceBook groups to speed communication (people are too inconvenienced to open emails); Sunday Bulletin & weekly email needs additions

**SOLUTION: develop and implement new communications strategy**

**5. STAFFING SHORTAGES** - Need more religious Education teachers; Church Custodian; Grounds need a grounds keeper; Inadequate administrative support for the parish Priest appears over-worked; We penny-pinch

**SOLUTION: hire grounds keeper and church administrative assistance**



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

**ANDY STANLEY**

**SMARTLEADERSHIP**

# Next Steps For Success

## Communications

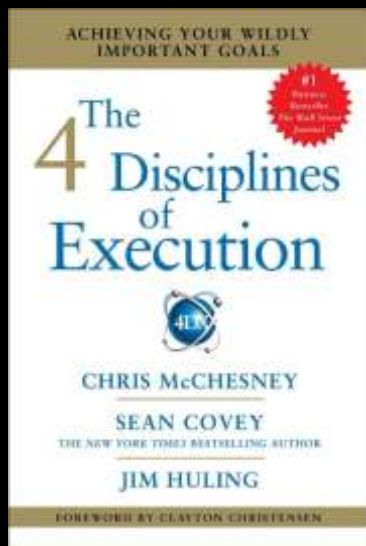
- ~ Constant and regular reporting on the Strategic Planning process in all parish media outlets and forms, including in bulletins, homilies, General Assemblies church announcements, etc.
- ~ Parish website adds a strategic planning page where everything is posted (including all Scoreboard updates)
- ~ Reporting on Low Hanging Fruit Issues progress and other activities is essential during Strategic Planning “Quiet Phase” (approx. 9 months of research, analysis and new program development)



## A Leader Leads By Example

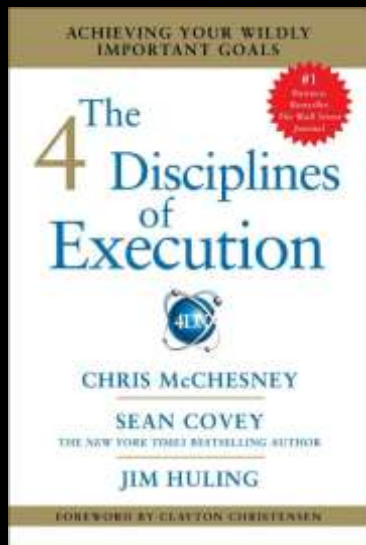
“Leadership is not about  
personality. It’s about  
behavior”

# The 4th Discipline of Execution A Cadence of Accountability



- ~ Regular and frequent team meetings that solely focus on the Strategic Goals
- ~ Team members hold each other accountable for their commitments

# The 4th Discipline of Execution A Cadence of Accountability

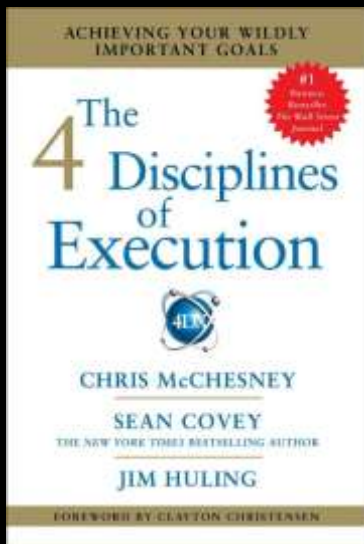


- ~ Implementation Team weekly check-ins on Goal Scoreboard progress
- ~ IHQ regular accountability check-ins with Co-Chairs

# The 4th Discipline of Execution

## A Cadence of Accountability

1. Implementation Team check-ins
  - a) Short WEEKLY call to update progress
  - b) Each member reports:
    - i. What they said they'd do
    - ii. What they did
    - iii. What they will do this week
    - iv. Any help they need
  - c) Goal Scoreboard is updated and posted for everyone to see



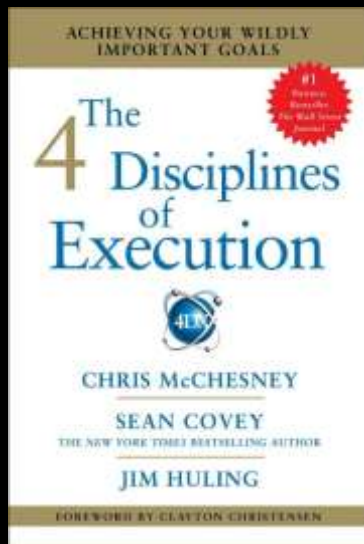
# The 4th Discipline of Execution A Cadence of Accountability

## 2. IHQ regular accountability check-ins

a) Bi-weekly calls with Head Coach to review update progress and Goal Scoreboard

b) Co-Chairs identify successes, failures, and action plan next steps

c) IHQ identifies issues that need to be addressed



# Top 5 Implementation Challenges



1. Lack of discipline and momentum
2. Resistance to change
3. Resistance by “insiders” & naysayers  
 (“not invented here syndrome, we always did it differently”)
4. Absence of visible activity and immediate results
5. Loss of focus on your WHY

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





**“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



# Next Steps For Success



...to complete the Implementation Volunteer Form and Tell us on which Implementation Task Force you will work

Tell us if you're willing to serve as a Goal Captain and manage the implementation using the Action Plan

# Next Steps For Success

Rat out (recruit) your talented friends  
to work on these Strategic Goals



# Next Steps For Success



**WE WANT YOU**

- ~ We need to recruit those working in the ministries for which we have Strategic Goals developing new best practices and programs
- ~ We need to always continue to recruit new parishioners and converts throughout the entire implementation

# Next Steps For Success

**WE WANT YOU**



Print the Volunteer Form  
available here:

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

Turn it in today  
(or email it to:  
[info@holytrinitygoc.org](mailto:info@holytrinitygoc.org))



## STRATEGIC PLAN IMPLEMENTATION VOLUNTEER FORM

(Please Type Or Print Legibly)

1. Full Name: \_\_\_\_\_
2. Full Mailing Address: \_\_\_\_\_
3. Email: \_\_\_\_\_
4. Phone number: \_\_\_\_\_
5. I agree to give my time and talents to work on the following S.M.A.R.T. Goal:  
\_\_\_\_ Goal 1 - **LEARNING** through **SPIRITUAL EDUCATION**  
\_\_\_\_ Goal 2 - **DOING** through **WORSHIP ENGAGEMENT**  
\_\_\_\_ Goal 3 - **LEADING** through **DISCIPLESHIP**
6. I am willing to volunteer to be considered to co-lead the implementation of a Goal (identify the **specific** Goal number):  
  
I am willing to be considered to serve as Co-Captain for: **Goal Number** \_\_\_\_\_
7. Any other people you think would serve on a Goal Team, or as a Goal Co-Captain (please specify the **specific** Goal full number and provide their name and any contact information you have):  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
8. Any other comments / suggestions: \_\_\_\_\_

Please email this completed form to:  
[info@holytrinitygoc.org](mailto:info@holytrinitygoc.org)

# Next Steps For Success



~ **Strategic Planning Roll Event - Date: TBD**

~ **What can you do?**

1. Get your friends to sign up to work on an Implementation Team by completing the Implementation Volunteer Form at:

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

email the completed form to: [info@holytrinitygoc.org](mailto:info@holytrinitygoc.org)

2. Be positive and talk it up with everyone and recruit others to attend the roll-out event and work on the implementation





# Download This Presentation:

Stewardship Calling

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

The screenshot shows a navigation menu for the Stewardship Calling website. The menu items are arranged in a grid. Red arrows point to the following items:

- STEWARDSHIP
- STRATEGIC PLANNING
- HOLY TRINITY GOC – GRAND RAPIDS, MI.

Other visible menu items include: WHY ARE YOU HERE?, BLOG, RESOURCES, PERSONAL, 40X – 4 DISCIPLINES OF EXECUTION STRATEGIC PLANNING PROCESS, INTERNET RADIO & PODCASTS, KEYNOTES & LEADERSHIP, HOLY TRINITY – INDIANAPOLIS – STRATEGIC PLAN, ST. NICHOLAS – GRAND RAPIDS, MI STRATEGIC PLAN, ZDE FOR LIFE – WHY DISCOVERY, ST. DEMETRIOS – SAGINAW, MI STRATEGIC PLAN, CHURCH STRATEGIC PLANNING VIDEO, and ARMENIAN APOSTOLIC. The background of the menu features images of church interiors and religious art.

[StewardshipCalling.com](http://StewardshipCalling.com)

[Strategic Planning Tab](#)

[Holy Trinity Page](#)

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

1. Fr. Joshua

2. Goal Team Leads

Leisa Bageris  
Jason Bird  
Photini Buck  
Alex Dello  
Jim Dimitriou  
Ana Fiorenzo  
Manny Lionikis  
JoAnna Phipps  
Brian Phipps

3. Retreat Master Manny

4. All of you...



Special  
Thanks

---



## St. Paisios the Athonite and WHY

“After our death, when we come face to face with Christ, we will understand the why and how of our lives, and will be told everything we went through in this world.

Then with all the power of our existence we will say to Him, ‘Thank you my God, for allowing these for me!’ ”



*Old Chinese Proverb*

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

***The second best time is today.”***

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



**Mahatma Gandhi**



**“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**

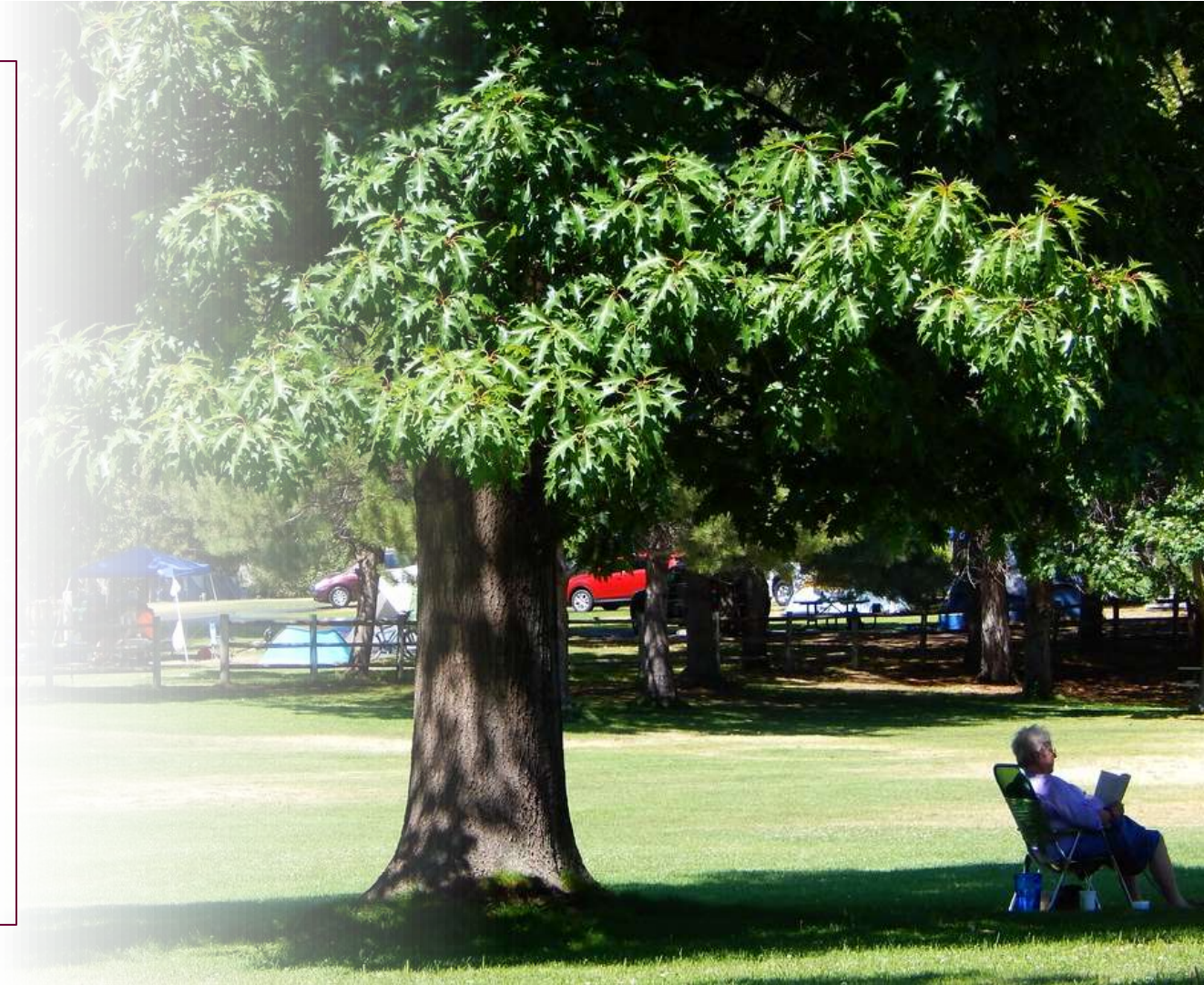


**“The most basic task of the Church leader is to discern the spiritual gifts of all those under his authority, and to encourage those gifts to be used to the full for the benefit of all.”**

**“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**





# Persistence

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

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

whose face is marred by dust and sweat and blood;  
who strives valiantly;  
who errs and comes short again and again;  
who knows great enthusiasms, the great devotions;  
who spends themselves in a worthy cause;  
who at the best, knows in the end the triumph of high achievement, and

**who, at the worst, if they fail, at least fail while daring greatly so that their place shall never be with those timid souls who neither know victory nor defeat.”**

President Theodore Roosevelt

**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**

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.”

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



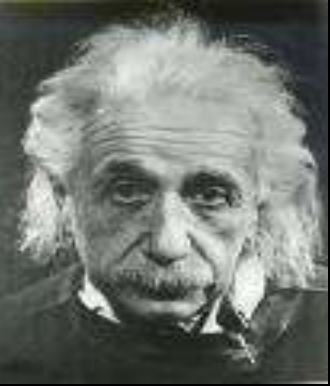
**Pastor  
Rick  
Warren**

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

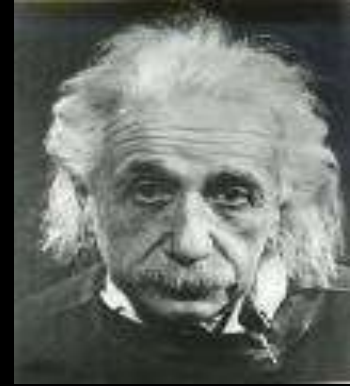


- Ted Turner
- General George S. Patton
- Lee A. Iacocca
- Thomas Paine
- Bill Marianes





# Albert's Insight



❖ What was Albert Einstein's greatest contribution?

❖  ~~$E=mc^2$~~

“NOTHING HAPPENS UNTIL SOMETHING MOVES”



# The Marianes Corollary

**“NOTHING HAPPENS  
UNTIL SOMEBODY  
MOVES”**



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

*Luke 10:1*

