

ST. NICHOLAS GREEK
ORTHODOX CHURCH

Strategic Planning Final Key Elements

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

(Proverbs 29:18)

Bill Marianes



STEWARDSHIP
CALLING

ST. NICHOLAS GREEK ORTHODOX CHURCH

RETREAT STRATEGIC PLANNING TEAM

Fr. George	Parsenios
Tina	Babalas
Carol	Bearse
Bill	Brown
Pam	Brown
Maria	Decoulos
Stephanie	DeVasto
Robert	DeVasto
Demetrios	Katos
Ghada	Massabni
Nector	Ritzakis
Penelope	Tzougros

“The domain of
the Leader is the



The work of the
leader is
change.”





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. S.M.A.R.T. Strategic Goals
6. Interim Goals & Interim Actions
7. Comprehensive Action Plan
8. Vision Statement
9. SMART Gap Implementation Process
10. Strategic Plan



10 Strategic Plan Deliverables



EPA 2 RESULTS (60 responses)



Vision & Planning

- Strategic Planning
- Operational & Tactical Planning
- Parishioner Involvement
- Goal Achievement & Accountability



Leadership & Teams

- Christian Leadership
- Leading & Coaching
- Conflict Management
- Effective Teams
- Parish Council & Boards



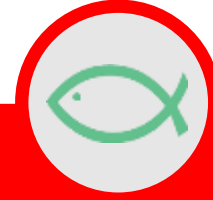
Stewardship & Generosity

- Giving & Tithing
- Stewardship Campaign
- Capital Campaign
- Planned Giving & Endowments
- External Philanthropy
- Transparency & Accountability



Parishioner Engagement

- Spiritual Education & Catechism
- Liturgical & Sacramental Participation
- Outreach
- Evangelism
- Welcoming & Fellowship



Ministries

- Defines Needs of Parishioners
- Ministry Management
- Ministry Engagement
- Volunteer Management
- Youth & Young Adult



Operational Effectiveness

- Communication & Digital Strategies
- Facilities & Technology
- Financial Excellence
- Safety & Security
- Staff Management

Summary Results (Six Pillars)

	<u>%</u> favorable	<u>%</u> unfavorable	<u>%</u> neutral	<u>% I don't</u> know
Vision & Planning	60%	20%	20%	23%
Leadership & Teams	80%	5%	14%	12%
Stewardship & Generosity	47%	33%	19%	36%
Parishioner Engagement	55%	27%	18%	19%
Ministries	45%	31%	24%	26%
Operational Effectiveness	69%	15%	17%	25%

Footnotes

- **Favorable + Unfavorable + Neutral = 100%** (does not include “I don’t know”)
- “I don’t know” is separately shown as a % of total responses
- **Best score across all 6 pillars is darkest green, lowest is darkest red**

RESULTS – first 3 pillars

Vision & Planning	% favorable	% unfavorable	% neutral	% I don't know
Strategic Planning	62%	15%	22%	23%
Operational & Technical Planning	61%	21%	18%	19%
Parishioner Involvement	64%	22%	14%	26%
Goal Achievement and Accountability	54%	20%	26%	27%

Leadership & Teams	% favorable	% unfavorable	% neutral	% I don't know
Christian Leadership	84%	5%	12%	8%
Leading & Coaching	81%	5%	14%	12%
Conflict Management	75%	7%	18%	20%
Effective Teams	83%	3%	14%	10%
Parish Council & Boards	79%	7%	13%	12%

Stewardship & Generosity	% favorable	% unfavorable	% neutral	% I don't know
Giving & Tithing	53%	30%	17%	29%
Stewardship Campaign	62%	22%	16%	25%
Capital Campaign	45%	26%	29%	54%
Planned Giving & Endowments	10%	67%	23%	46%
External Philanthropy	43%	40%	17%	38%
Transparency & Accountability	71%	16%	13%	22%

RESULTS – final 3 pillars

<u>Parishioner Engagement</u>	<u>% favorable</u>	<u>% unfavorable</u>	<u>% neutral</u>	<u>% I don't know</u>
Spiritual Engagement & Catechism	64%	18%	18%	14%
Liturgical & Sacramental Participation	58%	29%	13%	16%
Outreach	33%	47%	19%	33%
Evangelism	45%	33%	22%	25%
Welcoming & Fellowship	73%	10%	17%	5%

<u>Ministries</u>	<u>% favorable</u>	<u>% unfavorable</u>	<u>% neutral</u>	<u>% I don't know</u>
Defines Needs of Parishioners	40%	33%	26%	20%
Ministry Management	39%	35%	26%	34%
Ministry Engagement	56%	22%	23%	23%
Volunteer Management	51%	26%	23%	22%
Youth & Young Adult	41%	36%	23%	29%

<u>Operational Effectiveness</u>	<u>% favorable</u>	<u>% unfavorable</u>	<u>% neutral</u>	<u>% I don't know</u>
Communications & Digital Strategies	71%	11%	18%	22%
Facilities & Technology	72%	10%	18%	13%
Financial Excellence	69%	17%	13%	30%
Safety & Security	66%	21%	13%	29%
Staff Management	65%	15%	20%	31%

2021-22 Stewardship Dashboard Results

PARISH	2022	2021
Number of Stewards	178	193
Total Stewardship Income	\$217,405	\$217,328
% of Operating Expenses Paid By Stewardship	70%	73%
Median Stewardship Contribution	\$600	\$600
Proxy Tithe Stewardship %	0.70%	0.70%
\$ Invested in Charities/Ministries	\$2,438	\$5,538
% Invested in Charities/Ministries	0.80%	1.9%
% Top 10 Stewards Contribution	33%	25%
% Top 20 Stewards Contribution	46%	39%

Final Strengths

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ORTHODOX CHURCH



- **Community**
- **Clergy**
- **Welcoming and Hospitable**
- **Leadership**
- **Financial Management**

Final Weaknesses

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- **Facilities**
- **Continuity and Ministry Management**
- **Stewardship**
- **Youth and Young Adults**
- **Outreach & Evangelism**
- **Religious Education**

Final Opportunities

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- **Community Outreach and Engagement**
- **Orthodox Outreach and Engagement**
- **Technologies**

Final Threats

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- **Societal**
- **Economic**
- **Competing Youth Activities**

Final WHY Statement

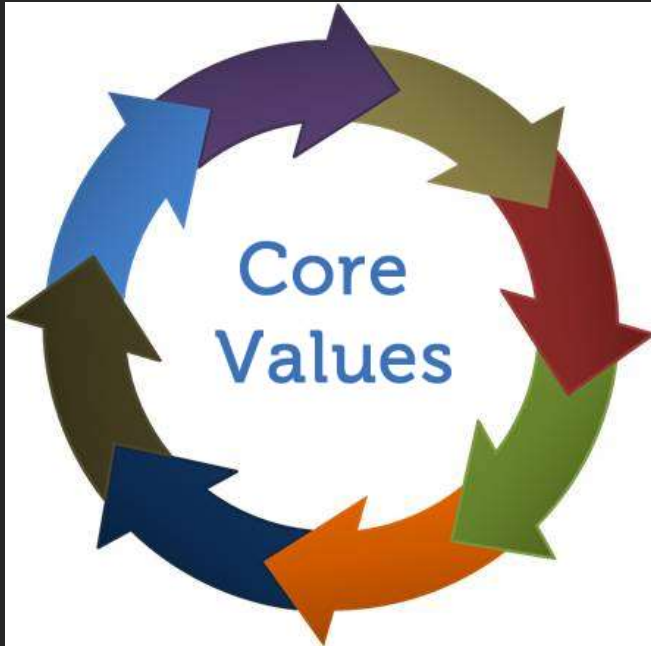
ST. NICHOLAS GREEK
ORTHODOX CHURCH



**To share love,
spread joy, instill
hope, and live
with purpose.**

Final Core Values

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- **Collaborative**
- **Welcoming**
- **Philanthropic**
- **Loving**
- **Christian Spirituality**

Final Mission Statement

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ORTHODOX CHURCH



**We are a Christ-centered
community that
welcomes all to worship,
to pray, to serve others,
and to learn our
Orthodox faith.**

Final 3 Strategic Areas of Focus

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1. **Stewardship
Engagement**
2. **Outreach &
Evangelism**
3. **Religious
Education**
4. **Facilities**

Low Hanging Fruit

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- **Communications**
- **Technology**
- **Continuity and Ministry Management**

Strategic Areas of Focus #1

ST. NICHOLAS GREEK
ORTHODOX CHURCH

Stewardship Engagement

Strategic Areas Of:



Team Leader Names	Emails
<u>Co-Chair</u> Penelope Tzougros	penniesnow@aol.com
<u>Co-Chair</u> Stephanie DeVasto	Stephbob1976@aol.com
<u>Secretary</u> Carol Bearse	carolbearse@aol.com

Strategic Areas of Focus #1

ST. NICHOLAS GREEK
ORTHODOX CHURCH

Outreach & Evangelism

Strategic Areas Of:



Team Leader Names	Emails
<u>Co-Chair</u> Bob DeVasto	robertdevasto@gmail.com
<u>Co-Chair</u> Bill Brown	billcbrown55@gmail.com
<u>Secretary</u> Nector Ritzakis	nritzakis@gmail.com

Strategic Areas of Focus #2

ST. NICHOLAS GREEK
ORTHODOX CHURCH

Religious Education

Strategic Areas Of:



Team Leader Names	Emails
<u>Co-Chair</u> Maria Decoulos	maria@decoulos.com
<u>Co-Chair</u> Demetri Katos	dskatos@gmail.com
<u>Secretary</u> Ghada Massabni	ghadamassabni@gmail.com

Strategic Areas of Focus #2

ST. NICHOLAS GREEK
ORTHODOX CHURCH

Facilities

Strategic Areas Of:



Team Leader Names	Emails
<u>Co-Chair</u>	
<u>Co-Chair</u>	
<u>Secretary</u>	

Your Strategic Planning Page

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

www.stewardshipcalling.com

This presentation and all your ongoing work product can be found under the Strategic Planning tab at the page for: Metropolis of Boston Four Parish Strategic Plan

<https://stewardshipcalling.com/lexington-st-nicholas-strategic-plan/>

The screenshot shows the website's navigation menu with 'STRATEGIC PLANNING' circled in red. Below it, a list of strategic plans is shown, with 'METROPOLIS OF BOSTON - FOUR PARISH STRATEGIC PLAN' also circled in red. A red arrow points from this menu item to the 'LEXINGTON - ST. NICHOLAS STRATEGIC PLAN' page, which is also circled in red. The page content includes a title, a paragraph about strategic planning, and a date for a 4-parish retreat in April 2023.

WHY? STEWARDSHIP **STRATEGIC PLANNING** INTERNET RADIO & PODCASTS KEYNOTES & LEADERSHIP RESOURCES

PERSONAL

BOSTON METROPOLIS – THRIVING CONGREGATIONS TRAINING PROGRAMS ON PARISH STRATEGIC PLANNING

THRIVING

CONCORD – HOLY TRINITY STRATEGIC PLAN

EAST LONGMEADOW – ST. LUKE STRATEGIC PLAN

LEXINGTON – ST. NICHOLAS STRATEGIC PLAN

SOMERVILLE – DORMITION STRATEGIC PLAN

Metropolis of Boston

By the grace of God, we are continuing their Lilly Endowment The Longmeadow; St Nicholas work in progress until the

through Strategic Planning as a part of Holy Trinity- Concord; St. Luke's - East Somerville. These pages will contain all of their parish websites.

The first ever 4 parish retreat is planned for April 28-30, 2023 at the St. Methodios Faith and Heritage Center in Contoocook, New Hampshire.

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WE WANT YOU



...to pick a Strategic Area of Focus Task Force to join to develop a S.M.A.R.T. Goal and Action Plan

~ Stewardship Engagement

~ Outreach & Evangelism

~ Religious Education

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