



Holy Trinity, Concord, NH Strategic Planning Final Key Elements

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

(Proverbs 29:18)

Bill Marianes



STEWARDSHIP
CALLING

“The domain of
the Leader is the



The work of the
leader is
change.”





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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 (43 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



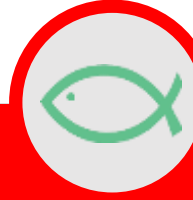
Stewardship & Generosity

- 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	46%	22%	32%	25%
Leadership & Teams	73%	7%	20%	13%
Stewardship & Generosity	45%	31%	24%	35%
Parishioner Engagement	60%	16%	24%	13%
Ministries	43%	28%	29%	24%
Operational Effectiveness	55%	17%	28%	26%

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	49%	19%	32%	28%
Operational & Technical Planning	50%	27%	23%	17%
Parishioner Involvement	37%	26%	38%	31%
Goal Achievement and Accountability	47%	17%	36%	24%

Leadership & Teams	% favorable	% unfavorable	% neutral	% I don't know
Christian Leadership	77%	8%	15%	9%
Leading & Coaching	68%	6%	26%	11%
Conflict Management	72%	6%	22%	19%
Effective Teams	73%	6%	21%	18%
Parish Council & Boards	73%	9%	17%	11%

Stewardship & Generosity	% favorable	% unfavorable	% neutral	% I don't know
Giving & Tithing	34%	46%	20%	38%
Stewardship Campaign	47%	31%	22%	32%
Capital Campaign	55%	26%	20%	43%
Planned Giving & Endowments	26%	42%	32%	55%
External Philanthropy	53%	23%	24%	14%
Transparency & Accountability	56%	18%	26%	27%

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	68%	13%	19%	11%
Liturgical & Sacramental Participation	75%	10%	15%	10%
Outreach	41%	25%	34%	23%
Evangelism	54%	22%	24%	15%
Welcoming & Fellowship	61%	10%	29%	7%

<u>Ministries</u>	<u>% favorable</u>	<u>% unfavorable</u>	<u>% neutral</u>	<u>% I don't know</u>
Defines Needs of Parishioners	27%	39%	34%	24%
Ministry Management	45%	27%	27%	26%
Ministry Engagement	53%	18%	28%	19%
Volunteer Management	46%	26%	28%	26%
Youth & Young Adult	41%	31%	28%	22%

<u>Operational Effectiveness</u>	<u>% favorable</u>	<u>% unfavorable</u>	<u>% neutral</u>	<u>% I don't know</u>
Communications & Digital Strategies	72%	8%	20%	16%
Facilities & Technology	49%	24%	27%	20%
Financial Excellence	55%	22%	23%	36%
Safety & Security	58%	18%	24%	27%
Staff Management	40%	13%	46%	33%

2021-22 Stewardship Dashboard Results

PARISH	2022	2021
Number of Stewards	181	167
Total Stewardship Income	\$93,415	\$84,850
% of Operating Expenses Paid By Stewardship	19%	18%
Median Stewardship Contribution	\$300	\$300
Proxy Tithe Stewardship %	0.36%	0.36%
\$ Invested in Charities/Ministries	\$2,410	\$6,433
% Invested in Charities/Ministries	0.4%	1.4%
% Top 10 Stewards Contribution	28%	27%
% Top 20 Stewards Contribution	53%	52%



Final WHY Statement



**Holy Trinity,
Concord, NH**

***To embrace
all in Christ's
church to
share in the
light, life, and
love of God.***

Final Strengths



Holy Trinity, Concord, NH

- **Friendly and welcoming community**
- **Clergy**
- **Stewardship and finances**
- **Leadership and parish council**
- **Ministries**

Final Weaknesses

Holy Trinity, Concord, NH



- **Communication**
- **Engagement**
- **Demographics**
- **Liturgical attendance (physical numbers)**

Final Opportunities

Holy Trinity, Concord, NH



- **Concord community**
- **Growing interest in faith and Orthodoxy**
- **Technology**

Final Threats



Holy Trinity, Concord, NH

- **Concord community**
- **Technology**

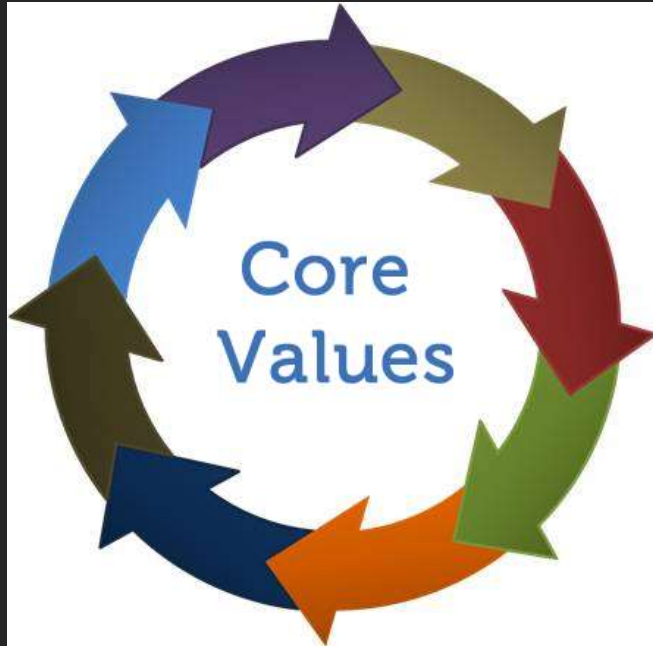
Final WHY Statement



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Final Core Values



Holy Trinity, Concord, NH

- **Loving church family**
- **Philanthropy**
- **Faith**

Final Mission Statement



**Holy Trinity,
Concord, NH**

**To be a
welcoming
Orthodox
community
supporting
each other in
spiritual growth
and
philanthropy in
Christ.**

Final 3 Strategic Areas of Focus

**Holy Trinity,
Concord, NH**



- 1. Liturgical
Engagement &
Religious
Education**
- 2. Stewardship &
Engagement**

Low Hanging Fruit



Holy Trinity, Concord, NH

- 1. Financial Statement and Accounting Cleanup**
- 2. Welcoming committee**
- 3. Parishioner in-reach Committee**
- 4. Outreach**

Strategic Areas of Focus #1



**Holy Trinity,
Concord, NH**

Liturgical Engagement & Religious Education

Team Leader Names	Emails
<u>Co-Chair</u> Unity Dienes	unitydienes@gmail.com
<u>Co-Chair</u> Dimitri Newman	dimitrinewman19992@gmail.com
<u>Secretary</u> Sammi Tsihlis	samanthagurn@gmail.com

Strategic Areas of Focus #2



**Holy Trinity,
Concord, NH**

Stewardship & Ministry Engagement

Team Leader Names	Emails
<u>Co-Chair</u> Chris Condodemetraky	yahsas@hotmail.com
<u>Co-Chair</u> Dimitri Newman	dimitrinewman19992@gmail.com
<u>Secretary</u> Anna Newman	annacnew@icloud.com

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/somerville-dormition-strategic-plan/>

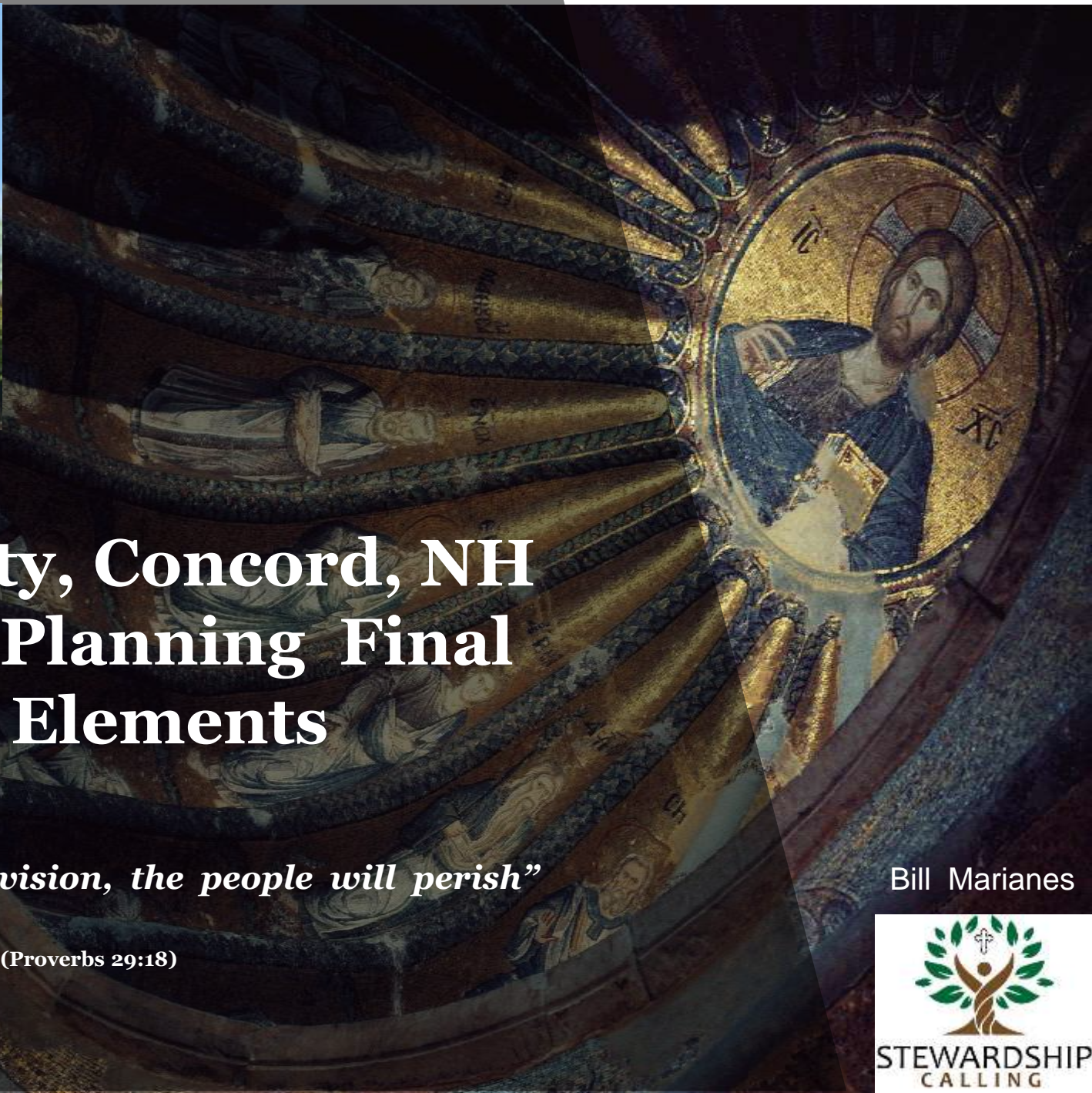
The screenshot shows the website's navigation menu with 'STRATEGIC PLANNING' circled in red. Below it, a list of strategic plans is shown, with 'METROPOLIS OF BOSTON - FOUR PARISH STRATEGIC PLAN' circled in red. A red arrow points from this menu item to the main content area, which features a 'THRIVING' banner and a list of parishes including 'SOMERVILLE - DORMITION STRATEGIC PLAN', also circled in red. A second red arrow points from this specific plan to the URL in the text box on the right. The page also includes a 'COMING SOON' banner and social media sharing options.

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

1. Liturgical Engagement & Religious Education
2. Stewardship & Ministry Engagement



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