

Welcome home!  
Saint Demetrios Greek Orthodox Church  
Warren, OH

# **Strategic Planning & SWOT Parish Community Open Forum**



STEWARDSHIP  
CALLING

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**Let's Set the Stage for Our  
Strategic Planning Process**



# **Tonight's Objectives**

- 1. Learn more about our Strategic Planning process**
- 2. Identify your suggested Parish Strengths, Weaknesses, Opportunities and Threats**



# Download This Presentation:

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

**StewardshipCalling.com**

**Strategic Planning Tab**

**St. Demetrios Page**

<https://stewardshipcalling.com/warren-oh-st-demetrius-strategic-plan/>

The screenshot shows the website's navigation menu with the following items: WHY?, STEWARDSHIP, STRATEGIC PLANNING (highlighted with an orange arrow), INTERNET RADIO & PODCASTS, KEYNOTES & LEADERSHIP, and RESOURCES. Below the menu, there are several links for strategic planning documents: BOSTON METROPOLIS – THRIVING CONGREGATIONS TRAINING PROGRAMS ON PARISH STRATEGIC PLANNING, SAMPLE S.M.A.R.T GOAL & ACTION PLANS, METROPOLIS OF BOSTON – FOUR PARISH STRATEGIC PLAN, WARREN, OH – ST DEMETRIOS STRATEGIC PLAN (highlighted with an orange arrow), CHRIST THE SAVIOUR – HARRISBURG, PA, HOLY TRINITY GOC – GRAND RAPIDS, MI, HOLY TRINITY – INDIANAPOLIS – STRATEGIC PLAN, ST. NICHOLAS – GRAND RAPIDS, MI STRATEGIC PLAN, and ZOE FOR LIFE – WHY DISCOVERY. The main content area features a large image of the interior of St. Demetrios Greek Orthodox Church with the text: "Welcome home! St. Demetrios Greek Orthodox Church Warren, OH".

A large, leafy tree dominates the center of the image. In the background, a park setting is visible with a blue canopy, a red car, and other trees. In the foreground, a person is sitting in a green folding chair in the shade of the tree, reading a book.

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

**Greek Proverb**



**“For everyone to whom much is given, from him much will be required; and to whom much has been committed, of him they will ask the more.”**

(Luke 12:48)



## **WHY Are You Here?**

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

A photograph of a chalice and a piece of bread. The chalice is a dark, ornate cup with a stem and a flared base, resting on a purple cloth. To its right is a large, irregular piece of white bread. The background is a soft, out-of-focus brown. The text is overlaid on the image in white, bold, sans-serif font.

**“That the end of our lives may be  
Christian, without pain, blameless  
and peaceful,**

**and for a Good Account before  
the Awesome Judgment Seat of  
CHRIST.”**



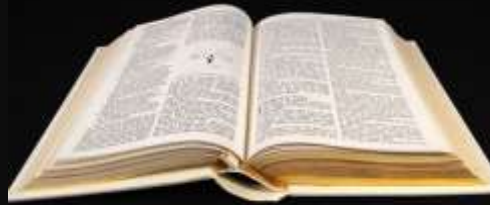
**Christ's  
possible  
very  
difficult  
question to  
you**

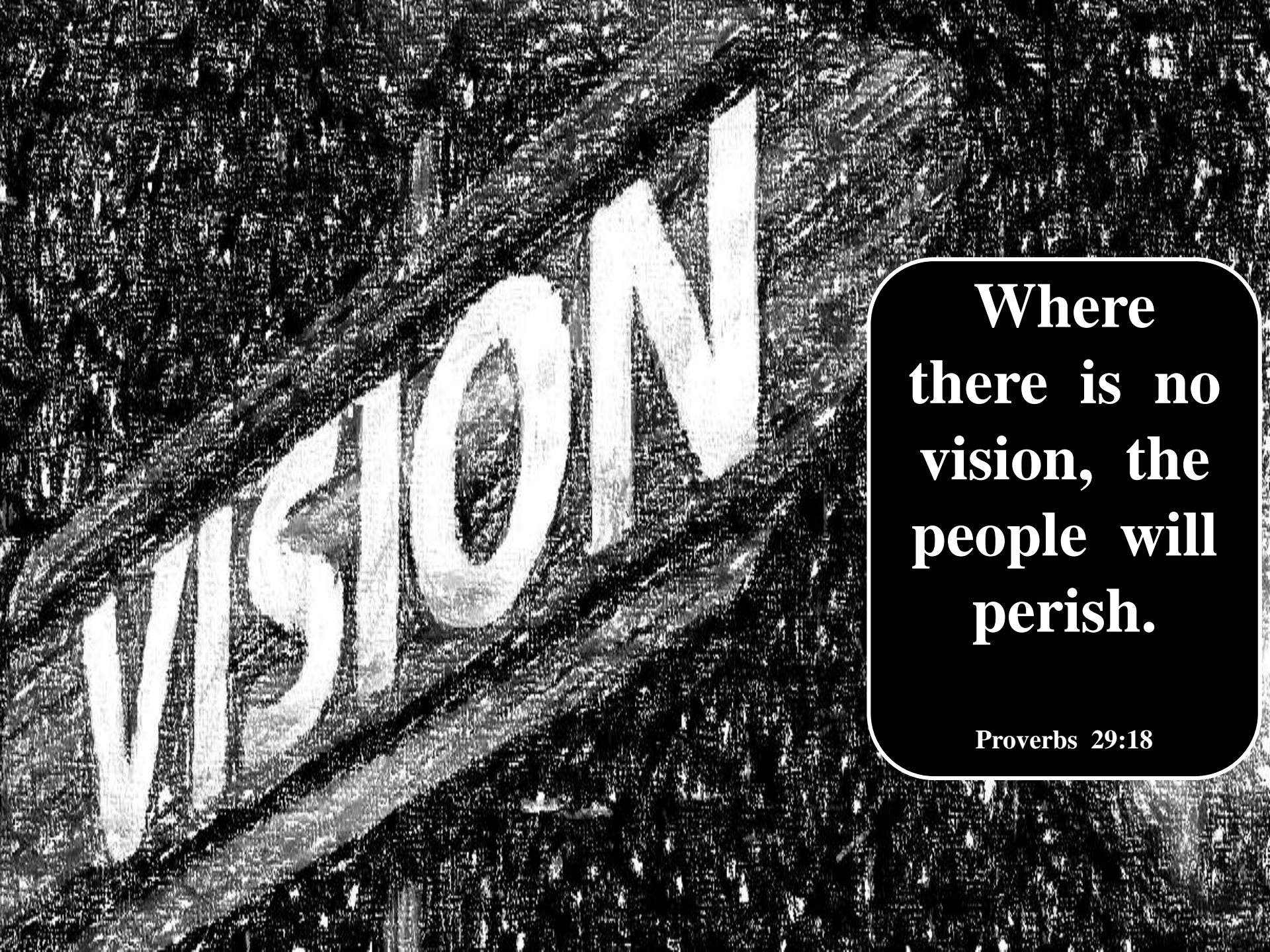




**What did you do,  
for My church and My people,  
under your watch,  
given all of the gifts I gave you?**

# Strategic Planning is Biblical





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

**Proverbs 29:18**

# Church Strategic Planning is:



**A process to help manage the “busyness” of our Parish without turning our Parish into a “business.”**

**Strategic Planning is a process to define our strategy to allocate our resources to achieve our vision as we 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?**



## **The 4 P's of Strategic Planning**

# The 4 P's

1. **Process** - comprehensive and methodical strategic planning process and schedule
2. **People** - Parish community that provides input and is engaged while several diverse and efficient smaller teams develop and implement the process and plan
3. **Plan** - Strategic Plan that addresses the most critical root cause issues and needs through a step-by-step implementation action plan and timeline
4. **Performance** - methodically implement the Strategic Plan through a well-managed, transparent, accountable, and publicized process



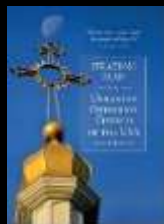
# The Stewardship Calling Process has been used to complete Strategic Plans covering over **26%** of Orthodox Christians



**GOA  
Metropolis  
of San  
Francisco**



**GOA  
Metropolis  
of Atlanta**



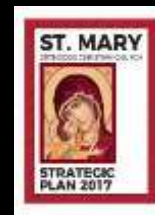
**Ukrainian  
Orthodox  
Church of  
the USA**



**GOA  
Metropolis  
of  
Chicago**



**Orthodox  
Christian  
Prison  
Ministry**



## Recently Completed Strategic Plans:

OCA Diocese of New England  
 OCA Diocese of Midwest  
 St. Demetrios (Saginaw, MI)  
 Holy Trinity (Indianapolis, IN)  
 Christ the Saviour (Harrisburg, PA)  
 Holy Trinity (Grand Rapids, MI)

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 Strategic Plans In Progress:

Holy Trinity (Concord, NH)      St. Luke (E. Longmeadow, MA)  
 St. Nicholas (Lexington, MA)      Dormition of the Theotokos Luke (Somerville, MA)  
 Metropolis of Boston – (6-part parish training program and multi parish strategic planning retreats )  
 St. Demetrios (Warren, OH)      St. Sophia (San Antonio, TX)  
 St. Sophia (Miami, FL)      St. Raphael (Iowa City, IA)  
 Saints Raphael, Nicholas & Irene (Cumming, GA)      Malankara Indian Orthodox Diocese of New Jersey



# 10 Stewardship Calling Strategic Plan Elements



1. **SWOT Analysis (Strengths, Weaknesses, Opportunities & Threats)**
2. **Statement of Why**
3. **Core Values**
4. **Mission Statement**
5. **Vision Statement**
6. **Strategic S.M.A.R.T. Goals**
7. **Interim Goals & Interim Actions**
8. **Accountability Scoreboard**
9. **Cadence of Accountability**
10. **Strategic Plan**



# It Takes 3 Teams



## Community

Community-wide input throughout the entire process



## Strategic Planning Team

Diverse, representative smaller cross-section of parishioners who analyze the data and help draft the Strategic Plan



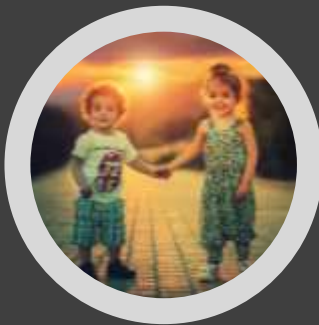
## Implementation Team

A large, diverse group of parishioners who implement all the Strategic Goals and Action Plans and are accountable to the entire Parish community

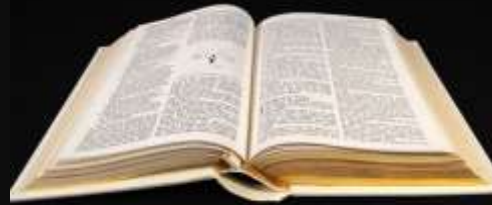
*So we, being many,  
are one body in  
Christ,*

*and every one  
members one of  
another.*

Romans 12:5



# An E.P.A. and S.W.O.T. Analysis is Biblical



S.W.O.T.  
Strengths  
Weaknesses  
Opportunities  
Threats

E.P.A.  
Effective  
Parish  
Assessment

# Effective Parish Assessment

Starting **September 9th**, please complete an on-line Effective Parish Assessment to provide data about which of the 30 Building Blocks in 6 Pillars St. Demetrios GOC must focus.



Vision &  
Planning



Leadership  
& Teams



Stewardship  
& Generosity



Parishioner  
Engagement



Ministry



Operational  
Effectiveness

## 2 Corinthians 13:5

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

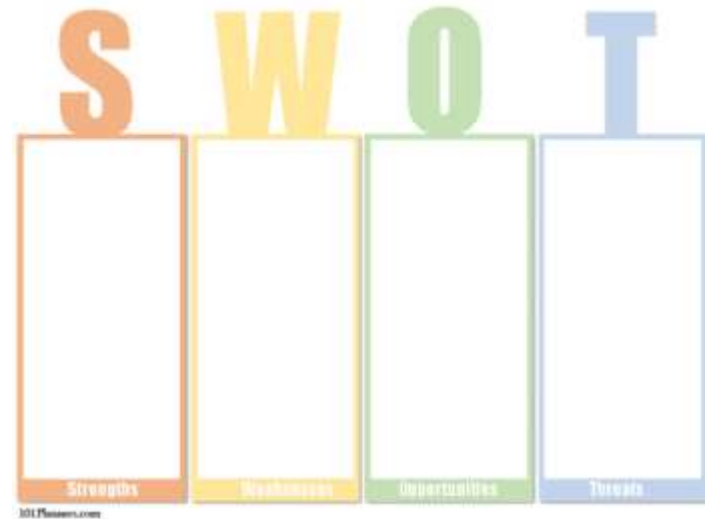
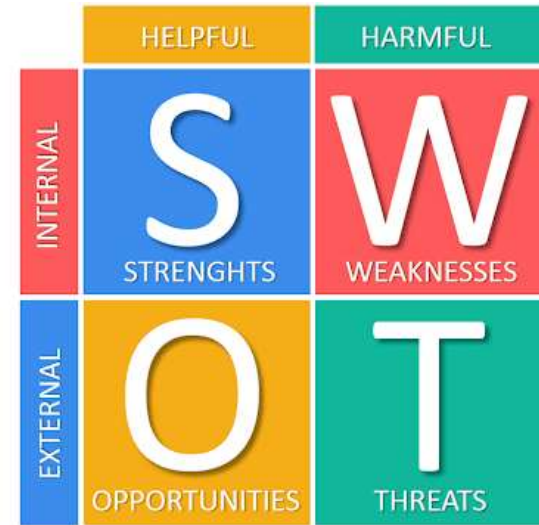
**“Examine  
yourselves as  
to whether you  
are in the  
faith.**

**Test  
yourselves!”**

# 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



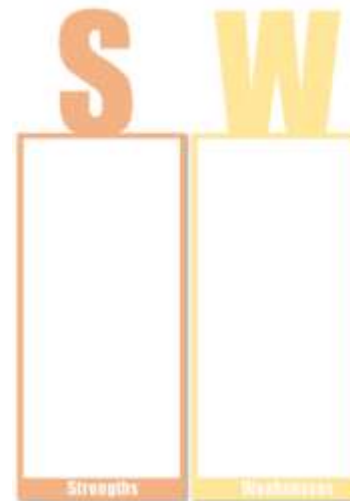


# Strengths & Weaknesses



**Strengths** things we do well and characteristics that give us advantages

**Weaknesses** things we do poorly or internal challenges that place us at a disadvantage



# Opportunities & Threats

**Opportunities** include external things outside of our control that could help us

**Threats** include external things outside of our control that could cause trouble for us

HELPFUL HARMFUL

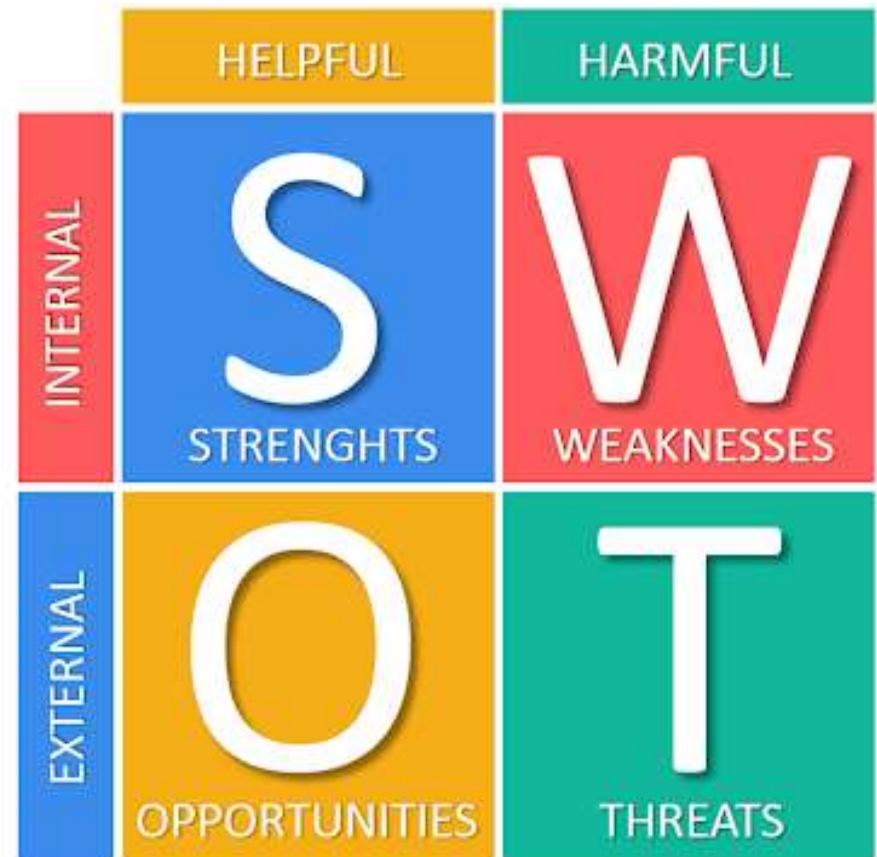


# September 6, 2023

is the final deadline  
for submitting written  
SWOT forms to:

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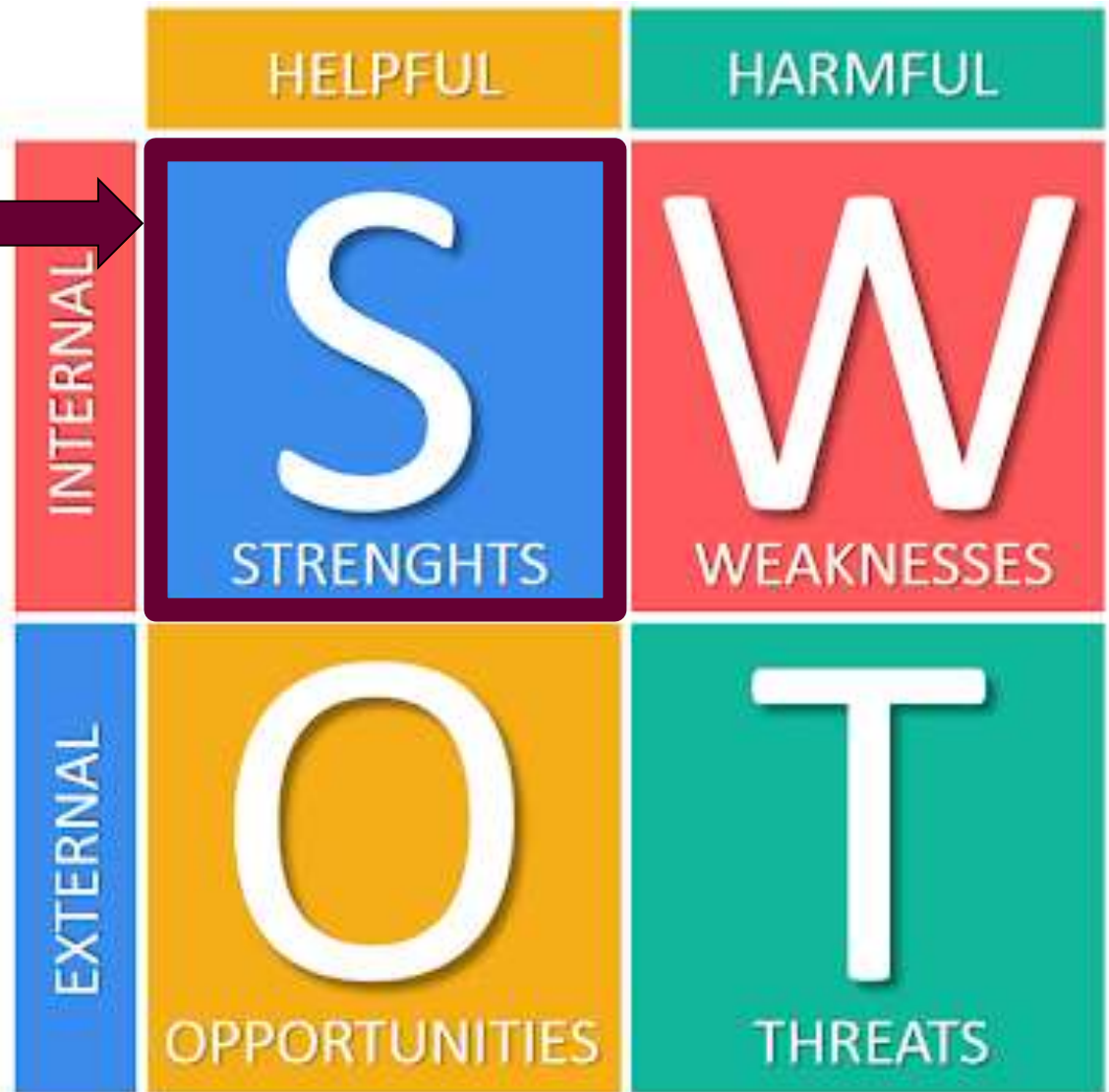
[office@saintdemetrioswarren.org](mailto:office@saintdemetrioswarren.org)



# Tonight's Process

- 1. We'll discuss Strengths, Weaknesses, Opportunities & Threats one at a time**
- 2. Please speak only once on each topic; however, we welcome your suggestions on each S.W.O.T. category**
- 3. We will NOT discuss/debate in this forum since we are merely trying to gather your input and suggestions**
- 4. Please be as succinct as possible in what you say as you identify your key point(s)**
- 5. We will include all comments in the final S.W.O.T. analysis**
- 6. Remember, that Opportunities and Threats must be EXTERNAL to our Parish**

**STRENGTHS**

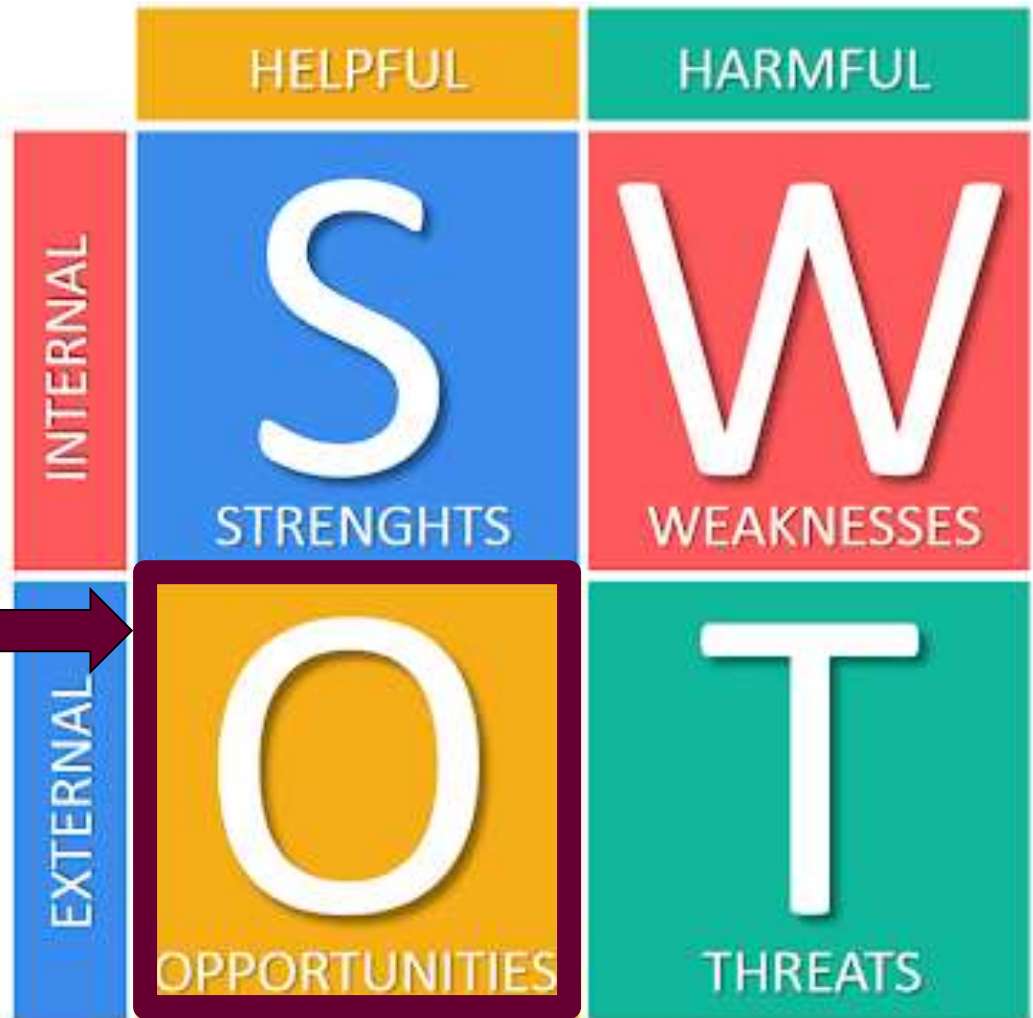


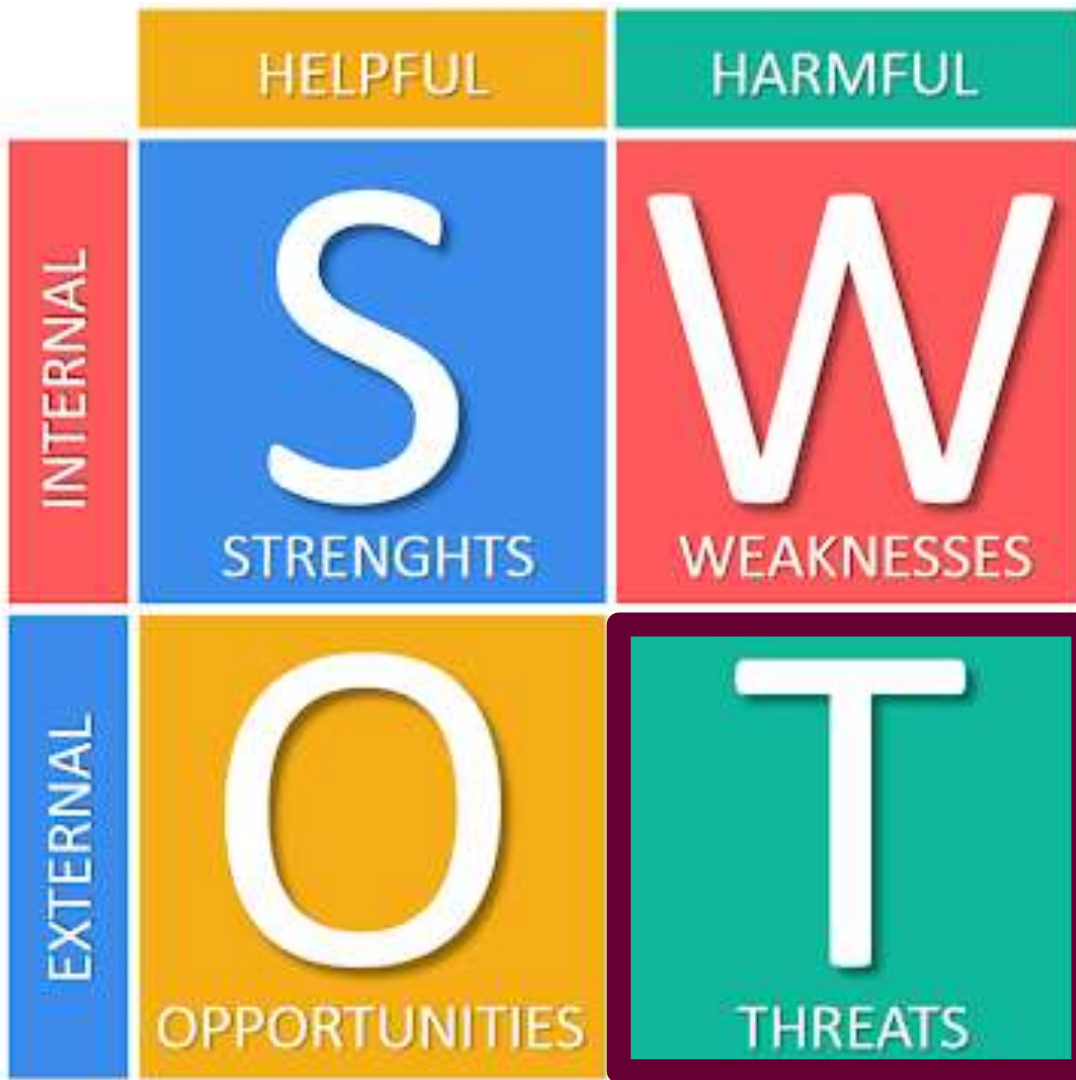


**WEAKNESSES**



**OPPORTUNITIES**



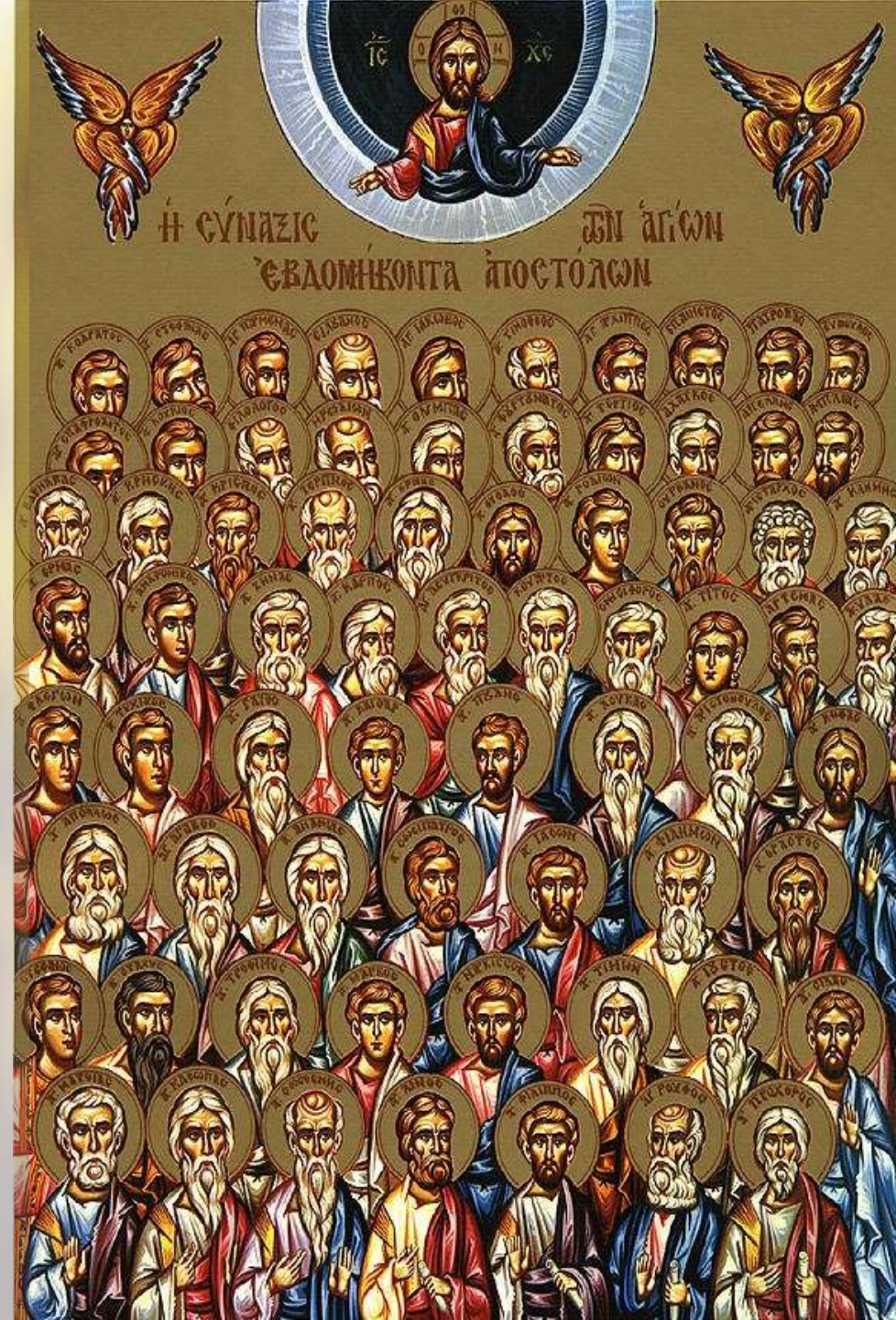


**THREATS**

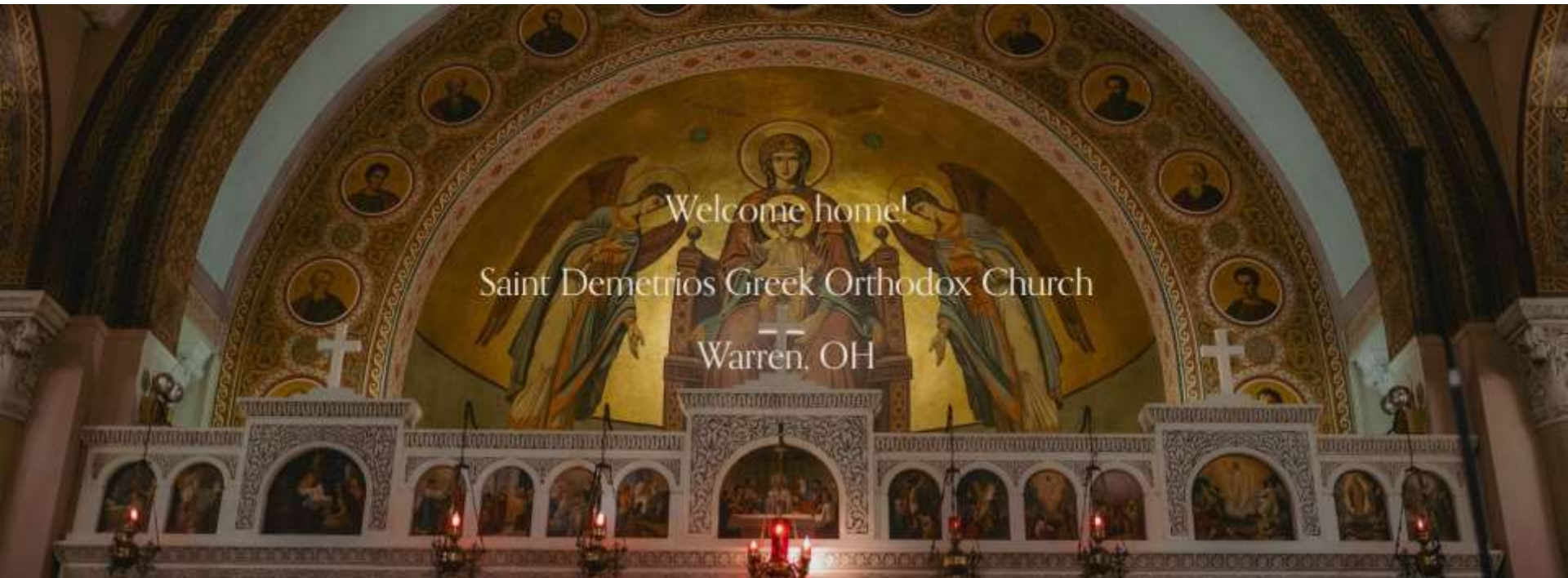




***You have  
now been  
called as  
one of the  
70 Disciples***



*Luke 10:1*



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