



Welcome home
Saint Demetrios Greek Orthodox Church
Warren, OH

Final WHY, Core Values, Mission Statement, Vision Statement, S.M.A.R.T. Goals, Action Plans, and Timelines

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

Proverbs 29:18



STEWARDSHIP
CALLING

Bill Marianes



WHY Statement

**To love one another
through Christ and inspire
a joyous life with purpose.**



Internal Strengths

- Clergy Leadership**
- Diverse and Talented Community**
- Ministries (church and youth)**
- Culture, History & Traditions**
- Real Estate and Facilities**
- Orthodox Faith**
- Fundraisers**
- Local Communities**



Internal Weaknesses

Stewardship & Ministry Engagement (youth and adult)

Leadership & Parish Culture (youth and adult)

- ~ Apathy & Resistance to Change
- ~ Unwelcoming & Divisive Culture
- ~ Inadequate Facilities

Religious Engagement & Education (youth and adult)



External Opportunities

Community Outreach & Philanthropy
Location & Downtown Warren
Technology & Social Media
Seekers & Non-Greek Converts



External Threats

Antagonism / Non-priority of Religion
Crime & Violence
Economy
Social Media
Non-denominational Churches



Core Values

Faith

Love

Philanthropy

Outreach

Integrity

Education



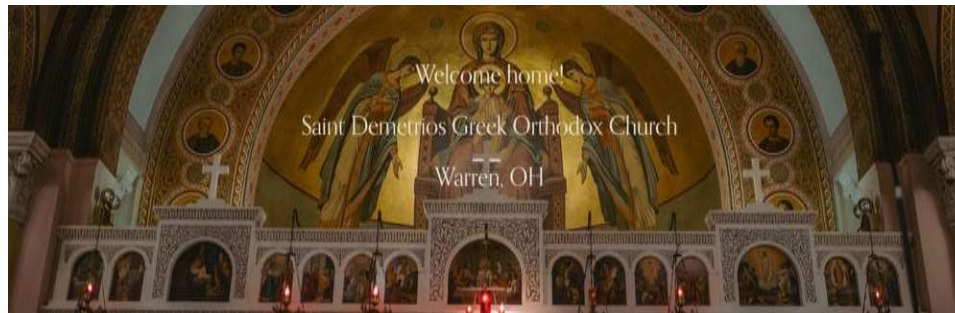
Mission Statement

**The Mission of St. Demetrios GOC
is to nurture a welcoming and
loving community that worships the
Holy Trinity and grows spiritually in
the Orthodox faith.**



Strategic Areas of Focus

- 1. Stewardship & Engagement Ministry**
- 2. Religious Education Ministry**
- 3. Parish Culture: Leadership, Welcoming, Outreach and Inreach, and Parish Facilities Ministry**



Vision Statement

We will:

- (a) within 36 months, implement best practices and effective adult and youth Ministries to measurably improve our:
 - (i) Stewardship & Ministry Engagement, and**
 - (ii) Religious Education;****

- (b) within 23 months implement best practices and effective adult and youth:
 - (i) Parish Leadership Ministry,**
 - (ii) Comprehensive Welcoming Ministry, and**
 - (iii) Outreach & Inreach Ministry; and****

- (c) within 39 months, establish and implement a viable and effective comprehensive Buildings and Facilities Ministry Ministry that will finalize a Consensus Facilities Plan.**

Stewardship & Engagement S.M.A.R.T. Goal

We will research, develop, and implement a best practices and effective adult and youth Stewardship & Engagement Ministry (the “Stewardship & Engagement Ministry”) with a comprehensive communications plan that will achieve the following “Stewardship & Engagement Targets” within 36 months:

- (a) Transition the adult and youth parishioners to becoming percentage givers on their way to becoming tithers;**
- (b) Increase the adult and youth ministry engagement so that at least 70% of parishioners are actively engaged in ministry through implementing pathways for parishioners to use their time and talents on our way to becoming a full participation parish;**
- (c) Cover at least 70% of parish operating expenses solely through financial stewardship contributions; and**
- (d) Implement a planned giving campaign in which at least 15% of parishioners participate.**

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research the most effective stewardship and ministry engagement programs within 4 months			
1. Form Stewardship & Engagement Ministry Team (S&EMT). (June 1 Start Date)	SPT and S&EMT Goal Co-Captains	7-1-24	S&EMT members agree to serve
2. Determine adult and youth stewardship, tithing, ministry engagement, and planned giving key definitions, data, and effectiveness metrics.	S&EMT	8-1-24	Definitions and metrics determined
3. Analyze the adult and youth parish baselines on those key stewardship, tithing, ministry engagement, and planned giving metrics, survey/research parish impediments to achieving increased stewardship, tithing, ministry engagement, and planned giving success.	S&EMT	10-1-24	Parish baselines and parish impediments determination are finalized
4. Identify at least 2-3 ministry engagement, 2-3 stewardship, percentage giving/tithing, and 2-3 planned giving programs to consider from both inside and outside the Orthodox ecosystem.	S&EMT	Simultaneous with steps 2 & 3	At least 2-3 of each of stewardship, ministry engagement & planned giving programs are examined

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 2: Develop the most effective Stewardship, Ministry Engagement & Planned Giving Ministry within 3 months			
5. Evaluate researched adult and youth stewardship, tithing, ministry engagement, and planned giving programs for effectiveness against key parish performance metrics and baselines based on criteria of effectiveness determined in step 2.	S&EMT	11-1-24	Evaluation of alternative stewardship & ministry engagement, tithing, and planned giving programs is completed
6. Modify or develop new adult and youth stewardship, tithing, ministry engagement, and planned giving ministry programs for utilization at the parish (the “SMEPG Ministry”) and establish monthly performance benchmarks and comprehensive communications strategy and plan.	S&EMT	1-1-25	SMEPG Ministry is finalized, and monthly performance benchmarks are determined
Interim Goal 3: Recruit and train Ambassadors within 3 months			
7. Identify and recruit stewardship personal visitation (“Ambassadors”) who can implement the SMEPG Ministry.	S&EMT	2-1-25	Ambassadors are recruited
8. Train Ambassadors to implement all aspects of the SMEPG Ministry.	S&EMT	4-1-25	Ambassadors are trained

Stewardship & Engagement Action Plan

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 4: Implement the Stewardship, Engagement & Tithing Ministry to achieve the Stewardship & Engagement Targets within 24 months</u>			
9. Fully implement the SMEPG Ministry to achieve the Stewardship & Engagement Targets.	Ambassadors	4-1-27	SMEPG Ministry is fully launched
10. Track and report on monthly performance benchmarks determined in step 6 and continue Ambassadors follow-up with parishioners until Stewardship & Engagement Targets are achieved	Ambassadors	Contemporaneous with step 9	Established monthly Stewardship & Engagement Targets are achieved
<u>Interim Goal 5: Compile and assess the results of the Stewardship, Engagement & Tithing Ministry and make necessary improvements within 2 months</u>			
11. Obtain and compile qualitative and quantitative data from SMEPG Ministry and determine effectiveness and success (based on criteria established in step 2) and identify areas for improvement.	Ambassadors and S&EMT	5-1-27	SMEPG Ministry assessments are completed
12. Finalize and deliver SMEPG Ministry assessment analysis report and make all refinements necessary to make the SMEPG Ministry more effective.	Ambassadors and S&EMT	6-1-27	Analysis is completed, and SMEPG Ministry is refined accordingly



Stewardship & Engagement Action Plan

<u>Lead Measure Action</u>	<u>Deadline Date</u>	<u>% Complete and Date</u>
1. Form Stewardship, Engagement & Planned Giving Ministry Team	7-1-24	
2. Develop definitions and effectiveness metrics	8-1-24	
3. Analyze parish baselines and engagement success impediments	10-1-24	
4. Research Stewardship, Engagement & Planned Giving Ministry	Simultaneous with steps 2 & 3	
5. Evaluate Stewardship, Engagement & Planned Giving Ministry	11-1-24	
6. Finalize Stewardship, Engagement & Planned Giving Ministry	1-1-25	
7. Identify and recruit Stewardship Ambassadors	2-1-25	
8. Train Stewardship Ambassadors	4-1-25	
9. Implement Stewardship, Engagement & Planned Giving Ministry and manage to interim monthly targets	4-1-27	
10. Track performance Data from Stewardship, Engagement & Planned Giving Ministry Implementation	Contemporaneous with step 9	
11. Obtain qualitative and quantitative assessment data from Stewardship, Engagement & Planned Giving	5-1-27	
12. Improve Stewardship, Engagement & Planned Giving Ministry based lessons learned in step 11	6-1-27	

Religious Education S.M.A.R.T. Goal

Within 36 months we will research, develop, and implement best practices and effective adult and youth “Religious Education Ministries” in each of the following six areas with a comprehensive communications plan where:

1. We will achieve the following “Religious Education Targets” for the Religious Education Ministries:
 - (a) At least 50% of parish youth in year 1, and at least 75% of parish youth in year 2, will complete a revamped full academic year “Youth Sunday School Ministry” and achieve measurable outcomes identified in step 2 of the Action Plan;
 - (b) At least an average of 15% of parishioners in year one, and at least 25% of parishioners in year 2, will participate in at least two new quarterly “Parish Life Education Ministry” dinner series with dynamic presenters and discussion groups (the “Parish Life Ministry”);
 - (c) A new “Small Group Ministry” will actively engage at least 3 small groups of parishioners meeting at least monthly in year 1, and at least 10 small groups of parishioners meeting at least monthly in year 2, where they will discuss spiritual growth, religious education, and personal growth topics;
 - (d) A bi-weekly adult “Bible Study Ministry” will be offered each year over four distinct modules of sessions live, via Zoom, and recorded with at least 15% of parishioners completing at least half of the four modules in year one, and at least 25% of parishioners completing at least three of the four modules in year two;
 - (e) A parish “Religious Education Media Center” will be created that engages at least 50% of parishioners at least weekly by providing on the parish website, email, text messaging and social media and other platforms at least 90 items of religious education and spiritual growth content over the course of each year with specific metrics of delivery, opening, viewing, reading, and engaging to be determined in step 2 of the Action Plan; and
 - (f) Within 12 months, the parish will implement a “Congregational Singing Ministry” to more fully engage parishioners in liturgical life by singing during the Divine Liturgy.
2. In addition to the above Religious Education Ministries, within 26 months, we will research and begin to implement some form of “Parochial School Ministry” which can include either creating a more engaging interactive partnership with the Holy Trinity Academy in Warren, Ohio, St. Constantine School in Houston, TX, some other Orthodox parochial school, or developing a separate parish plan for its own parochial school.

Religious Education Action Plan – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research the most effective Religious Education Ministries within 4 months			
1. Form Religious Education Ministries Team (REMT). (June 1 Start Date)	SPT and REMT Co-Captains	7-1-24	REMT members agree to serve
2. Determine religious education key definitions and effectiveness metrics for adults and youth for each of the six SMART Goal religious education and spiritual growth objectives (collectively the “Religious Education Ministries”).	REMT	9-1-24	Religious Education Ministries key definitions and metrics determined for all six elements
3. Analyze the parish baseline on those key religious education effectiveness metrics and survey parishioners to determine what religious education content they need and what delivery modalities they will use regularly.	REMT	10-1-24	Parish baselines, and content delivery vehicle and frequency of religious education content is finalized
4. Identify at 2-3 of each of adult religious education, youth religious education, small group ministry, Bible study, media ministry, and congregational singing programs to consider from both inside and outside the Orthodox ecosystem.	REMT	Simultaneous with steps 2 & 3	At least 2-3 alternatives of each of the six elements of the Religious Education Ministry are examined

Religious Education Action Plan – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 2: Develop the most effective Religious Education Ministries within 4 months</u>			
5. Evaluate all the researched Religious Education Ministries items from step 4 for effectiveness against key performance metrics and parish baselines based and criteria of effectiveness determined in step 2 and determine religious education topics, programs, and modalities.	REMT	12-1-24	Evaluation of alternative Religious Education Ministries is completed
6. Develop new Youth Sunday School Ministry, Parish Life Ministry, Small Group Ministry, Bible Study Ministry, Religious Education Media Center, and Congregational Singing Ministry, (collectively, the “Religious Education Ministries”) and establish monthly performance benchmarks to achieve each of the Religious Education Targets.	REMT	2-1-25	Religious Education Ministries are finalized, and monthly performance benchmarks are determined
<u>Interim Goal 3: Recruit and train Religious Educators Leaders within 2 months</u>			
7. Identify and recruit Religious Education Ministries “Educators” who can teach and implement each of the Religious Education Ministries	REMT	3-1-25	Educators are recruited
8. Train Educators to implement the Religious Education Ministries.	REMT	4-1-25	Educators are trained

Religious Education Action Plan – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 4: Implement the Religious Education Ministry to achieve the Religious Education Targets within 24 months</u>			
9. Implement Religious Education Ministries to achieve the Religious Education Targets.	Educators	4-1-27	Religious Education Ministries are fully launched
10. Track and report on monthly performance benchmarks determined in step 6 and continue Educators follow-up with parishioners until Religious Education Targets are achieved.	Educators	Contemporaneous with step 9	Established monthly Religious Education Targets are achieved

Religious Education Action Plan – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 5: Compile and assess the results of the Religious Education Ministry and make necessary improvements within 2 months</u>			
11. Obtain and compile qualitative and quantitative data from Religious Education Ministries and determine effectiveness and success (based on criteria established in step 2) and identify areas for improvement.	Educators and REMT	5-1-27	Religious Education Ministry assessments are completed
12. Finalize and deliver Religious Education Ministries assessment analysis report, and make all refinements necessary to make the Religious Education Ministries more effective based on information identified in step 11.	Educators and REMT	6-1-27	Analysis is completed, and Religious Education Ministry is refined accordingly

Parish Culture Ministries S.M.A.R.T. Goal (Part 1)

Within 23 months we will research, develop, and implement best practices and effective adult and youth Parish Leadership Ministry, Comprehensive Welcoming Ministry, and Outreach & Inreach Ministry (the “Parish Culture Ministries”) with a comprehensive communications plan that will achieve the following “Parish Culture Targets”:

- (a) Our new “Parish Leadership Development Ministry” will be developed and implemented within 9 months such that the new development program will be completed by:**
 - (i) 100% of current Parish Council members, adult and youth ministry leaders, and parish staff within 1 month of program implementation, and**
 - (ii) all new PC members, adult and youth Ministry leaders and parish staff thereafter prior to assuming their roles;**
- (b) a new “Comprehensive Welcoming Ministry” will be developed and implemented within 9 months that will actively engage 100% of adult, youth, and young adult visitors and invite them to participate in a new comprehensive welcoming process;**
- (c) a new “Outreach and Inreach Ministry” will be developed and implemented within 9 months that will ensure that within the next 12 months at least:**
 - (i) 100% of St Demetrios former parishioners will be personally contacted to discuss and address their needs and what the parish can do to serve them better (“Former Parishioner Inreach”);**
 - (ii) at least 20 individuals living in the Warren area who are unaffiliated with any Orthodox parish will begin a specific catechumen program to help them become Orthodox and engage with the parish and its ministries and activities (“Evangelism”);**
 - (iii) 100% of elderly and other special needs parishioners will be personally contacted within 2 months of their being identified (or as soon thereafter as possible), to determine what additional support and services they need to help them engage with the parish and its ministries and activities (“Special Needs Inreach”); and**
 - (iv) at least 100 non-Orthodox individuals will be personally contacted each calendar year and be offered the opportunity to join the parish family and participate in its ministries and activities (“Outreach”).**

Parochial School Action Plan – Part 2

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research interest in Parochial School and alternatives within 9 months			
1. Form Parochial School Team (PST). (June 1 Start Date)	SPT and PST Co-Captains	1 month after Start Date	PST members agree to serve
2. Determine Parochial School (PS) desired outcomes and effectiveness metrics.	PST	2 months after step 1	PS metrics determined
3. Survey and analyze parish interest in developing some form of PS solution and optimum alternative approaches.	PST	2 months after step 2	Parish interest in PS and alternatives are determined
4. Assuming sufficient interest in step 3, identify at least 3-5 existing parochial schools to examine, including Holy Trinity Academy in Warren, Ohio, and St. Constantine School in Houston, TX. Conduct site visits and interviews with all such schools, their administration and Boards and conduct due diligence. Research specific action plan to develop a parish PS strategy.	PST	4 months after step 3	Several alternative PS models are diligenced along with the necessary steps to develop the parish's PS strategy.

Parochial School Action Plan – Part 2

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 2: Develop the most effective PS alternative within 9 months</u>			
5. Evaluate all the researched parochial school alternatives and develop a specific proposal and submit it to the parish for approval.	PST	3 months after step 4	Evaluation of alternative PS alternatives and proposal submitted to the parish for approval
6. If a separate PS is approved by the parish, select initial Board of Directors (Board) and Headmaster and crate a strategic, operational and financial plan for the preferred PS alternative.	PST	6 months after step 5	PS Board and Headmaster selected, and strategic, operational and financial plan developed
<u>Interim Goal 3: Implement Plan to be prepared for opening within 6 months</u>			
7. Implement strategic, operational, and financial plan to prepare for opening of preferred PS alternative in time for the next available academic year opportunity.	Board and Headmaster	6 months after step 6	PS alternative opened
8. Track and report on monthly performance benchmarks determined in strategic, operational, and financial plan.	Board and Headmaster	Each month during PS operation	Monthly reports of progress released
<u>Interim Goal 4: Compile and assess the results of the PS and make necessary improvements within 2 months</u>			
9. Obtain and compile qualitative and quantitative data of PS effectiveness, identify areas for improvement, and make all refinements necessary.	Board and Headmaster	At least annually	Assessment and remediation plans created and implemented

Religious Education Action Plan

<u>Lead Measure Action</u>	<u>Deadline Date</u>	<u>% Complete - Date</u>
1. Form Religious Education Ministry Team	7-1-24	
2. Develop definitions and effectiveness metrics	9-1-24	
3. Analyze parish baselines and engagement success impediments	10-1-24	
4. Research Religious Education Ministries	Simultaneous with steps 2 & 3	
5. Evaluate Religious Education Ministries	12-1-24	
6. Finalize Religious Education Ministries	2-1-25	
7. Identify and recruit Educators	3-1-25	
8. Train Educators	4-1-25	
9. Implement Religious Education Ministries and manage to interim monthly targets	4-1-27	
10. Track performance Data from Religious Education Ministries Implementation	Contemporaneous with step 9	
11. Obtain qualitative and quantitative assessment data from Religious Education Ministries	5-1-27	
12. Improve Religious Education Ministries based lessons learned	6-1-27	

Parish Culture Ministries – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 1: Research the most effective Parish Culture Ministries within 3 months</u>			
1. Form Parish Culture Ministry Team (PCMT). (June 1 Start Date)	SPT and Goal Co-Captains	1 month after Start Date	PCMT members agree to serve
2. Determine key definitions, success strategies, effectiveness metrics for all “Parish Culture Ministries” in the areas of leadership, comprehensive welcoming, outreach and inreach, and identify welcoming, hospitality and engagement barriers and areas for improvement.	PCMT	2 months after step 1	Key Parish Culture Ministries metrics for success and definitions are developed
3. Research and identify at least 2-3 of each of Parish Leadership programs, Welcoming Ministry, and Outreach and Inreach Ministry programs to consider from both inside and outside the Orthodox ecosystem.	PCMT	Simultaneous with steps 3	At least 2-3 effective programs are identified in each of the areas of parish leadership, welcoming and inreach & outreach

Parish Culture Ministries – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 2: Develop the most effective Parish Culture Ministries within 4 months			
4. Compile and evaluate research and data from steps 2 and 3, existing processes, best practices research and visitor’s experiences and review and analyze results and data and identify the elements of a best practices Parish Leadership Ministry, Comprehensive Welcoming Ministry, and Outreach and Inreach Ministry to be implemented.	PCMT	2 months after step 3	A report and analysis of all data and research is compiled to inform judgement of most effective Parish Culture Ministries
5. Develop effective Leadership Ministry, Comprehensive Welcoming Ministry, and Outreach and Inreach Ministry (collectively, the “Parish Culture Ministries”) and identify monthly “Parish Culture Ministry Targets” performance benchmarks for each of such Parish Culture Ministries.	PCMT	2 months after step 4	Effective Parish Culture Ministries are developed and monthly performance benchmarks are identified

Parish Culture Ministries

<u>Lead Measure Action</u>	<u>Deadline Date</u>	<u>% Complete and Date</u>
1. Form Parish Culture Ministries Team		
2. Develop definitions and effectiveness metrics		
3. Research Parish Culture Ministries		
4. Compile and evaluate research and Parish Culture success impediments		
5. Finalize Parish Culture Ministries		
6. Identify and recruit Ambassadors		
7. Train Ambassadors		
8. Implement Parish Culture Ministries and manage to interim monthly targets and track performance data from Parish Culture Ministries Implementation		
9. Obtain qualitative and quantitative assessment data from Parish Culture Ministries and improve Parish Culture Ministries		

Parish Culture Ministries – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 3: Recruit and train Ambassadors to implement the Parish Culture Ministries			
6. Identify and recruit parishioners (“Ambassadors”) to implement each element of Parish Leadership Ministry, Comprehensive Welcoming Ministry, and Outreach and Inreach Ministry to achieve the Parish Culture Ministry Targets.	PCMT	1 month after step 5	Ambassadors are recruited
7. Train Ambassadors to implement all Parish Culture Ministries.	PCMT	1 month after step 6	Ambassadors are trained
Interim Goal 4: Implement the most effective Parish Culture Ministries			
8. Implement all Parish Culture Ministries for a period of 12 months to achieve the Parish Culture Ministry Targets and track and report on monthly performance benchmarks determined previously in step 5 and continue Ambassadors follow-up with parishioners until Parish Culture Ministry Targets are achieved.	Ambassadors and PCMT	beginning immediately after step 7 and continuing for 12 months	Parish Culture Ministries are implemented, and monthly achievement of Parish Culture Ministry Targets are reported and tracked

Parish Culture Ministries – Part 1

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 5: Assess and improve all Parish Culture Ministries within 2 months			
9. Obtain and compile qualitative and quantitative data from Parish Leadership, Comprehensive Welcoming Ministry, Outreach and Inreach Ministry, and Building & Capital Campaign Ministries and compile as to the effectiveness and success based on established criteria, Parish Culture Ministry Targets, and identify areas for improvement. Finalize and deliver improvements to all continuing Parish Culture Ministries to make them more effective.	Ambassadors and PCMT	2 month after step 8	Parish Culture Ministries assessment completed, and improvements implemented for the next year.

Parish Facilities Ministry S.M.A.R.T. Goal (Part 2)

Within 39 months we will research, develop, and implement best practices and effective Parish Facilities Ministry with a comprehensive communications plan that will achieve the following **“Parish Facilities Targets”**:

(d) A new and comprehensive “Parish and Facilities Ministry” will:

(i) Within 4 months, finalize developing a detailed plan “Consensus Parish Facilities Plan” that addresses all present and future building and facilities needs and desires of the parish in one campus location, including

- A. facilities improvements and additions priorities list,**
- B. plans for sales of superfluous property, and**
- C. creation of development budget (including use of the Endowment) for the Consensus Parish Facilities Plan;**

(ii) within 5 months after (d)(i),

- A. obtain all necessary parish approvals for the Consensus Parish Facilities Plan;**
- B. obtain Metropolis and other governmental approvals for the Consensus Parish Facilities Plan approved by the parish;**

(iii) within 6 months after (d)(ii),

- A. identify and contract with architects, general contractors, and other service providers necessary to execute the Consensus Parish Facilities Plan;**
- B. develop and begin executing a “Capital Campaign” process plan and methodology that includes using the parish Endowment (to the extent approved by the parish) plus three-year pledges to cover at least 80% of the aggregate budget for the Consensus Parish Facilities Plan (“Contributed Portion”);**
- C. obtain funding commitments for a construction loan and, if necessary, mortgage loan and repayment plan (the “Borrowed Portion”) for the Consensus Facilities Plan; and**

(iv) within 24 months after (d)(iii) complete the Consensus Parish Facilities Plan, including completion of the Capital Campaign by raising at least the Contributed Portion.

Parish Facilities Ministry – Part 2

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<u>Interim Goal 1: Research parish buildings and facilities options to determine optimum solution within 4 months</u>			
1. Form Parish Facilities Ministry Team (PFMT). (June 1 Start Date)	SPT and Goal Co-Captains	7-1-24	PFMT members agree to serve
2. Comprehensively research the alternative options and analyze optimal alternative(s) for a proposal for Goal items D (i) (A), (B), (C) and (D) (the “Consensus Parish Facilities Plan”).	PFMT	10-1-24	Comprehensive research of optimal building and facilities options is completed
<u>Interim Goal 2: Obtain consensus consents and approvals from parishioners and Metropolis in support of the Consensus Facilities Plan within 5 months</u>			
3. Finish development of Consensus Parish Facilities Plan and obtain all necessary parish and Metropolis approvals to whatever final version of the Consensus Parish Facilities Plan is approved by the parish general assembly.	PFMT	2-1-25	Obtain parishioner and Metropolis approval of Consensus Parish Facilities Plan

Parish Facilities Ministry – Part 2

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
<p>Interim Goal 3: Obtain all necessary professionals and capital campaign program and debt borrowings to implement Consensus Parish Facilities Plan and Capital Campaign within 6 months</p>			
<p>4. Implement steps (d) (iii) to achieve Consensus Parish Facilities Plan by: (A) identifying architects, general contractors, and other service providers; (B) identify how much of the Endowment will be used as part of the Consensus Parish Facilities Plan and receive approval from the parish general assembly; (C) develop and begin executing a “Capital Campaign” to obtain at least the Contributed Portion of the Consensus Parish Facilities Plan; and (D) obtain funding commitments for the “Borrowed Portion”</p>	<p>PFMT</p>	<p>8-1-25</p>	<p>Finalize retention of necessary professionals, any borrowings and capital campaign and debt program to fully implement the Consensus Parish Facilities Plan</p>
<p>5. Develop tracking and reporting monthly performance benchmarks for all activities associated with Consensus Parish Facilities Plan and Capital Campaign (the “Parish Facilities & Capital Campaign Targets”).</p>	<p>PFMT</p>	<p>Simultaneous with step 4</p>	<p>Report on monthly progress of Parish Facilities Building & Capital Campaign Targets</p>

Parish Facilities Ministry – Part 2

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 5: Implement the Facilities and all other programs to achieve the LPC&F Targets within 24 months			
6. Successfully implement Consensus Parish Facilities Plan and Capital Campaign Ministry.	PFMT	8-1-27	Consensus Parish Facilities Plan and Capital Campaign Ministry are completed
7. Track and report on monthly performance benchmarks determined previously regarding Consensus Parish Facilities Plan, Parish Facilities & Capital Campaign Targets, and Consensus Parish Facilities Ministry.	PFMT	Simultaneous with step 6	Monthly performance benchmark reports are released
8. Identify and fill any gaps in Parish Facilities & Capital Campaign Targets until Consensus Parish Facilities Plan is fully completed and achieved.	PFMT	Simultaneous with step 6	Consensus Parish Facilities Ministry and Capital Campaign are successfully achieved

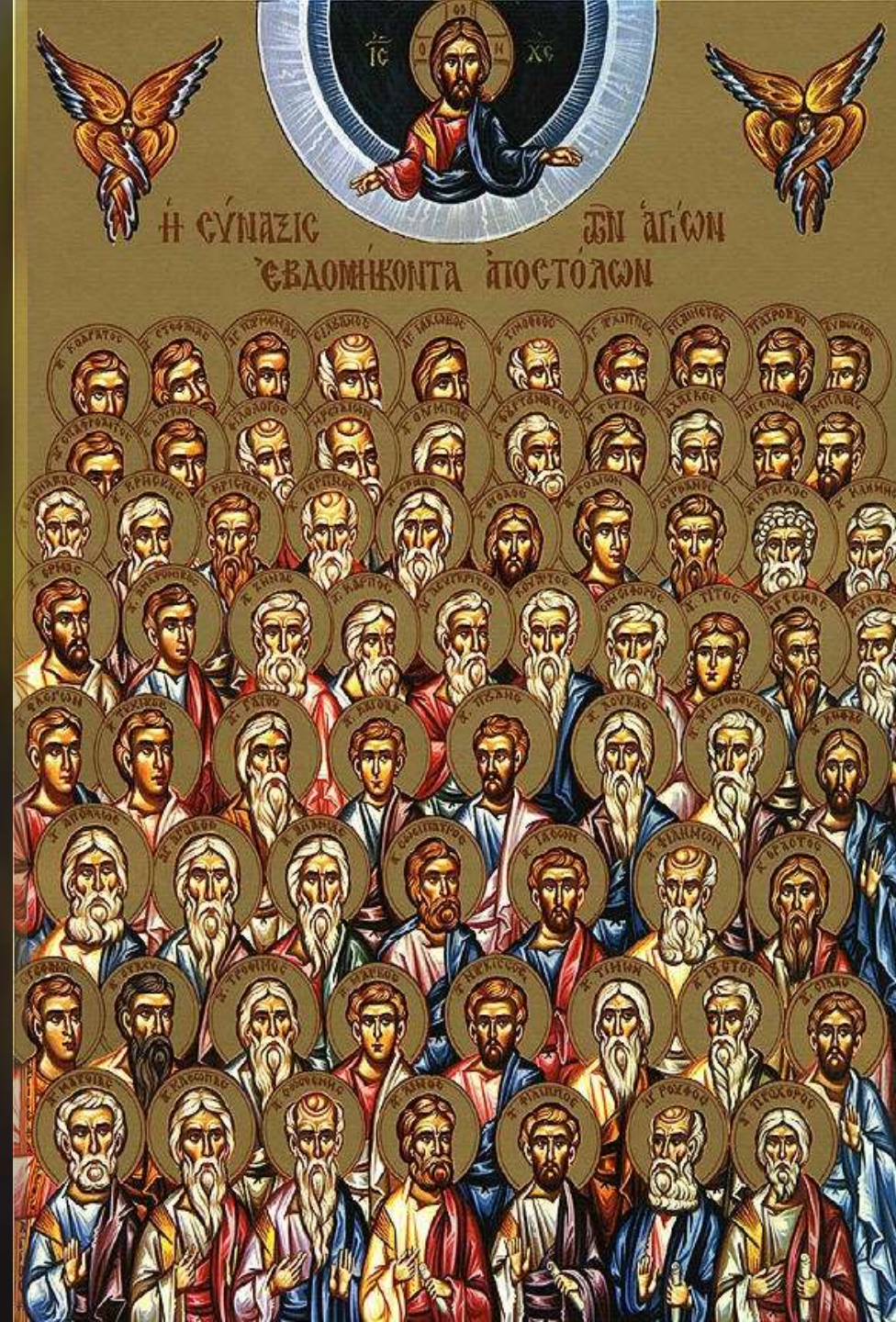
Parish Facilities

<u>Lead Measure Action</u>	<u>Deadline Date</u>	<u>% Complete and Date</u>
1. Form Parish Facilities Religious Ministry Team	7-1-24	
2. Research Consensus Parish Facilities Plan options	10-1-24	
3. Develop Consensus Parish Facilities Plan and obtain all necessary parish and Metropolis approvals	2-1-25	
4. Identifying professionals, and obtain approval for use of Endowment, develop and begin executing a Capital Campaign and obtain funding commitments for the Borrowed Portion	8-1-25	
5. Develop tracking and reporting monthly performance benchmarks for all activities associated with Consensus Parish Facilities Plan and Capital Campaign (the “Parish Facilities & Capital Campaign Targets	Simultaneous with step 4	
6. Successfully implement Consensus Parish Facilities Plan and Capital Campaign Ministry	8-1-27	
7. Track and report on Consensus Parish Facilities Ministry monthly performance benchmarks, Capital Campaign Targets.	Simultaneous with step 6	
8. Identify and fill any gaps in Parish Facilities & Capital Campaign Targets until Consensus Parish Facilities Plan is fully completed and achieved.	Simultaneous with step 6	

**Do Something
Today That
Your Future
Self Will
Thank You For**

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

Luke 10:1





Welcome home
Saint Demetrios Greek Orthodox Church
Warren, OH

Final WHY, Core Values, Mission Statement, Vision Statement, S.M.A.R.T. Goals, Action Plans, and Timelines

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

Proverbs 29:18



STEWARDSHIP
CALLING

Bill Marianes