



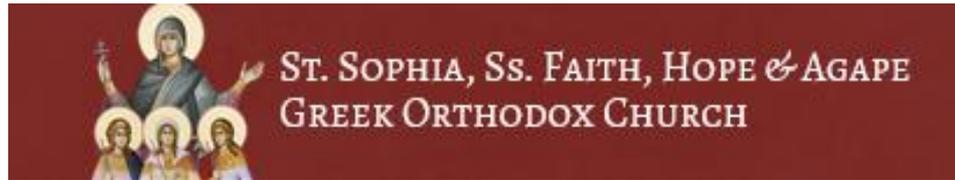
WELCOME TO  
**SAINT SOPHIA**  
**GREEK ORTHODOX CHURCH**

***Strengths***  
***Weaknesses***  
***Opportunities***  
***Threats***  
***(S.W.O.T.)***  
***Determination***

**Dr. Bill Marianes**



**STEWARDSHIP  
CALLING**



## WHY Statement

**To glorify God, serve all through love, and live a purposeful life in Christ.**



**Vision & Strategic Planning  
must answer 4 questions:**

**1. Where are we now?**

**2. Why do we exist?**

**3. Where do we want to be?**

**4. How will we get there?**

# **Today's Objective**

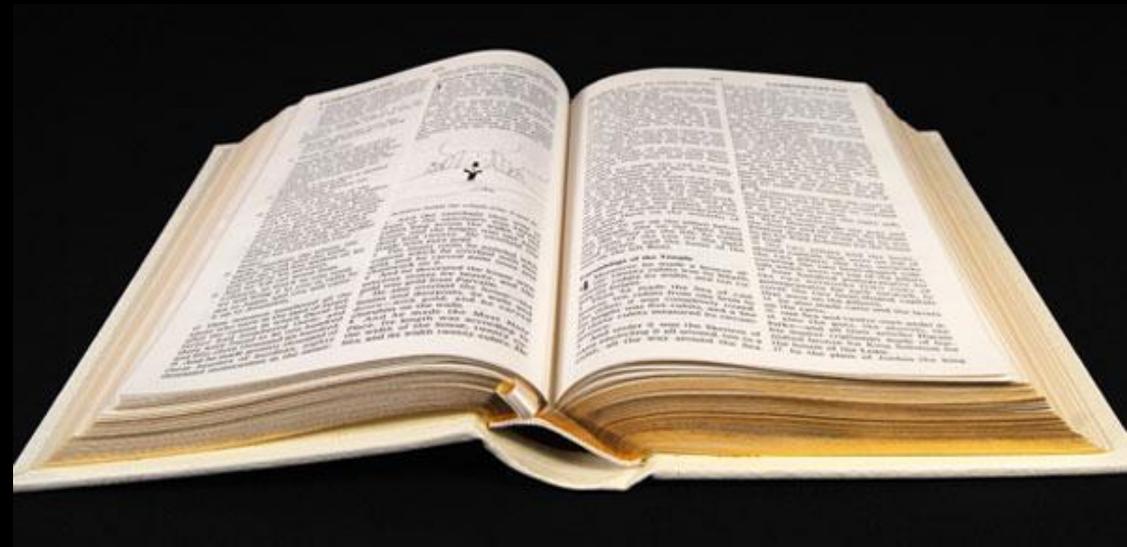
**Reach consensus on  
most significant  
parish Strengths,  
Weaknesses,  
Opportunities and  
Threats**



# 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

# A S.W.O.T.<sup>1</sup> Analysis is Biblical



**SWOT<sup>1</sup>**  
**Strengths**  
**Weaknesses**  
**Opportunities**  
**Threats**

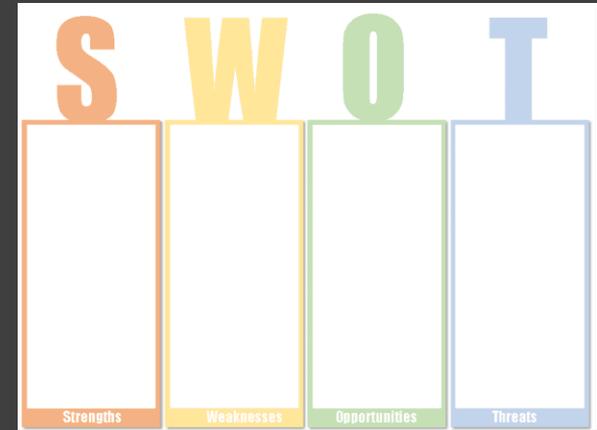
*“Examine yourselves as to whether you are in the faith.*

*Test yourselves!”*

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

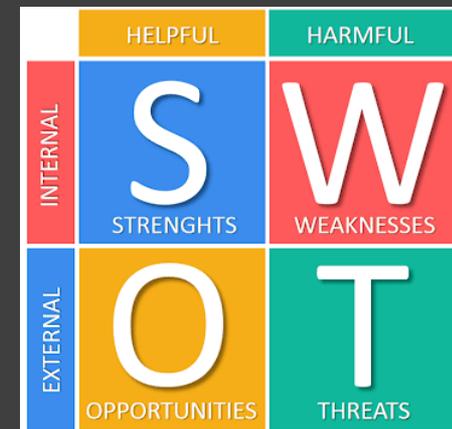
~ Answers Vision & Strategic Planning question #2:

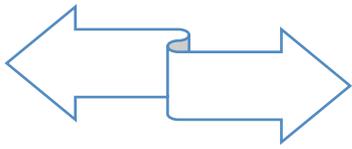
*Where are we now?*



~ First focus on INTERNAL church Strengths and Weaknesses

~ Second focus on EXTERNAL Opportunities and Threats that our church faces





# Today's Process



1. Heat Mapped SWOT Document lists verbatim submissions from everyone.
2. Number represents how many times item was mentioned.
3. **SUMMARY DESCRIPTION** is a short, suggested summary of comments. (Can change and must be concise and accurate.)
4. Final List must be the most frequently mentioned items.
5. Decide where we "draw the line" of the most mentioned items.
6. Reach consensus based on the data in the Heat Mapped Document **NOT** just your opinion. (Things you think are important may not make the final list.)
7. Don't take anything personally (especially if you or something you work on is mentioned, not mentioned, or criticized).
8. Opportunities and/or Threats must be external to the parish.
9. Distinguish between **Strategic** (multiyear) and **Tactical** "low hanging fruit" (less than 1 year ) tasks.



## **STRENGTHS**

**Loving & Welcoming Community**

**Facilities & Location**

**Fr. Symeon**

**Diverse Parishioners (including  
Hellenic Heritage)**



## **WEAKNESSES**

**Stewardship & Ministry Engagement**

**Church Services and Worship Participation**

**Youth & Young Adults**



## **OPPORTUNITIES**

**Technology, Social And New Media**

**Location & Community Opportunities**

**Greater Numbers Of Seekers & Interest In  
Orthodoxy**

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THREATS



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THREATS

## THREATS

**Secularization & Cultural/Societal Shifts**

**Economic & Financial**

**Technology & Media**

**Politics & Polarization**

**Competition From Other Religions &  
Competing Sports/Activities**

# **“Low Hanging Fruit”**

## **Tactical Work**



- ~ Communications**
- ~ Leadership & Succession**
- ~ Catechesis & Education**



**Let's Set the Stage of  
Next Steps**

# Stewardship Calling Strategic Plan Elements

- **SWOT Analysis (Strengths, Weaknesses, Opportunities & Threats)**
- **Statement of Why**
- **Core Values**
- **Mission Statement**
- **Strategic Areas of Focus**
- Strategic S.M.A.R.T. Goals
- Interim Goals & Interim Action Plans
- Accountability Scoreboard
- Vision Statement





**Join us on November 11, 2025 ZOOM to decide St. Sophia Orthodox Church **Core Values, Mission Statement & Strategic Areas of Focus** at 6:30 p.m. Eastern**

**Join Zoom Meeting**

**<https://us02web.zoom.us/j/85606466819?pwd=rRuGSmYxErbuzVkUHml5Yj95ltzrY9.1>**

**Meeting ID: 856 0646 6819**

**Passcode: 167687**



STEWARDSHIP  
CALLING

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

# Stewardship Calling

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

Strategic  
Planning

WHY?	STEWARDSHIP	STRATEGIC PLANNING	INTERNET RADIO & PODCASTS	KEYNOTES & LEADERSHIP	RESOURCES
PERSONAL		HOLY ORTHODOX CHURCH OF UGANDA			
		ST. SOPHIA JEFFERSONVILLE, PA STRATEGIC PLAN			
		SAMPLE S.M.A.R.T GOAL & ACTION PLANS			
		BOSTON METROPOLIS – THRIVING CONGREGATIONS TRAINING PROGRAMS ON PARISH STRATEGIC PLANNING			
		ST. SOPHIA UKRAINIAN SEMINARY			

Scroll down to St. Sophia page

## St. Sophia Jeffersonville

By the grace of God, the transformational and collaborative work of Father Symeon Williams and an additional 40+ parishioners and a Strategic Planning Team

BOSTON METROPOLIS – THRIVING CONGREGATIONS TRAINING PROGRAMS ON PARISH STRATEGIC PLANNING

ST. SOPHIA UKRAINIAN SEMINARY

St. Sophia Ukrainian Seminary, a Greek Orthodox Church in Jefferson, PA. is undertaking a strategic planning process. This incredible work is under the inspired leadership of Father Symeon Williams and a dedicated Core Team. This Core Team will be supplemented with an additional Strategic Planning Team. The ongoing work of our very diverse and extensive

<https://stewardshipcalling.com/st-sophia-jefferson-pa-strategic-plan/>

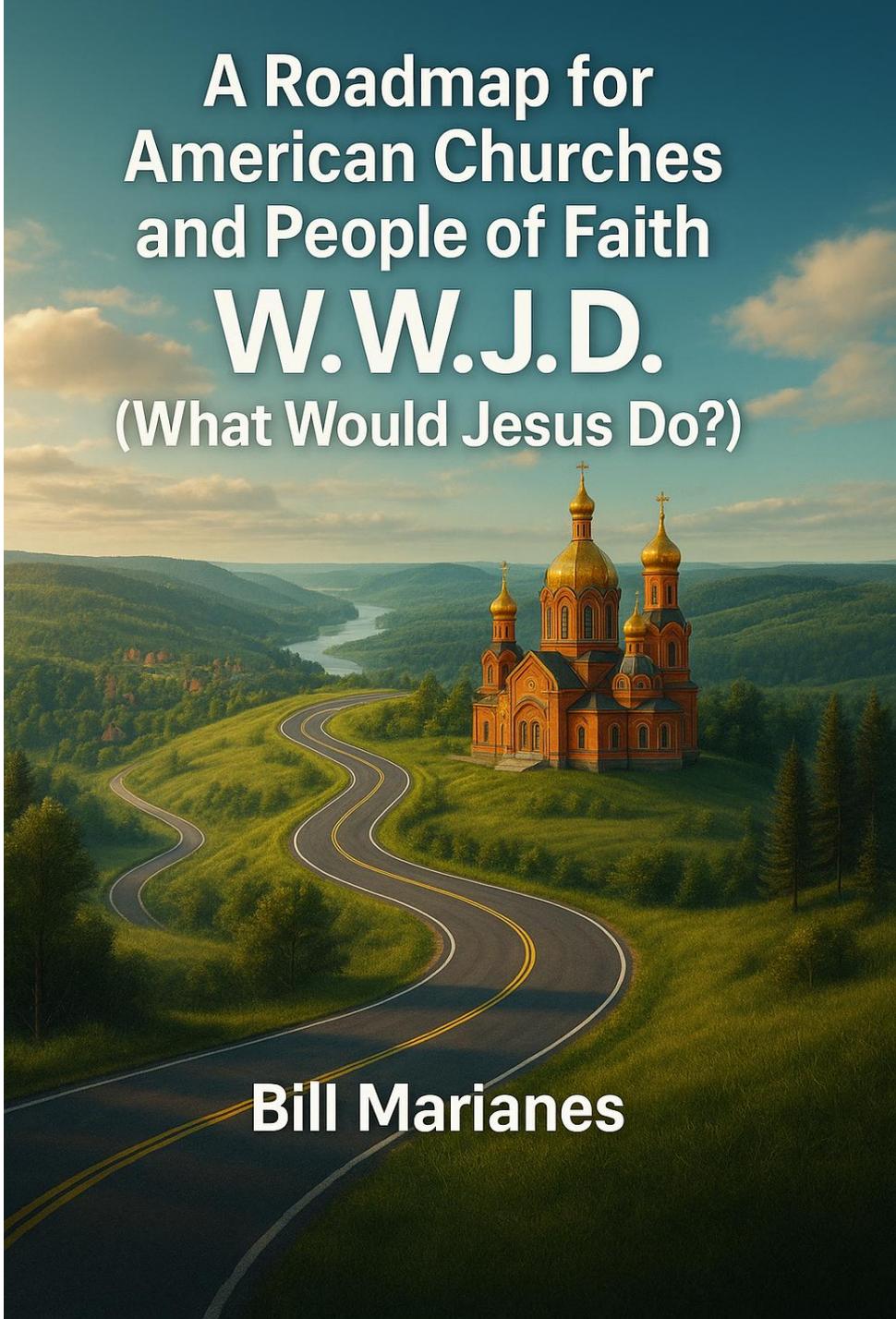
# Chapter 7: Strategic Planning

(pages 114- 236)

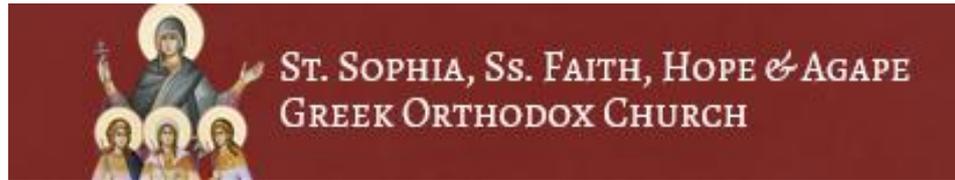


<https://stewardshipcalling.com/a-roadmap-for-american-churches-and-people-of-faith-w-w-j-d-what-would-jesus-do/>

# A Roadmap for American Churches and People of Faith **W.W.J.D.** (What Would Jesus Do?)



**Bill Marianes**

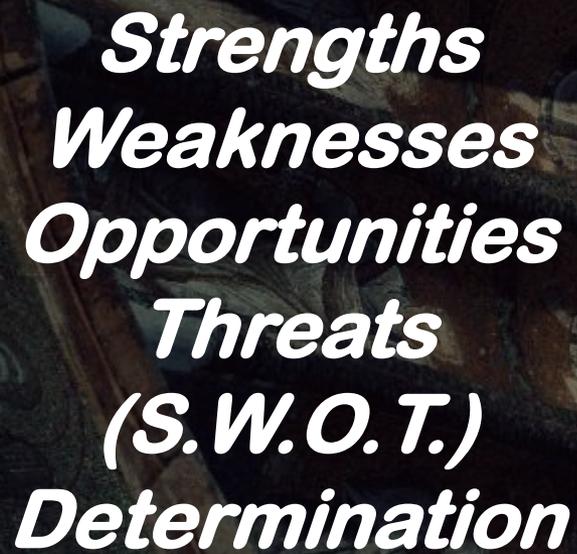


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