

STRATEGIC AREAS OF FOCUS

(Summary Heat Map -pre-retreats)

21 - STEWARDSHIP & ENGAGEMENT - Build a more organized and strategic long term donor program; Pay down mortgage before other large projects; Parish monetary sustainability; Stewardship and Tradition; Get to the point where stewardship at least covers St. Sophia's regular operating expenses; Ensuring financial strength of the parish for future generations; Deepen Parishioner Involvement Across Ministries: Encourage and empower all parishioners to participate more fully in the life of the church—beyond Sunday; Future Financial Security.; Focus on strengthening stewardship to reduce the need for fundraisers to meet budget so we can use fundraisers to build our ministries including outreach and supporting those in need; To have more income coming into St Sophia, we should have a fundraiser or a dance or something that people will bring \$20 in order to attend.; Build a sustainable parish community. ; Financial Donations; Increase engagement/participation of the parish (both spiritually & thru volunteering to help with events and ministries); Stewardship; Financial stability without having to rely on Festivals to cover operating expenses; Contributing financially as a parish to the degree that allows our Stewardship to "pay the bills" so the donations and income from parish events (like the festival) go solely towards Outreach Ministries and serving others in our area.; A strong commitment to the world both in and outside our Church, by way of giving of our time, talents and treasure.; Increase stewardship; ALL In! *Everyone* in our parish community working and contributing to our mission. (We're all drivers of this bus, not just passengers.) How do we achieve that level of involvement?; Charitable Legacy Giving; Church events (fundraising and social).

16 - YOUTH MINISTRY - Build Better Youth Programs, including offering sports, and a youth program coordinator; Build More Strategic Sub-groups of support: Young Adult, Young Families, Families of Older children, etc. which helps them face life challenges with a Christ-centered approach; Preserving and growing our youth involvement in worship and parish life; Strengthen Youth and Young Adult Engagement: Build a vibrant and sustainable community of youth and young adults, fostering their active participation, spiritual growth, and long-term stewardship to ensure the parish thrives for future generations.; Support youth ministries; Prioritize the children and young families, help them grow , feel loved; Engage and prepare the next generation.; YAL participation and growth; GOYA involvement; Engaging youth and young adults so that they remain strong in their faith; Keep our young adults coming back to church and participating in events/activities ; Youth and Adult Education; Strengthen existing ministries by mentoring younger folks to take on leadership roles.; Engage Youth, Young Adults & Families (From GOYA to Generations of Faith); Investing time in engaging our youth in not only the teachings of Christ but also what it takes to run a church and sustain it for generations. They are our future and need guidance and mentoring in those roles.; To engage in SERVICE, as many young people as possible, as John Pogas is currently doing.

8 - EDUCATION - Mission and Spiritual Growth; Cultivate spirituality and education of the Greek Orthodox Faith among existing Orthodox, Catechumens, and any non-Orthodox individuals who are seeking to learn more about the religion.; To strengthen the faith, I think Father Symeon should have online recordings so it's more accessible to people on their own time.; Be a mentor and guiding light to those who are new to the Faith; spiritual formation.; Educational and fellowship opportunities for all members, no matter their age.; Starting an educational program that invites the general public to come into the building. Things like financial, legal, health, etc. topics. We need to provide interest within the surrounding community that could yield new orthodox Christians. We would need to lean on the time and talent of current stewards to teach on their areas of expertise.; Teaching /catechism of new and existing parishioners.

7 - COMMUNITY SERVICE - Building Relationships with Parish and Community; Expand Outreach and Community Presence: Share Orthodoxy and parish life with the broader community through hospitality, social outreach, and cultural programs, inviting others to experience Christ's

STRATEGIC AREAS OF FOCUS

(Summary Heat Map -pre-retreats)

love through our parish.; Strengthen worship; Community engagement, growth and outreach (increased stewardship and volunteerism); Strengthen Community & Sustainability Engage in service within and outside Saint Sophia; Taking advantage of and prioritizing volunteer work within the community to make St. Sophia and its parishioners known for their good work.

6 - CHURCH SERVICES - Byzantine chanting in Greek and English; Liturgy—through service, volunteering, and fellowship in ministries, programs, and parish events.; Being consistent in the faith and attending its services; Deepen Worship & Formation (Faith that Transforms Lives); Being on time/ Service attendance; Music.

5 - GROWTH - Grow our community by doing outreach/fellowship activities for all ages, not just kids and seniors; Growth (increase the number of **active** parishioners); Growth; Bring in young families with children that engage in our programs and events.; Creation of programs that will attract families with children.

3 - LEADERSHIP - Continuity Plan of key roles in Parish; Mentoring the upcoming generation on traditions of the church to make way for new leadership; Embrace change- not everything has to be done the way it's always been done.

3 - COMMUNICATIONS & TECHNOLOGY - Modern communications and use of technology to connect with our parishioners and a wider community; Communication (multiple aspects as listed above); Social Media and Technology must be utilized.

3 - CULTURAL BALANCE - To use as much English in the Service as possible.; Finding a balance between the old Greek traditions that the church was built on and that older parishioners value deeply and progressing with the diversity of our growing parish which is valuable and appears to be the direction of the future.; Preserving Hellenism in its culture and ideals.

2 - OUTREACH & EVANGELISM - Increase and improve evangelism via training and market and volunteer opportunities; Enhance outreach to people of all ages to grow the parish.

2 - WELCOMING - Continue to be welcoming to our visitors; Maintaining a welcoming and engaging community promote growth for your families and the next generation.

ONEOFFS

~ Church population;

~ To make better use of our front yard by creating an outdoor Pavilion, to increase revenue from festivals as well as Hall rentals.;

~ (One Parish, Many Ministries, Shared Future);