



# STRATEGIC PLAN SUMMARY







## Christ the Saviour Orthodox Church

Orthodox Church in America, Diocese of Eastern PA  
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Rt. Rev. Daniel D. Kovalak, Attached

June 25, 2023

Dear brothers and sisters -

Christ is in our midst! He is and ever shall be!

The process of strategic planning at first blush may seem “out of place” for a Christian community. You may be tempted to say “this is too corporate” - and dismiss it off-hand. That would be a mistake. The Holy Scriptures witness to the importance of vision and planning -

*Where there is no vision, the people perish. (Proverbs 29:18)*

*For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it—lest, after he has laid the foundation, and is not able to finish, all who see it begin to mock him. (Luke 14:28-29)*

*Examine yourselves as to whether you are in the faith. Test yourselves. (2 Corinthians 13:5)*

One day, each of us will be called before the Lord to give an account of our stewardship (cf Luke 16:2) over all of the gifts that He has given us, both as persons and as a community. What you will find on the following pages is our attempt to be faithful to this calling!

Our community has been guided in this process by Bill Marianes, the foremost evangelist of parish health and strategic planning in our contemporary Orthodox Church in North America. We owe him a debt of gratitude for the amount of time, energy, and blessings he has poured into our parish.

I am also thankful for the work of our Core Team, Strategic Planning Team, and Implementation Team - especially “coaches” Jay Africa and M. Sharon Shingara. Finally I am thankful to all of you for your input throughout this process thus far, and those of you who will be contributing as we continue working together to have “a good account before the awesome judgement seat of Christ!”

With love in Him,

Fr. Stephen Vernak, Pastor

Scan the QR code to  
take a “deep dive” into  
Bill’s Process!



## OUR FACILITATOR

**B**ill **Marianes** has been called a “stewardship calling evangelist” and “the Orthodox WHY guy.” For 36 years, he was a partner and in leadership for two global law firms with over 1,100 lawyers each, where he was managing partner of the Atlanta office and practiced in the areas of corporate law, mergers and acquisitions. He retired early so that he could “work” full time for free through his Stewardship Calling ministry to help people and parishes discover and live their stewardship callings so that they can have a good account before the awesome judgment seat of Christ.



Bill first visited our community in 2017 when we hosted a workshop for the Diocese of Eastern PA, and were blessed when he stayed at our parish to offer a powerful homily at the Divine Liturgy for the feast of Pentecost. In 2019 we began the process of Strategic Planning, “pushed pause” during the pandemic and eagerly began our work together again in 2021. This strategic plan is the fruit of our opening retreat in October 2022, and our closing retreat in January 2023. We are eternally grateful for his generosity, enthusiasm, and encouragement as we strive to live our stewardship calling!

**May God grant Bill and his family many blessed years!!!**



**LEARN MORE:**

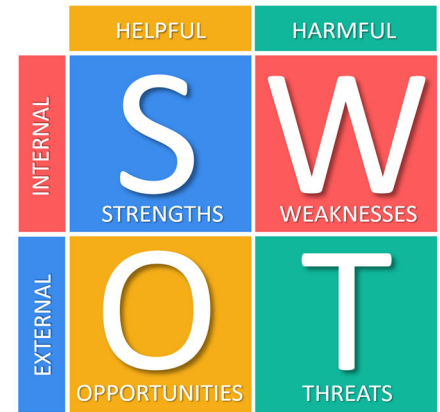
[www.stewardshipcalling.com](http://www.stewardshipcalling.com)



# ASSESSMENT TOOLS

## SWOT ANALYSIS

In June 2020 our 60 member Strategic Planning Team completed a SWOT survey, which identified key internal and external factors, which helped shape our discussions, and the goals presented in this document.



- (a) Internal Factors - Strengths & Weaknesses;
- (b) External Factors - Opportunities and Threats that include socio-cultural shifts, macroeconomics, tech advances, changes in laws, or our environment, etc.

## EFFECTIVE PARISH ASSESMENT (EPA)

In Aug and Sept 2022, prior to our opening retreat, our entire community was invited to participate in the EPA assessment survey. The results (following pages) along with the SWOT Analysis helped shape our Why, Mission, & Vision Statements, and Core Values, as well as our strategic areas of focus



# **CONSENSUS STATEMENTS**

At our opening retreat (Oct 2022), the Strategic Planning Team reviewed the results of our SWOT Analysis and our Effective Parish Assessment (EPA); then collaboratively articulated the following statements to galvanize our community around them.

## **WHY STATEMENT**

To experience and share Christ's love so that everyone we encounter finds healing, purpose, and eternal life.

## **MISSION STATEMENT**

Christ the Saviour Orthodox Church welcomes all to experience and share Christ's love and the apostolic faith through -

1. Worship
2. Education
3. Fellowship
4. Stewardship, and
5. Service

## **VISION STATEMENT**

Within 36 months we will measurably improve our Adult and Youth Religious Education, Prayer Life, Church Services Engagement, Stewardship Ministry Engagement and Community Outreach & Evangelism.

## **CORE VALUES**

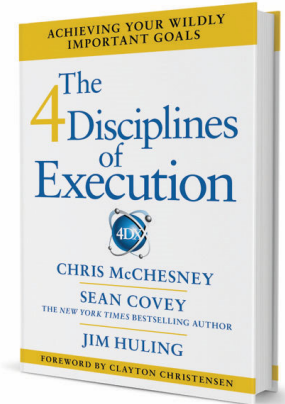
LOVE for God  
LOVE the Holy Orthodox Faith,  
LOVE our parish family, and  
LOVE our neighbors

# OUR PROCESS

## 4 DISCIPLINES OF EXECUTION (4DX)

We utilized the principles in this best selling book to make sure the stated goals in our strategic plan are accomplished effectively.

**Please contact the Goal co-captains to review the detailed plans and targets to accomplish each Wildly Important Goal (WIG).**



### SUMMARY OF 4DX

1. **FOCUS:** Determine your WIG's (Wildly Important Goals)
2. **LEVERAGE:** Act on Lead (Actionable) Measures
3. **ENGAGEMENT:** Create a compelling scoreboard
4. **ACCOUNTABILITY:** Create a cadence of accountability

## WILDLY IMPORTANT GOAL (WIG) TEAMS

### KEY AREAS OF STRATEGIC FOCUS



1. Education and Liturgical Engagement
2. Stewardship of Time Talents and Treasures
3. Community Outreach and Evangelism

## “SMART” GOALS



# WILDLY IMPORTANT GOAL (WIG) #1a & #1b

## Education & Liturgical Engagement

**Goal Co-Captains:** Sophia Kellachow (youth) & Samantha Lopez (adults)

We will research, develop and implement effective youth and adult “Religious Education” that will achieve the following “Education Targets” within 36 months:

- (a) 90% of youth parishioners complete a revamped full academic year Sunday School program beginning the 2023 academic year;
- (b) 25% of adult parishioners will complete a new four-part series of Orthodoxy Education 6-8 week programs;

### CURRENT INITIATIVES

- *Adult Education series on prayer (recorded and available on web site)*
- *Effective Christian Ministry (ECM) Goal - Recruiting and training our young people to engage in liturgical activities (hours, choir, altar, reader)*

### FUTURE GOALS

- *Research and develop methods to support and serve the spiritual/Liturgical needs of 18-30 year old parishioners.*
- *Liturgical Engagement & Prayer Life*
  - ⇒ *50% of all parishioners will participate in an age appropriate “Prayer Life Program” and achieve at least a 50% improvement in their prayer life;*
  - ⇒ *Parishioner engagement in church services will be increased by at least 75%*



# WILDLY IMPORTANT GOAL (WIG) #2

## Stewardship of Time, Talent & Treasure

**Goal Co-Captains:** John Dotsey & Keith Leader

We will research, develop and implement an effective youth and adult Stewardship Ministry Engagement Program (the “Stewardship & Engagement Program”) that will achieve the following “Stewardship & Engagement Target” within 36 months:

- Create a stewardship ministry to personally reach and engage all youth and adult parishioners, identifying and engaging their diverse talents, so that the contribution of time and talents and treasure by the members of our parish community increases by at least 33%

### CURRENT INITIATIVES

- *Increase the parishioner financial stewardship so that all parish operating expenses (including at least 10% of expenses given to parish-chosen external charities and philanthropies) are paid solely through parishioner stewardship;*

### FUTURE GOALS

- *Establish a parish benevolence fund to help parishioners in need with at least \$15,000 available;*
- *Establish a planned giving program and endowment in which at least 5% of parishioners participate.*



# WILDLY IMPORTANT GOAL (WIG) #3

## Community Outreach & Evangelism

**Goal Co-Captains:** Raymond Rieck, Christine Velott, and Mary White

We will research best practices to develop, and implement an effective Welcoming Ministry that will achieve the following goal within 36 months:

- Establish a new parish comprehensive Total Welcoming Ministry which engages 100% of visitors and lapsed parishioners;
- Will include the completion of a new Welcome Packet

### CURRENT INITIATIVES

- *Ongoing outreach efforts (active OCCGH participation, helping neighbors work-days);*
- *Growing charity donations (parish council, men's club, altar guild, trivia ministry);*
- *Growing numbers of catechumens*

### FUTURE GOALS

- *Participate in at least six significant community outreach, philanthropic, and service projects sponsored either by the parish alone or in partnership with another group, in which at least 40% of adults and youth parishioners will participate each calendar year (not counting food fest participation).*
- *A new Evangelism Ministry will. develop an evangelism training program in which at least 30% of parishioners participate; at least semiannually the parish will have an evangelism presence at one of the community festivals or public gatherings beginning within ten months; and at least eight new converts will join the Parish each calendar year due to the Discipleship Programs and remain active at least one year later.*

## CALL TO ACTION

*As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. - 1 Peter 4:10*



All of us are blessed with unique talents and abilities to share with our church community. Join your fellow brothers and sisters in Christ to continue the good work already in progress at Christ the Saviour Orthodox Church!

To join a WIG Team contact our Goal Co-Captains (next page).

Questions? Please see our coaches -



Jay Africa  
Coach

A stylized, handwritten signature in black ink that reads "Jay C. Africa".



M. Sharon Shingara  
Coach

A stylized, handwritten signature in black ink that reads "Sharon A. Shingara".

# CONTACT LIST

## Coaches

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## **WILDLY IMPORTANT GOAL (WIG) #1: Education & Liturgical Engagement Goal Co-Captains**

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## **WILDLY IMPORTANT GOAL (WIG) #2: Stewardship of Time Talent & Treasure Goal Co-Captains**

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## **WILDLY IMPORTANT GOAL (WIG) #3: Community Outreach & Evangelism Goal Co-Captains**

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