



ST. GEORGE GREEK ORTHODOX CHURCH

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STRATEGIC PLAN

VALUES

- Love
- Mercy
- Inclusiveness
- Compassion
- Courage
- Integrity
- Humility
- Faithfulness

MISSION: St. George Greek Orthodox Church is a Christ-centered community that: *inspires* faith and worship, *cultivates* spiritual growth and fellowship, and *encourages* benevolence and outreach.

VISION: Ascending together to the fullness of Life.

1 OUTREACH

Goals

- Evolve into a self-sustaining church by increasing new memberships, annual pledges, donations, and other contributions.
- Ensure parishioners have access to outreach services regardless of geographic location. Develop a system and process for service referral.
- Communicate outreach services to parishioners and provide instruction to access those services using various modalities.
- Assess results of outreach efforts periodically (1-3 years) in an organized (formal) manner.

Strategies

- Review existing St. George outreach efforts and examine other Orthodox and non-Orthodox outreach best practices to determine efficacy and potential for local implementation, elimination, and/or expansion.
- Identify underserved populations such as former parishioners, neighbors, inactive youth and adults to reconnect and to expand the St. George community.
- Develop a system to contact and communicate with ill, homebound, or hospitalized parishioners.
- Design and implement welcoming literature, activities or committees for new members, senior and youth programs, welcome and outreach, missions and benevolence, etc.
- Survey and summarize input from parishioners and outreach participants about outreach services and programs. Communicate results and adjust outreach programs as assessed.

2 MINISTRIES & ACTIVITIES

Goals

- Share the Orthodox Christian Faith with church members and non-members to expand Christ's message to the St. Paul community and beyond.
- Engage youth, young adults, adults, and seniors in both faith and fellowship activities to provide at least one appropriate program for each group.
- Encourage greater participation and volunteerism by adults and youth, and set goals to measure progress annually.
- Compare and analyze existing ministry programming and assess effectiveness periodically (1-3 years) in an organized (formal) manner with input from parishioners and ministry participants. Communicate results and adjust programming as determined.

Strategies

- Examine, evaluate, and recommend ministry programming to priest and Parish Council for implementation decisions.
- Solicit volunteers for all recommended programming and committees.
- Strengthen ministry programming to include youth, college-age, and single individuals to sustain our community and encourage greater active participation and persistence in local ministries.
- Establish a leadership retreat for Parish Council members.
- Review existing church staffing and consider adding a part-time youth director to assist in planning and orchestration of youth activities and events.

3 FAITH & SPIRITUAL EDUCATION

Goals

- Expand church attendance and participation at Sunday worship by ten percent by end of 2022.
- Develop communal faith and prayer activities leading to individual holiness in thought, word, and deed appropriate for all that help to build church community and purpose.
- Expand or reinforce faith educational opportunities for the faithful and other interested individuals in the community.
- Assess existing spiritual education programming and determine participation and effectiveness periodically (1-3 years).

Strategies

- Monitor and report weekly attendance at Divine Liturgy, Vespers, and Lenten services.
- Monitor and report increased participation in the Holy Mysteries (Sacraments).
- Promote and increase participation in Bible Studies, retreats, and other pertinent church-related lectures.
- Offer opportunities to participate in visitations or “pilgrimages” to monasteries or other spiritual destinations
- Encourage and expand participation in Metropolis, pan-orthodox activities and services such as summer camp and basketball tournament currently offered and explore additional opportunities to expand these events.
- Partner with other Orthodox churches to share faith and spiritual education strategies.

4 FINANCES, FACILITIES & RESOURCES

Goals

- Continue to improve the church financial indicators to position the church towards greater financial stability leading to a self-sustaining future by 2030 by increasing annual pledges, donations, and other contributions to further and expand the work of the church.
- Develop a master plan to determine future capital and grounds-keeping projects to improve facility image, access, and safety.
- Review stewardship and fund-raising practices for youth and parishioners and assess for effectiveness, improvement, and increased funding.

Strategies

- Review, update, and implement a planned giving program (Eternal Light program).
- Implement a paid accounting service and establish financial accounting procedures.
- Follow all Metropolis accounting policies, procedures, and remain in good standing with our Metropolis.
- Initiate a stewardship program for youth.
- Meet regularly with parishioners individually or in groups to raise additional stewardship revenues.
- Implement PDS database, financial and procurement software to improve efficiency and effectiveness of routine office procedures.
- Ensure data security.
- Develop a process to initiate capital improvement projects such as the kitchen, Sanctuary (icons), storage, acoustic, and video systems for the development of a master plan. Communicate the plan and follow it.
- Review pew configuration to accommodate wheelchair accessibility.

5 COMMUNICATION & TECHNOLOGY

Goals

- Develop a communication plan to include strategies for improving internal and external communications with various parish constituents and others for in-person and electronic communication modalities.
- Expand access to church services, artifacts, and photographs, the Metropolis and other Orthodox churches.

Strategies

- Communicate frequently and in multiple modalities. Reach out to diverse parishioners.
- Publish new membership (with permission) so current membership may contact them.
- Establish a “welcoming committee” and/or table for new and returning parishioners and guests.
- Establish transparency in decision-making and communicate the decisions with a rationale.
- Practice our faith at church and within our families and communities.
- The Parish Council will explore the Eight Characteristics of a Growing Church from *The ABC's of Natural Church Development* by Christian Schwarz with Jonathan Ivanoff for possible implementation at St. George. (See below).

Empowering Leadership, Gift-based Ministry, Fervent, Spirituality, Effective Structure, Inspiring Worship, Holistic Fellowship Groups, Need-Oriented Evangelism, Loving Relationships