

## **Dynamis Tour 2017**

# ...a dialogue to strengthen our Parishes and Parishioners



## **Dynamis Tour 2017**

Prayer and Reflections - Metropolitan Alexios



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#### 10

## Metropolis of Atlanta Strategic Plan

"Where there is no vision, the people will perish." PROVERES 20-18

#### STRATEGIC PLAN

FOR THE -

GREEK ORTHODOX METROPOLIS OF ATLANTA





## Church Strategic Planning is:

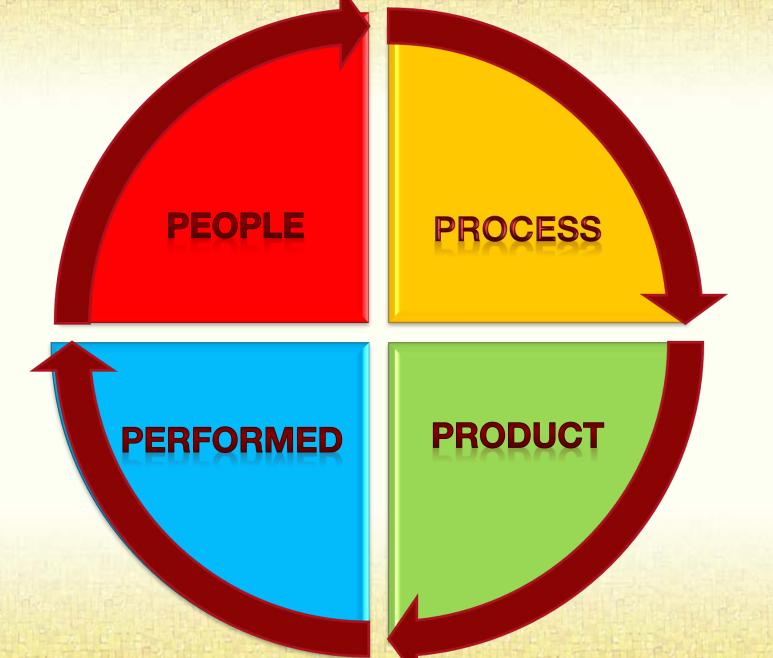
## A process for defining our strategy to allocate our resources to achieve our vision



## Church Strategic Planning is:

## A process to help manage the "busyness" of our Parish without turning the Parish into a "business."

#### **4 P's of Church Strategic Planning**





#### Metropolis of Atlanta 6 Part Work Plan

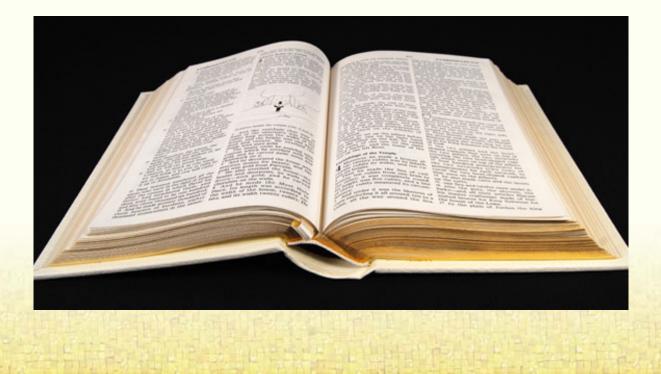
- <u>STEP ONE</u> Strategic Planning Opening Retreat
- STEP TWO Task Force Monthly Conference Calls
- <u>STEP THREE</u> Presentation At Metropolis Meetings For Feedback And Consensus Building

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- <u>STEP FOUR</u> Strategic Planning 2<sup>nd</sup> Retreat
- <u>STEP FIVE</u> Writing Of The Strategic Plan
- <u>STEP SIX</u> STRATEGIC PLAN IMPLEMENTATION

## KC NC R

## Strategic Planning is Biblical







## ""Where there is no vision, the people will perish"



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## Jeremiah 29:11-12

"For I know the plans that I have for you,' declares the LORD, 'plans for well-being, and not for calamity, in order to give you a future and a hope."



#### The Strategic Plan must answer four fundamental questions:

- 1. Why do we exist?
- 2. Where are we now?
- 3. Where do we want to be?
- 4. How will we get there?



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 Where are we now?
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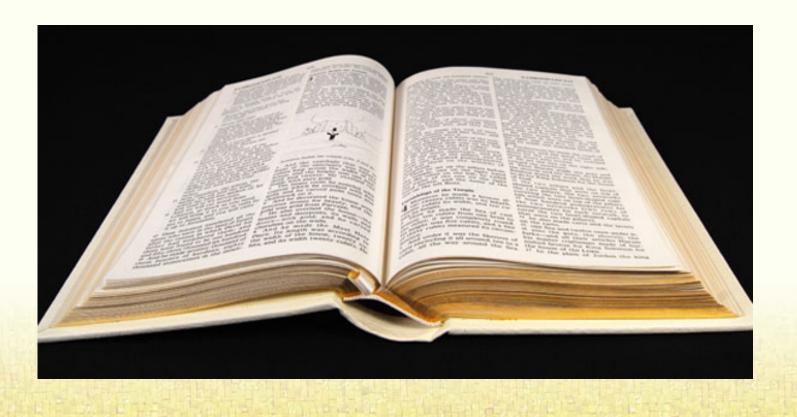


## Statement of WHY?

## A clear, compelling and inspirational reason why we exist and why anyone should want to join us?



# A Statement of Why is Biblical





# *"Men, <u>WHY</u> are you doing these things?"*

Acts 14:14

Metropolis of Atlanta Statement of Why (p. 10)

## The Metropolis of Atlanta welcomes all people seeking salvation, love, truth and fulfillment.



#### The Strategic Plan must answer four fundamental questions:

Why do we exist?
 Where are we now?
 Where do we want to be?
 How will we get there?



## **SWOT ANALYSIS**





## **Internal factors**

#### **Strengths and Weaknesses**

# (a) <u>Strengths</u> include things we do well

(b) <u>Weaknesses</u> include internal problems and issues we must overcome





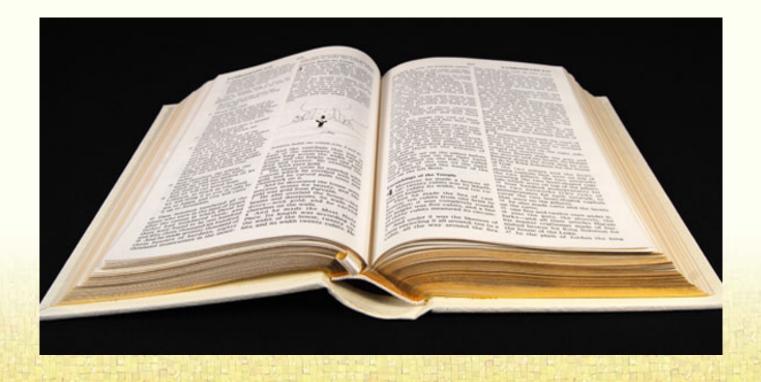
## **External factors**

**Opportunities** and **Threats** 

(a) <u>Opportunities</u> include things external to our church that could improve our performance or results

(b) <u>Threats</u> include external elements in our environment that could cause us issues

## A SWOT Analysis is Biblical





## "Examine yourselves as to whether you are in the faith. Test yourselves!"

2 Corinthians 13:5



#### Strengths - Metropolis of Atlanta (p.14)

- 2000 Year old unwavering faith (liturgical and sacramental traditions)
- Diakonia Retreat Center facility
- Parish / Community Facilities
- Youth Programs (Hellenic Dance Festival, St. Stephen's summer camp, Winter Youth Rally, Retreats)
- Philoptochos / Philanthropy
- Family Life Ministries

- Metropolitan Alexios
- Great Clergy
- Effective lay leadership
- Archangel Michael Honors weekend
- Plentiful resources
- Wealth
- Balanced Metropolis budget
- Transparency and accountability
- Attractive geography



### Weaknesses - Metropolis of Atlanta (p.14)

- Clergy (need for more training and mentoring; evaluation & feedback)
- Youth (we don't understand how best to reach them; they don't see the relevance of Church; ineffective tools for listening to them; low participation in programs and the life of the Church)
- Young Adult Ministries (OCF, etc.)
- Parents & Family Participation
- Financial DRC debt
- Stewardship inadequacy (reliance on festivals and failure to understand it is more than just money)
- Misunderstanding relationship between Parish, Metropolis, Archdiocese and Patriarchate
- **Communications/PR** (ineffective communication of Vision and inefficient or inadequate use of new technology, especially to reach youth)

- Metropolis Administration (lack of sufficient responsiveness and resources)
- Parish Governance (role and responsibilities of clergy and laity, lack of understanding regarding consensus and leadership succession planning, lack of institutional memory)
- Education (lack of faith development and culture awareness– youth and adults – lack of collecting and sharing best practices—religious and Greek education—parish council training)
- Identity Confusion (as a religious organization- with regard to Orthodox faith, Hellenic culture, Greek language, etc.)
- Ministries/Programs do not reach everyone
- Program evaluation process
- Worship (lack of engagement Sunday and other times)



## **Opportunities - Metropolis of Atlanta (p. 15)**

GREEK ORTHODOX METROPOLIS OF ATLANTA

- Technology (data management, web)
- Best Practices (personal ministries / services / counseling in Parish, stewardship, studying and adapting what others do, "benchmarking")
- Parochial Schools (youth educated in faith are more likely to stay in the faith)
- Talented Laity and Clergy we can harness

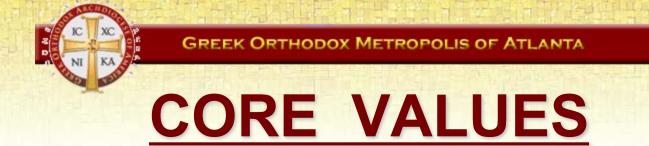
- Outreach to Non-Orthodox and Unchurched and Lapsed (evangelism, interfaith marriages)
- Underutilized young professionals
- Advocacy on critical iSSUES (Christian rights & freedom—and strengthen relationships)
- Gather beauty and knowledge wherever it is (don't merely look internally within Metropolis)



#### Threats - Metropolis of Atlanta (p. 15)

- Time challenges of external activities (significant number of external youth activities)
- Other Faiths better explain their relevancy and witness / live their faith
- Purposeful erosion of Christian faith in society
- Special time constraints on working families (two parents working—single parents)

- Changing moral values
- Changing family values
- Competition from other charities
- Assimilation of Interfaith marriages
- Current economy
- Change in demographics (we are not as close to our church)
- Other Faiths recruit better and address needs better







#### **Core Values:**

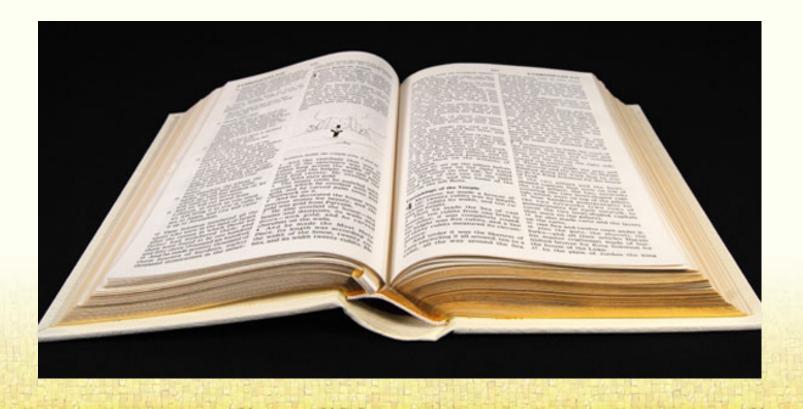
# 1. are beliefs shared among the stakeholders

2. drive an organization's culture and priorities

3. provide a framework for decision-making



## Core Values Are Biblical



## GOD'S CORE VALUES

THOU SHALT HAVE NO OTHER GODS BEFORE ME

II THOU SHALT NOT MAKE UNTO THEE ANY GRAVEN IMAGE

III THOU SHALT NOT TAKE THE NAME OF THE LORD THY GOD IN VAIN

IV REMEMBER THE SABBATH DAY TO KEEP IT HOLY

HONOR THY FATHER AND THY MOTHER VI THOU SHALT NOT KILL

VII THOU SHALT NOT COMMIT ADULTERY

> VIII THOU SHALT NOT STEAL

IX THOU SHALT NOT BEAR FALSE WITNESS AGAINST THY NEIGHBOR

> X THOU SHALT NOT COVET

## CHRIST'S CORE VALUES

#### THE BEATITUDES

Blessed are the poor in spirit, for theirs is the kingdom of heaven.

Blessed are those who mourn, for they shall be comforted.

Blessed are the meek, for they shall inherit the earth.

Blessed are those who hunger and thirst for righteousness, for they shall be satisfied.

> Blessed are the merciful for they shall obtain mercy.

Blessed are the pure of heart, for they shall see God.

Blessed are the peacemakers, for they shall be called children of God.

Blessed are those who are persecuted for righteousness sake, for theirs is the kingdom of heaven.



#### Metropolis of Atlanta Core Values (p. 16)

- Christ-centered
- Love
- Sacred Apostolic tradition
- Education, training and leadership development
- Outreach and evangelism
- Integrity, accountability and transparency
- Family
- Service and philanthropy
- Stewardship
- Hospitality, acceptance, welcoming and embracing
- Spiritual growth



## **MISSION**





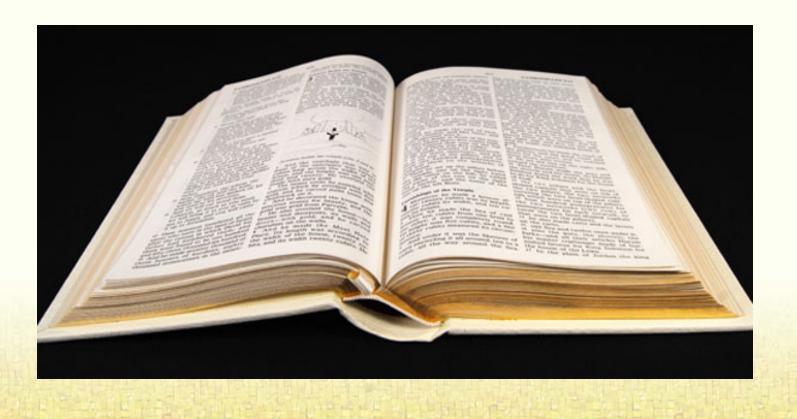
## **Mission:**

- A clear description of the fundamental reason an organization exists
- Mission answers the question:
  "What do we do?"





## A Mission Statement is Biblical





# "Go therefore and make disciples of all the nations"



Metropolis of Atlanta Mission Statement (p. 12) (based on Archdiocese Mission Statement)

### The Metropolis of Atlanta's mission is to energize, cultivate and guide the faithful in the Southeastern United States by proclaiming the Faith and Gospel of Christ, and teaching and spreading the Orthodox Christian Faith.



#### The Strategic Plan must answer four fundamental questions:

- 1. Why do we exist?
- 2. Where are we now?
- 3. Where do we want to be?
- 4. How will we get there?







#### **Vision**

• Defines what the organization hopes to do in the future.

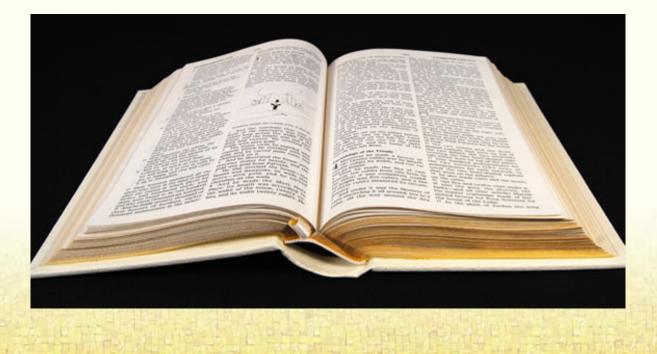
Vision answers the question:
 "Where are we going?"

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**GREEK ORTHODOX METROPOLIS OF ATLANTA** 

# VISION

### A Vision Statement is Biblical



#### The Great Commission (Vision – Part 2) Matthew 28:18-20

### "Go therefore and make disciples of all the nations ...baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you."



#### (Vision - Part 2) Acts 1:8

#### "...and you shall be witnesses to Me in Jerusalem, and in all of Judea and Samaria, and to the ends of the earth."

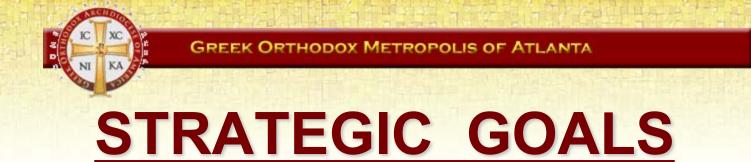
#### Metropolis of Atlanta Vision (p. 16)

We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as witnesses of our faith through loving, faithful and purposeful Orthodox Christian communities focused on: worship, education, stewardship, philanthropy, and fellowship.



#### The Strategic Plan must answer four fundamental questions:

- 1. Why do we exist?
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# STRATEGIC GOALS

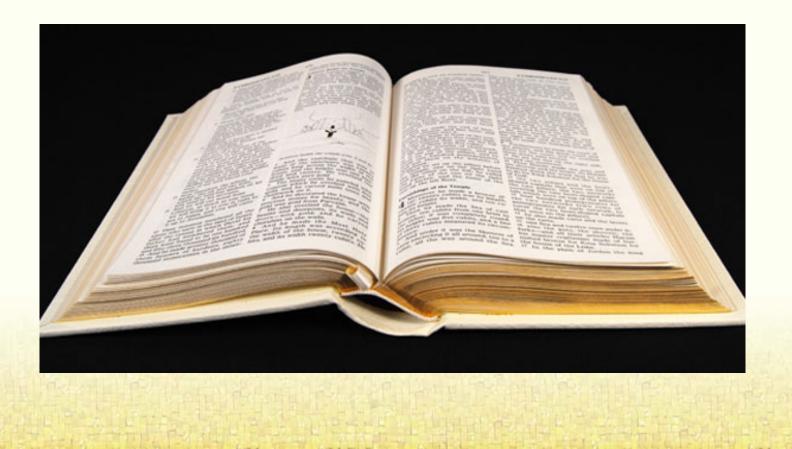


# Strategic Goals

# Strategic Goals are a **roadmap** of how to implement the vision and achieve the organization's goals.



#### Strategic Goals are Biblical





"Let your light so shine before men, that they may see your good works and glorify your Father in heaven."

Matthew 5:16

#### 11 Strategic Task Forces and 34 Goals (p. 17)

- 1. Administration (5)
- 2. Clergy (3)
- 3. Communication (3)
- 4. Education (2)
- 5. Family (4)
- 6. Finance (3)

- 7. Outreach, Evangelism & Philanthropy (2)
- 8. Spiritual Growth (2)
- 9. Stewardship (3)
- 10. Technology (3)
- 11. Youth (4)

# What Have We Done?

- We determined our Strengths, Weaknesses, Opportunities and Threats
- We reached consensus on our Statement of Why, Core Values, Mission and Vision
- We brainstormed with over 95 goals at the 1st Strategic Planning Retreat

# What Have We Done?

 11 Strategic Task Forces created 34 Strategic Goals and detailed action plans

- 34 Implementation Task Forces were formed to achieve all action plans
- Since the last Clergy Laity Assembly, 34 Implementation Task Forces researched and are developing best practices solutions and materials

#### 3 Key Things To Know About Our Strategic Plan

**1. It's all about the Parishes** 

2. We have many diverse teams

3. We have 3 Transformational Elements

#### 3 Key Things To Know About Our Strategic Plan IT'S ALL ABOUT THE PARISHES

- 28 of the 34 Goals are focused on strengthening the Parishes or Parish ministries
- The Metropolis is merely a more efficient vehicle to marshal the best resources to help its Parishes



#### 1. "None of us can do as much as all of us can do together."

# 2. "None of us is as smart as all of us are together."

### 3 Key Things To Know About Our Strategic Plan

2. We had a Strategic Planning Team and now have a separate Implementation Team comprised of 34 Task Forces



### The Strategic Planning Team

- Metropolitan Alexios
- Fr. Stavros Akrotirianakis
- Kathy Anemogiannis
- Maria Angeliadis
- Fr. Vasile Bitere
- Frank Boardman
- Fr. Spiro Bobotas
- Fr. John Bociu
- Lisa Boston
- Bob Buchanan
- David Chapman
- Presvytera Mary Christy
- Gerry Clonaris
- George Conits
- Criton Constantinides
- Dr. Thomas Copulos
- Christina Demos
- Dr. Nickitas Demos
- Harry Dimopoulos
- George Donkar
- Steve Doulaveris
- Elias Elia
- Lekita Essa
- Nicholas Furris
- Jimmy Gianoukas

#### Ana Godur

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- Fr. Athanasios Haros
- Fr. Demetri Kangelaris
- Presvytera Evie Kaplanis
- Fr. Paul Kaplanis
- Evelyn Klund
- Fr. Michael Kontogiorgis
- Dr. George Koulianos
- Nick Kremydas
- Fr. Mark Leondis
- Jim Logothetis
- John Lowen
- Fr. Paul Lundberg
- Chris Mandaleris
- Emmanuel Manos
- Irene Manos
- Bill Marianes
- Nick Mavrick
- Haralambos Mavromatidis
- Michael Missios
- Dr. Scott Mondore
- Nicholas Moraitakis
- Julie Moricz

•

- Dr. Nick Moustoukas
  - Dee Nicolaou

- Costa Panos
- Fr. Philemon Patitsas
- Haido Pourlos
- Fr. Barnabas Powell
- Steve Psarellis
- George Psetas
- Fr. Joseph Samaan
- Mimi Scaljon
- Evan Scurtis
- Fr. Constantine Simeonidis
- Costas Soulakos
- Pat Sourlis
- Kiki Tarasidis
- Elyse Billas Theodore
- Steve Trakas
- Fr. George Tsahakis
- Fr. Michael Varvarelis
- Dr. Ted Vlahos
- Constantine Vrettos
- G. Thomas Yearout

Special Acknowledgements: Presvytera Jocelyn Mathewes – (Graphic Design) Dean Papastrat – (Portal /Website) John Zourzoukis – (Printing)

#### The Implementation Team Task Force Coordinators and Captain Leaders

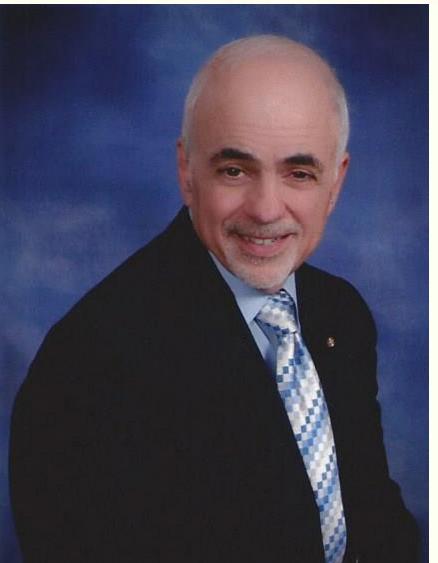
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- Fr. Matthew Carter
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- Dr. Nickitas Demos
- George Donkar
- Lekita Essa
- Fr. Gregory Georgiou
- Fr. Thomas Guerry
- Fr. Athanasios Haros

- Zoe Kafkes
- Fr. Paul Kaplanis
- Kris Kapoor
- Fr. Sampson Kasapakis
- Evelyn Klund
- Dr. George Koulianos
- Mark Langford
- Fr. Robert Lawrence
- Deidre Leipkowski
- Fr. Mark Leondis
- Fr. Nick Louh
- Fr. Paul Lundberg
- Chris Mandaleris
- Paula Marchman
- Bill Marianes
- Fr. Christos Mars
- Nick Mavrick
- Dr. Scott Mondore
- Mark Moraitakis

- Nicholas Moraitakis
- Maria Mortis
- Fr. Thomas Newlin
- Fr. Robert O'Laughlin
- Fr. Panayiotis Papageorgiou
- Haido Pourlos
- Fr. Barnabas Powell
- Stephanie Reid
- Fr. James Rousakis
- Fr. Joseph Samaan
- Costas Soulakos
- Pat Sourlis
- Kiki Tarasidis
- Philip Thevos
- Fr. Demetri Tsigas
- Steve Trakas
- Fr. George Tsahakis
- Constantine Vrettos
- G. Thomas Yearout

PLUS OVER 100 ADDITIONAL TASK FORCE MEMBERS!

# Head Coach Gerry Clonaris



Communications
 Education
 Family
 Spiritual Growth
 Youth

# Head Coach Chris Mandaleris



 Administration
 Clergy
 Finance
 Finance
 Outreach, Evangelism and Philanthropy
 Stewardship
 Technology

# **<u>6 Metropolis Goals</u>**

- **1.4 Metropolis Administration**
- **3.2 Metropolis Communications Plan**
- 3.3 Metropolis Communications Director Done
- 6.1 DRC Debt Reduction Done
- **6.2 Metropolis Endowment**
- 10.1 Metropolis Website Done

#### 9 Operational Goals To Benefit Parishes

**1.2 Ministry Accountability & Performance** 

- **1.3 Risk Management**
- **3.1 Strategic Plan Communications**
- 6.3 Parish Financial Vitality Tools
- 7.2 Parish Mentoring
- **10.2 Social Media Ministry**
- 10.3 Best Practices Web Portal Done
- **11.2 Youth Worker Program**
- **11.3 Youth Ministry Resources Center**



# **1.1 Parish Strategic Planning**



# **WORSHIP**

We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as witnesses of our faith through <u>loving</u>, faithful and purposeful Orthodox **Christian communities focused on:** worship, education, stewardship,

<u>philanthropy</u>, and

<u>fellowship</u>.

## WORSHIP

- 2.1 Clergy Development
- 2.2 Clergy Transition Plan
- 2.3 Clergy Self Improvement
- 8.2 Congregational Singing
- **5.3 Orthodox Home**
- 8.1 Spiritual Growth Resources Done Done

# **EDUCATION**

We will <u>grow</u> the Metropolis of Atlanta, and personally grow in Christ and <u>make disciples</u>, by living as witnesses of our faith through <u>loving</u>, <u>faithful and purposeful</u> Orthodox Christian communities focused on:

#### <u>worship</u>,

#### <u>education</u>,

#### <u>stewardship</u>,

philanthropy, and

<u>fellowship</u>.





# 4.1 Best Education Materials5.1 Early Parenting

# **STEWARDSHIP**

We will <u>grow</u> the Metropolis of Atlanta, and personally grow in Christ and <u>make disciples</u>, by living as witnesses of our faith through <u>loving</u>, <u>faithful and purposeful</u> Orthodox Christian communities focused on: <u>worship</u>,

<u>education</u>,

<u>stewardship</u>,

<u>philanthropy</u>, and

<u>fellowship</u>.



- 9.1 New Stewardship Program
- 9.2 Skills Matching Process
- **1.5 Council of Ministries**
- 4.2 Orthodox Leadership Program

# **PHILANTHROPY**

We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as witnesses of our faith through <u>loving</u>, faithful and purposeful Orthodox **Christian communities focused on:** worship, <u>education</u>,

<u>stewardship</u>,

<u>philanthropy</u>, <mark>and</mark>

<u>fellowship</u>.



# 7.1 Outreach, Evangelism & Philanthropy

### 9.3 Reformulation of Fundraisers

## **FELLOWSHIP**

We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as witnesses of our faith through <u>loving</u>, faithful and purposeful Orthodox **Christian communities focused on:** worship, <u>education</u>, stewardship, philanthropy, and fellowship.

## **FELLOWSHIP**

7.1 Outreach, Evangelism & Philanthropy

- **11.1 Regional Youth Summits**
- 11.4 Young Adult Ministry Programs
- 5.2 Newly Married Couple Mentoring

5.4 Seniors Programs Done



- Prayer and Reflection Metropolitan Alexios
- Metropolis Strategic Plan Update
  - Bill Marianes
  - Chris Mandaleris
  - Zoe Kafkes
- Youth Ministry Update Julie Moricz
- <u>Questions and Answers</u>

## 3 Transformational Elements In Our Strategic Plan

1. Best Practices Resource Portal <u>www.atlstrategicplan.org</u>

**2.** Parish Champions

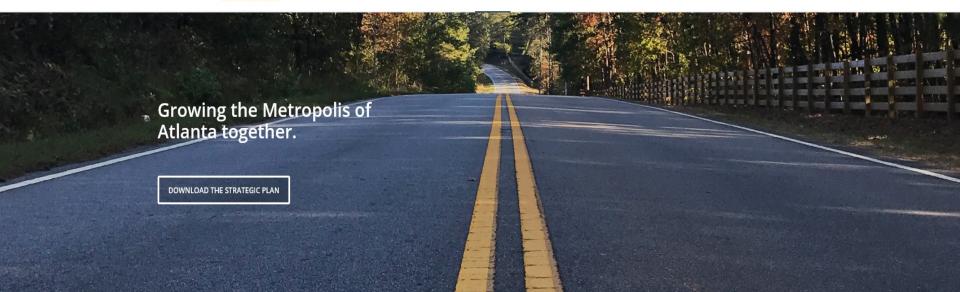
### 1. <u>Best Practices Resource Portal</u> <u>www.atlstrategicplan.org</u>

The place to find the best practices materials, programs and resources from all Completed Strategic Goals that you can use in your Parish and life.

## www.atlstrategicplan.org



Home Why/How Areas of Focus Goals Teams Completed Material Contact Q





#### Our Mission

The Metropolis of Atlanta's mission is to energize, cultivate and guide the faithful in the Southeastern United



#### **Our Vision**

We will grow the Metropolis of Atlanta, and personally grow in Christ and make disciples, by living as



#### Statement of Why

The Metropolis of Atlanta and its Parishes welcome all people seeking



• Christ-centered

- Love
- Sacred Apostolic tradition

#### **Tonight's presentation is in on the Portal**

STRATEGIC OPLAN

Areas of Focus Goals Teams Completed Material Contact Q Why/How





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#### Core Values · Christ centered

- Love
- Sacred Apostolic tradition
- · Education, training and leadership development
- · Outreach and evangelism
- · Integrity, accountability and transparency
- Family
- · Service and philanthropy
- Stewardship
- · Hospitality, acceptance, welcoming and embracing
- Spiritual growth

#### DOWNLOAD THE "DYNAMIS" PRESENTATION

## 3 Transformational Elements In Our Strategic Plan

1. Best Practices Resource Portal www.atlstrategicplan.org

2. Parish Champions

#### 2. Parish Champions

Each Parish has a "Champion" to:

a) share the progress of our Strategic Plan and all the new resources with the Parish

b) share the additional needs of the Parishes with the Metropolis

## 3 Transformational Elements In Our Strategic Plan

1. Best Practices Resource Portal www.atlstrategicplan.org

2. Parish Champions

- Information and training sessions to provide the tools, materials, resources and programs from the 28 Strategic Goals focused on the Parishes
- 1st Faith Forum at the Metropolis Clergy Laity Assembly in Raleigh, N.C. June 21-24 (specifically Friday June 23<sup>rd</sup>)

- Beginning in the Fall of 2017, and continuing throughout the years that follow, we will conduct regional Faith Forum workshops throughout the Metropolis
- We will constantly introduce the latest best practices and share real world experiences

## **Dynamis Tour 2017**

- Prayer and Reflection Metropolitan Alexios
- Metropolis Strategic Plan Update
  - Bill Marianes
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  - Zoe Kafkes
- Youth Ministry Update Julie Moricz
- <u>Questions and Answers</u>

#### Department of Youth, Education, and Hellenic Culture



## the state of that which is not yet fully realized

(Miriam Webster Dictionary)

# the art of forming the soul of children

(St John Chrysostom)

#### "And there are diversities of activities, but it is the same God who works all in all."







Youth, Education, and Hellenic Culture

#### St Stephen's Summer Camp

- OCF WorkDaze Fall & Spring Semesters
- CONNECT Pan-Orthodox Initiative
- Winter Youth Rally
- Hellenic Dance Festival
- GOYA Lenten Retreat
- St John Chrysostom Oratorical Festival

#### DYNAMIS

#### St Stephen's Summer Camp



DYNAMIS



#### St Stephen's Summer Camp



#### OCF WorkDaze









#### **Regional Youth Summits**



#### YOUTH Goal 11.1 Regional Youth Summits

Within 1 year, we will establish a series of annual *Regional Youth Summits* in major geographic regions of the Metropolis where we offer multi-Parish youth activities, programs, mentoring, training and fellowship.









#### Hellenic Dance Festival





#### DYNAMIS

#### **GOYA** Lenten Retreat







#### St John Chrysostom Oratorical Festival





#### **Educational Needs**







#### Family Life Ministry





# "The primary lesson for children is to know the eternal God . . ."



Department of Youth, Education, and Hellenic Culture

### "One needs - especially in our present time - good fellowship with others."

#### Department of Youth, Education, and Hellenic Culture

# LET US ATTEND!

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- <u>Questions and Answers</u>





#### Questions and Answers Rules of Engagement



will be to unload our weapons."

# Dynamis Tour 2017

#### **Questions and Answers**







## She's warming up...

It's almost over

# "Then he said to his disciples, 'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, <u>to send out</u> <u>Workers</u> into his harvest field.' "

Matthew 9:37-38

# to join us on the journey of your life...







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

Luke 10:1

