

Strategic Planning Meeting
February 7, 2009

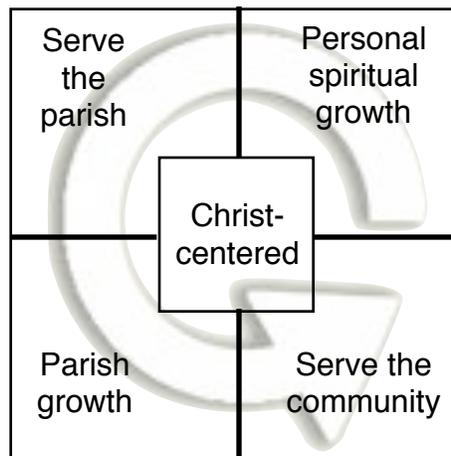
—Executive Summary—

What is the goal?

The ultimate goal of every parish, on a personal level, is personal transformation. The goal of the church should be the personal transformation of each one of us from a state of sinfulness and immersion in the passions to a state of closeness to God, *theosis*, deification, perfection in His grace and love.

What is a healthy parish?

As described in Acts 2:42-47, a healthy parish is characterized by:



The current state of Holy Transfiguration:

- Building Fund
 - 20 years old, the parish has grown in size and facilities through the dedicated efforts of its members. Capital campaigns have been particularly important, raising between \$400-500K every two years.
 - There are only a few parishes that generate enough money from stewardship to cover operating expenses. While the parish has 260-280 members pledging to stewardship, it does not have as many participating in the building fund.
 - Current indebtedness is ~1.3 million for the mortgage plus the iconography obligation.
- Stewardship:
 - The parish has averaged \$1000-1200 per family for stewardship.
 - Typically, the pledges lag behind actual. People typically give more than they pledge, about 20%. Income has exceeded pledged amount, on average, from 107%-117%.

- Land and facilities:
 - The facilities committee's intent was to contract with a church-planning firm to come up with a master plan for the parish facilities, but a decision to wait was made based on the low level of building fund pledges and the need to gather information from the ministries, the priest, and other parish leaders to determine what is needed for facilities.
 - Of the parish's land, there are only 1.5 acres that can be used for a building. Possible areas for expansion are the properties across the street and the land across the creek.
- Ministry self-assessment:
 - Among the strongest ministries are Philoptochos and those associated with the physical development (facilities) of the parish. The priest is appreciated for his spiritual guidance, knowledge, and the rich liturgical life he offers.
 - Weakness was noted in the following ministries: leadership and administration; philanthropic activity (other than Philoptochos), integration and retention of new and inactive members, ministry to college students and young adults, and education.

Parish strengths and weaknesses:

- Strengths:
 - The core group of committed parishioners
 - Spiritual leadership
 - An open, welcoming atmosphere and a sense of belonging
- Weaknesses:
 - Lack of mentoring and leadership development
 - Lack of *total* commitment to personal spiritual growth and ministry
 - Lack of assimilation of new and inactive families

Desired Future State of Holy Transfiguration: 2020 Strategic Priorities

- Leadership development/mentoring
- Multifunctional facility
- Increase spirituality
- Create a "church family" through improved communication and scheduling
- Community outreach, especially to college students
- Increase stewardship
- Develop and execute a land acquisition plan (as needed)
- Education for the entire family through adequate programs and space
- Iconography and a completed sanctuary

Recommended priorities to the Parish Council for 2009-2010:

1. Increase spirituality of the overall Parish ("Create a Spiritual Culture").
2. Improve leadership development and mentoring; succession planning.
3. Increase stewardship and building fund participation (I.D. a Building Fund Chair).
4. Revisit Mon-Sat plan for overall use and effectiveness of activities and facilities.
5. Develop facilities master plan, including land acquisition scenarios.
6. Implement assimilation plan for new and inactive families.
7. Execute iconography plan.

Additional issues to consider in the 2009–2010 Plan:

Note: The following is post-meeting input from Tim Tassopoulos as the group facilitator and not the product of the group.

1. Consider an overall two-year theme: “Let us commit ourselves and one another and our whole life to Christ our God.”
2. Review and revise priorities with the parish council and share with the parish at the general assembly.
3. Establish goal champions and targeted outcomes by 12/31/10 for each priority. Ask for initial plan by 3/31/09.
4. Assess what is missing from the strategic priorities list vs. healthy parish model (i.e. service to the community).
5. Establish more focus by determining what we should stop doing that is not in line with priorities.
6. Write a clear 2020 vision plan that can be shared with the parish for input.
7. Establish annual/semi-annual “checkpoint” sessions with parish council and council of ministries to assess progress vs. strategic priorities.