



Holy Transfiguration

2019-2023

Strategic Plan



## Our Purpose

Lead people to the Kingdom of God

## Our Mission

Provide a place of worship where people actively gather to practice their authentic Orthodox Christian faith to impact the world.

# Our Values



- ***Authentic*** - We are firmly rooted in the timeless teaching, traditions and faith of Orthodox Christianity.
- ***Welcoming*** - We strive to create a caring environment where everyone worships and works together.
- ***Stewards*** – We connect with God by freely sharing our time, talent and treasure.
- ***Hellenic*** - We integrate the culture, customs and language of our Greek heritage into our daily interactions.
- ***Giving*** – We support our community with love and generosity.

# Our Strategies

- **Promote Visibility and Understanding of Our Faith Outside Our Parish**
- **Expand Religious Education Opportunities**
- **Increase Participation in Liturgical Services**
- **Further, engage youth/young adults in spiritual and volunteer aspects of our church**
- **Ensure Security and Safety of Parishioners**
- **Balance and increase stewardship (Time, Talent and Treasure)**

# Strategy #1 - Promote Visibility and Understanding of Our Faith Outside Our Parish

Focus Areas	Tactics	Year
Use Media to Proclaim the Faith	1. Add a line-item for external media organizations (Ancient Faith Radio, Trisagion Films, etc.) in the Parish budget	2020
	2. Improve website simplicity and mobile device friendliness with a focus on the calendar, directions, activity posts, and contact us pages and links to our social media. Identify Webmaster.	2021
	3. Advertise Parish with (possibly digital) frontage sign and billboards	2022
Create Opportunity for Dialogue with Seekers	1. Create a presence at KSU and Other Colleges and Universities	2020
	2. Create a class to teach parishioners how to engage with those inquiring about the Faith and Parish	2021
	3. Get a booth to advertise the Parish at other Area festivals	2022
Identifying and Engaging Seekers and Visitors	1. Ensure Faith is a part of Festival advertising	2020
	2. Give a gift of some kind for all church tour visitors	2020

## Strategy #2 – Expand Religious Education Opportunities

Focus Areas	Tactics	Year
Expand Adult Religious Education	1. Promote existing adult educational opportunities (the Spiritual Book Club, bible studies, Intro to Orthodoxy, etc.)	2019
	2. Promote the Spiritual Formation Conferences (better tailor content to laity)	2020
Evaluate viability of a Parochial School	1. hold the open forum(s) to answer questions regarding the proposed parochial school	2019-2020
	2. PC evaluate the PSDC's findings and plans to enable establishment of school	2020+
Improve and create additional educational opportunities for youth	1. Identify parishes with strong catechism programs, identify best practices and improve current catechism (includes teacher development)	2020
	2. GOYA Leadership explore pilgrimages to St John the Wonderworker and attend services at the monastery in Abbeville, SC	2020-2021
Use technology to enhance education	1. Increase exposure to Trisagion Films and other Orthodox Christian online resources	2020

# Strategy #3 – Increase Participation in Liturgical Services

Focus Areas	Tactics	Year
Improve Parishioner knowledge and understanding of actions and responses during services.	1. educate using a beginners' mindset in a language they understand (who, what, why)	2020
	2. develop brief descriptions for each Liturgical item and Icon in our Church (handouts, 75 page tour guide or digital)	2020
Leverage available media to improve awareness of learning opportunities for our faith	1. promote and encourage parishioner use of electronic resources before and during services	2020
Improve parishioner involvement in Divine Services	1. all church leaders should make extra efforts to attend all services in a timely manner	In Progress
	2. use a variety of our parishioners for needs during services including readers, ushers and greeters	2020
	3. celebrate our successes and publicly recognize volunteers supporting the parish briefly at divine services	2020
	4. develop programs and identify leader for special needs (ride-share, young families, senior citizens ,etc.)	2021

## Strategy #4 – Further, engage youth/young adults in spiritual and volunteer aspects of our church

Focus Areas	Tactics	Year
Cultivate youth servant leadership skills	1. inform and encourage youth to participate in Diocese Activities	2020
	2. engage the youth in Liturgical Services through participation (Youth Sunday, ushers, candles, readers, etc.)	2020
	3. GOYA representative present activities and concerns at Council of Ministries meetings	2020
Keep young adults connected to Christ and the church	1. support and communicate participation in local, regional, national and international ministries geared to young adults (OCF, IOCC, OCMC, etc.)	2020
	2. create a college student / adult mentor program	2021
	3. improve our local college in-reach programs and better communicate scholarship opportunities (Metropolis, AHEPA, Agape, etc.)	2020
	4. recruit young adults to support the ministries they were active in prior to college	2020
Increase youth fellowship through church activities	1. support youth and young adult fun activities (Young Adult Dance, etc.)	2020
	2. have various volunteer opportunities available, suitable for their ages	2020
	3. build our social media connections with all youth and young adults	2020
	4. build Whole Family activities at our church	2021



# Strategy #5 – Ensure Security and Safety of Parishioners

Focus Areas	Tactics	Year
Create plans and deploy measures to protect church and its parishioners	<ol style="list-style-type: none"> <li>1. Establish a formal Safety and Security committee</li> <li>2. Immediately address “Monday through Friday” security &amp; safety <ul style="list-style-type: none"> <li>• Physical &amp; Technology</li> </ul> </li> <li>3. Commission a comprehensive security &amp; safety audit: Physical Security; Security Technology; Safety</li> <li>4. Develop emergency planning / response procedures &amp; protocols</li> <li>5. Evaluate need for armed presence during regular services <ul style="list-style-type: none"> <li>• Police Support</li> <li>• Licensed parishioners (trained)</li> </ul> </li> <li>6. Integrate separate/special security plan (comprehensive) for the annual festival, Holy Week and other events</li> </ol>	<p>Sep 2019 2019</p> <p>Q2 2020</p> <p>2H 2020</p> <p>2021</p> <p>2021</p>
Ensure safety of youth parishioners	<ol style="list-style-type: none"> <li>1. Support Archdiocese Youth Protection Program policy</li> </ol>	2020

# Strategy #6 – Balance and increase stewardship (Time, Talent and Treasure)

Focus Areas	Tactics	Year
Work with Outreach Ministry to make personal connection with Parish Members/Visitors	<ol style="list-style-type: none"> <li>1. Outreach Ministry to connect with former members and/or members who are not attending services.</li> <li>2. Update Parish Directory</li> <li>3. Create a Volunteer Coordinator position on the PC</li> <li>4. Identify and publish volunteer opportunities. Also follow up on volunteer requests in Membership Cards and update current Card format.</li> <li>5. Develop New Member / Visitor Process</li> </ol>	<p>2019</p> <p>2019-20 1H2020 1H2020</p> <p>2020</p>
Ensure the financial stability of our Parish	<ol style="list-style-type: none"> <li>1. Phase II Building campaign and giving guidelines</li> <li>2. Encourage ministry fund raisers, visionary budgets and enforcement of stewardship requirements</li> <li>3. Implement online giving educational sessions</li> <li>4. Implement a planned giving program (Eternal Light Society)</li> </ol>	<p>2019</p> <p>In progress</p> <p>Dec 2019 2020</p>
Develop an effective Stewardship communication process to inspire a culture of generosity	<ol style="list-style-type: none"> <li>1. Stewardship Luncheon combined with a Christmas Program</li> <li>2. Create awareness of stewardship activities –Post pledged members, Publish Faith in Action Stories in Syndiakonia, Bulletin and Website</li> </ol>	<p>2020</p> <p>2020</p>
Develop a formal Facilities / Land development plan	<ol style="list-style-type: none"> <li>1. Establish facility reserve fund, conduct asset audit</li> <li>2. Develop and communicate plans for land use, IT and icons</li> <li>3. Staff caretaker position</li> </ol>	<p>2019-20</p> <p>2020-22</p> <p>2021<sup>10</sup></p>